



July 1, 2024
through
June 30, 2028

Agreement Between the Education Association of St. Mary's County
and the Board of Education of St. Mary's County
for Education Support Professionals

Collaboration



Non-discrimination Statement

The St. Mary's County Public School System does not discriminate on the basis of race, color, gender, age, national origin, marital status or sexual orientation, religion, or disability in matters affecting employment, admission to or treatment in providing access to programs. For inquiries related to this policy, please contact:

Department of Human Resources
St. Mary's County Public Schools
23160 Moakley Street
Leonardtwn, Maryland 20650
(301) 475-5511, Option 1

This page intentionally left blank.

TABLE OF CONTENTS

Article 1, Recognition

1.1. Preamble1
1.2. Definitions.....1
1.3. Designation3
1.3.1. Board.....3
1.3.2. EASMC.....3
1.4. Negotiations3
1.4.1. Start Date for Negotiations of Successor Agreements.....3
1.4.2. Impasse4
1.4.3. Employee Access to the Agreement4
1.4.4. Severability4
1.4.5. Funding4
1.5. Realignment of Agreement.....4

Article 2, Grievance and Arbitration

2.1. Statement of Intent.....5
2.2. Definitions.....5
2.2.1. Grievant.....5
2.2.2. Grievance5
2.2.3. Work Day.....5
2.2.4. Time Limits.....5
2.3. Procedure5
2.3.1. Step 16
2.3.2. Step 26
2.3.3. Step 36
2.3.4. Step 46
2.4. Arbitration.....6

Article 3, Association Privileges and Responsibilities

3.1. Payroll Deductions.....7
3.1.1. Payroll Deductions for EASMC Membership.....7
3.1.2. EASMC Membership Information7
3.1.3. EASMC Membership Contract.....7

3.1.4.	EASMC Membership Dues Installments	7
3.1.5.	Other Allowable Payroll Deductions	7
3.1.6.	Pre-tax Payroll Deductions	8
3.1.7.	Indemnification for EASMC Payroll Deductions	8
3.1.8.	EASMC Membership Termination	8
3.2.	Information	8
3.2.1.	Exchange of Meeting Information	8
3.2.2.	New Employee Information	8
3.2.3.	Bargaining Unit Data	8
3.3.	Bulletin Boards	8
3.4.	New Employees	9
3.4.1.	New Employee Orientation	9
3.4.2.	EASMC Information in Hiring Packet	9
3.5.	Release-time President	9
3.5.1.	Fiscal Responsibilities	9
3.5.2.	Release-time President Vacancy	9
3.5.3.	Other Association Leave for Members	9
3.6.	Access to Employees	10
3.7.	Materials Delivery	10
3.8.	EASMC Meetings	10
3.9.	Use of Facilities	10

[Article 4, Notification of Assignment](#)

4.1.	Written Notice of Assignment	11
4.2.	Changes in Assignments	11
4.3.	Multiple-Site Assignments	11
4.4.	Work Performed Outside Classification	11
4.5.	Reclassification	12
4.5.1.	New and Modified Job Positions and Job Descriptions	12
4.5.2.	Group Reclassification	12
4.5.3.	Individual Position Reclassification	12
4.5.3.1.	Employee-initiated Requests for Reclassification	12
4.5.3.2.	Supervisor-initiated Requests for Reclassification	13

Article 5, Working Conditions

5.1.	School-based Employees	14
5.1.1.	Planning Time for Paraeducators	14
5.1.2.	Crisis Prevention Institute	14
5.1.3.	Administrative Responsibility for Student Disciplinary Procedures	14
5.1.4.	Voluntary Substitutes for Teachers	14
5.1.5.	Substitutes for Paraeducators	14
5.1.6.	Unique Student Needs	15
5.1.7.	Student Testing	15
5.2.	All Employees	15
5.2.1.	Normal Work Hours	15
5.2.2.	Duty-free Lunch	15
5.2.3.	Paid Breaks	15
5.2.4.	Adjustments to the Normal Duty Day	16
5.2.4.1.	Required Notice	16
5.2.4.2.	Compressed Summer Schedule	16
5.2.4.3.	Flexible Scheduling for Exempt Employees	16
5.2.4.4.	Adjustments to the Scheduled Workweek for Nonexempt Employees	16
5.2.4.5.	Weekends and Holidays	17
5.2.5.	Overtime for Nonexempt Employees	17
5.2.5.1.	Overtime Rate of Pay	17
5.2.5.2.	Compensatory Time	17
5.2.5.3.	Additional Compensation	17
5.2.5.4.	Volunteering for Non-paying Activities	17
5.2.5.5.	Two-hour Minimum Compensation for Extended Day	17
5.2.5.6.	Emergency Call-ins	17
5.2.5.7.	Required Notice for Overtime	18
5.2.5.8.	Overtime Rate of Pay	18
5.2.5.9.	Compensatory Time Payout Upon Termination	18
5.2.5.10.	Holiday Pay	18
5.2.6.	Specialized Job Training	18
5.2.6.1.	Hazardous Conditions	18
5.2.6.2.	First Aid/Health	18
5.2.7.	Employee Screening	19

5.2.7.1.	Evaluating Employees for Intoxication	19
5.2.7.2.	Driving Record.....	19
5.2.7.3.	Use of Board-owned Vehicles	19
5.2.8.	Substitutes	20
5.2.9.	Telework Under Exceptional Circumstances.....	20
5.2.9.1.	Superintendent Authorization	20
5.2.9.2.	Telework During Inclement Weather	20
5.2.9.3.	Telework Guidelines	20
5.2.10.	Travel Reimbursement.....	20
5.2.11.	Uniforms	21
5.2.11.1.	Operations, Maintenance, and Technology Staff.....	21
5.2.11.2.	Painters.....	21
5.2.11.3.	Food Service Personnel.....	22
5.2.11.4.	Safety and Security Personnel	22
5.2.11.5.	Transportation Personnel	22
5.2.12.	Tools	22
5.2.13.	Staff/Faculty Meetings.....	22

Article 6, Duty Days

6.1.	Required Duty Days.....	23
6.2.	Winter Break	23

Article 7, Health and Safety

7.1.	Health and Safety Committee	24
7.2.	Health and Safety Inspections.....	24
7.3.	Undesirable Conditions.....	24
7.4.	Unsuitable Conditions.....	24
7.5.	Improvised Explosive or Other Life-threatening Devices	24
7.6.	Site Security Lighting	25
7.7.	SMCPS Vehicle Safety Features	25
7.8.	Staff Access to Restrooms	25

Article 8, Insurance

8.1.	Health Care Benefits	26
8.1.1.	Choice of Health Care Plans	26
8.1.1.1.	Active Employees	26

8.1.1.2.	Retirees	26
8.1.2.	Specifications	26
8.1.2.1.	Co-pay for Emergency Room Services.....	26
8.1.2.2.	Prescription Coverage	27
8.1.2.3.	Audiology	27
8.1.2.4.	Survivor Benefits	27
8.1.3.	Premium Splits.....	27
8.1.3.1.	Active Employees	27
8.1.3.2.	Retirees	28
8.2.	Employee Wellness Program (Blue Rewards)	28
8.3.	Term Life Insurance.....	29
8.4.	Long-term Disability.....	29
8.5.	Joint Health Care and Wellness Committee	30
8.5.1.	Committee Members and Mission.....	30
8.5.2.	Annual Meeting	30
8.5.3.	Annual Distribution of Wellness Program.....	30
8.5.4.	Survey Data.....	30

Article 9, Salary

9.1.	Salary Installments and Escrow	31
9.2.	Rate Changes	31
9.2.1.	Educational Advancement	31
9.2.2.	New Salary Scale in Another Bargaining Unit	31
9.2.3.	Demotion.....	31
9.3.	Errors in Pay	31
9.4.	Final Payouts After Employee Separation.....	32
9.5.	Step and Salary Scale Advancement.....	32
9.5.2.	School Year 2024-2025 (FY2025)	32
9.5.3.	School Year 2025-2026 (FY2026)	32
9.5.4.	School Year 2026-2027 (FY2027)	33
9.5.5.	School Year 2027-2028 (FY2028)	33
9.6.	Licenses and Certificates Required for Employment	33
9.7.	Building Service Worker Travel Team.....	33
9.8.	Educational Allowances.....	33

9.8.1.	College	34
9.8.2.	Stationary Engineer License	34
9.9.	Longevity Increments	34
9.10.	Incentive for Advanced Notification of Retirement	35
9.11.	Mobile Phone Allocation	35
9.11.1.	Employees Eligible for Annual Mobile Phone Allocation	35
9.11.2.	Base Allocation	35
9.11.3.	Extra Allocation for Increased Responsibilities	35
9.11.4.	Proration	35
9.11.5.	SMCPS Phones	35
9.12.	Nurses – Licensed Practical Nurses	35
9.12.1.	Summer Work	35
9.12.2.	Pay for Voluntary Summer Tasks	36

Article 10, Educational Assistance Benefits

10.1.	Tuition Reimbursement Inclusions	37
10.2.	Conditions for Tuition Reimbursement	37
10.2.1.	Appropriate Course	37
10.2.2.	First-time Course	37
10.2.3.	Regionally Accredited Institute	37
10.2.4.	Submission of All Required Documentation	37
10.3.	Tuition Reimbursement Annual Allocation	38
10.4.	Direct Pay Agreements	38
10.5.	Option for Advance Approval	38
10.6.	Reimbursement Limits	38
10.7.	Fee Waiver for Professional Certifications and Designations	39
10.8.	Early Termination Reimbursement Repayment	39
10.9.	Senior Exemption for Certification Renewal	40
10.10.	Reimbursement for Transcript Fees	40
10.11.	Professional Skill Development	40
10.12.	Pursuit of Teacher Credentials	40
10.12.1.	Tuition Reimbursement	40
10.12.2.	Reimbursement for Required Assessments	40
10.12.3.	Consideration for Sabbatical Leave	40
10.12.4.	Potential for Advanced Placement on Salary Scale	41
10.12.5.	Teaching Obligation	41
10.12.5.1.	Obligation Description	41
10.12.5.2.	Repayment for Teaching Elsewhere	41

10.12.5.3.	Repayment of Reimbursed Assessment Fees	41
10.12.5.4.	Repayment Terms	41
10.13.	Paraeducator Assessment Test.....	42

Article 11, Extra Pay for Extra Duty and Stipend Assignments

11.1.	Definitions.....	43
11.1.1.	Extra Pay for Extra Duty (EPED) Assignment.....	43
11.1.2.	Stipend Assignment	43
11.1.2.1.	Shift Differential	43
11.1.2.2.	Ph.D. or Ed.D. Study	43
11.2.	EPED/Stipend Study Committee	43
11.2.1.	Annual Meeting	43
11.2.2.	Committee Composition	44
11.2.3.	Committee Objectives.....	44
11.3.	EPED/Stipend Point System	44
11.3.1.	Criteria and Assessment.....	44
11.3.2.	EPED Point Value Adjustments	45
11.4.	Stipend Point System	45
11.4.1.	Criteria and Assessment.....	45
11.4.2.	Stipend Point Value Adjustments	46
11.5.	EPED/Stipend Assignment Guidelines.....	46
11.6.	Required Performance Feedback	47

Article 12, Leaves

12.1.	Approval Procedures.....	48
12.2.	Absence Regulations.....	48
12.2.1.	Deductions for Absences	48
12.2.2.	Absence Reporting System	48
12.2.3.	Impact of Attendance on Salary.....	48
12.2.4.	Credit for Sick Leave in Another Maryland Public School System	48
12.3.	Leave with Pay.....	49
12.3.1.	Sick Leave.....	49

12.3.1.1.	Sick Leave Accrual and Proration	49
12.3.1.2.	Sick Leave Donations	49
12.3.1.3.	Personal Illness	49
12.3.1.4.	Quarantine.....	50
12.3.1.5.	Sick Leave Bank and Exchange.....	50
12.3.2.	Personal Leave.....	51
12.3.2.1.	Rollover of Unused Personal Leave	51
12.3.2.2.	Exclusions	51
12.3.2.3.	Transfer of Excess Personal Leave	51
12.3.2.4.	Approval and Eligibility	51
12.3.2.5.	Personal Leave Proration	51
12.3.3.	Annual Leave	53
12.3.3.1.	Leave Allowance	53
12.3.3.2.	Approval Timeline	53
12.3.3.3.	Annual Leave Carryover and Cash-out.....	53
12.3.4.	Administrative Leave.....	53
12.3.4.1.	Bereavement Leave.....	53
12.3.4.2.	School Visits Inside and Outside the County	54
12.3.4.3.	Professional Meetings.....	54
12.3.4.4.	Sabbatical Leave	54
12.3.4.5.	Administrative Leave for Educational Purposes.....	55
12.3.4.6.	Jury Duty.....	55
12.3.4.7.	Court Summons	55
12.3.4.8.	SMCPS Internal Interview	56
12.3.4.9.	MSEA Convention and Workshops.....	56
12.3.4.10.	Emergency School System Closures and Delays.....	57
12.3.4.11.	Assault Leave.....	57
12.3.4.12.	Workers' Compensation	57
12.3.4.13.	Temporary Military Service.....	57
12.3.4.14.	Required In-service Training.....	57
12.3.4.15.	SMCPS Open Houses for Parents.....	57
12.4.	Leave Without Pay.....	58
12.4.1.	Parental Leave.....	58
12.4.1.1.	Parental Leave of Absence Process	58
12.4.1.2.	Return to Work	58
12.4.1.3.	Expiration Date	58

12.4.1.4.	Sick and Annual Leave While on Leave of Absence	58
12.4.2.	Family and Medical Leave Act (FMLA)	59
12.4.2.1.	Paid Leave.....	59
12.4.2.2.	Waiver of FMLA Spouse Penalty	59
12.4.2.3.	Medical Leave of Absence.....	59
12.4.2.4.	Healthcare Insurance on Unpaid Leave of Absence	59
12.4.2.5.	Right to Exhaust Leave Beyond FMLA Eligibility	59
12.4.2.6.	Return to Work	59
12.4.3.	School Involvement Leave	60
12.4.4.	Political Leave	60
12.4.5.	Nursing Employee	60
12.4.5.1.	First Break with No Charge to Leave	60
12.4.5.2.	Conditions for Second Break with No Charge to Leave.....	60
12.4.5.3.	Conditions for Third Unpaid Break	60
12.4.6.	Military Leave.....	61
12.4.7.	Other Extended Leaves	61
12.4.7.1.	Benefit Continuation.....	61
12.4.7.2.	Application.....	61
12.4.7.3.	Return from Leave	61
12.4.8.	Study	61

Article 13, Workers' Compensation

13.1.	Administrative Leave with Pay.....	62
13.2.	Leave Without Pay.....	62
13.3.	Determination of "Weekly Wage"	62
13.4.	Election to Use Sick or Annual Leave.....	62
13.5.	Healthcare Premiums	62
13.6.	Return to Work	63

Article 14, Employee Protection

14.1.	Battery and Assault	64
14.1.1.	Reporting.....	64
14.1.2.	Role of Director of Safety and Security.....	64
14.2.	General Liability Insurance.....	64
14.3.	Transport of Students in Private Vehicles	64

14.4.	Personal Property Insurance	64
14.5.	Complaints About Personnel	65
14.5.1.	Lowest Organizational Leave	65
14.5.2.	Employee Interview and Information	65
14.5.3.	Notice of Meetings.....	65
14.5.4.	Third Party Complaints.....	65
14.5.5.	Anonymous Complaints.....	65
14.5.6.	Information Required to Perform Association Duties	65
14.6.	Unscheduled Visitors	65
14.7.	Employee Assistance Program	66
14.8.	Student Taping/Videoing.....	66
14.9.	Privacy	66
14.10.	Personnel Files.....	66
14.10.1.	Notice of Derogatory Material.....	66
14.10.2.	Response to Disciplinary Material.....	66
14.10.3.	Employee Access.....	66
14.10.4.	Requests to Purge Records.....	67
14.10.5.	Confidentiality	67
14.10.6.	Maintenance and Purging of Employee Site File	67
14.11.	Private Lockable Space.....	67
14.12.	Reduction in Staff	67
14.12.1.	Order of Layoff	67
14.12.2.	Order of Recall.....	67
14.12.3.	Layoff While on Leave of Absence.....	68
14.12.4.	Healthcare Coverage While on Layoff	68
14.12.5.	Restoration of Sick Leave Days.....	68
14.13.	Discrimination.....	68
14.14.	Personal Freedom.....	68
14.15.	Threat Alerts	68
14.16.	SMCPS Comprehensive Master Plan	68

Article 15, Vacancies

15.1.	Notice of Positions.....	69
15.2.	Hiring from Within	69
15.3.	Interview Process	69
15.4.	Feedback for Unselected Candidates	69
15.5.	Salary Computation	70

Article 16, Voluntary Transfers and Reassignments

16.1.	Right to Interview	71
16.2.	Application for Transfer/Reassignment.....	71
16.3.	Interview Process	71
16.4.	Notification of Selection Results	71

Article 17, Involuntary Transfers and Reassignments

17.1.	Considerations.....	72
17.2.	Notification	72
17.2.1.	Written Notice of Transfer/Reassignment	72
17.2.2.	Meeting	72
17.2.3.	Written Decision Summary.....	72
17.3.	Right to be Heard.....	72

Article 18, Just Cause

18.1.	Probationary Period	73
18.2.	Interim Period for Different Position.....	73
18.3.	Discharge and Discipline	73
18.3.1.	Just Cause.....	73
18.3.2.	Right to Representation.....	73
18.3.3.	Written Discipline.....	73
18.3.3.1.	Employee Signature	73
18.3.3.2.	Employee Response	74
18.3.3.3.	Suspension or Discharge.....	74

Article 19, Performance Assessment

19.1.	Observation and Evaluation.....	75
19.1.1.	Objective	75
19.1.2.	Opportunity for Improvement.....	75
19.1.3.	Frequency.....	75
19.1.4.	Open Observation	75
19.1.5.	Evaluator Qualifications	75
19.1.6.	Draft Evaluation.....	75
19.1.7.	Evaluation Conference.....	76
19.1.8.	Employee Response	76

19.2.	Plans of Assistance	76
19.2.1.	Notification	76
19.2.2.	Conditions	76
19.2.3.	Right to Representation.....	76
19.2.4	Content.....	76
19.3.	Employer Audio/Video Taping.....	77

Article 20, End-of-Service Pay

20.1.	Description.....	78
20.2.	Eligibility	78
20.3.	Calculation	78

Article 21, Duration

21.1.	Effective Dates.....	79
21.2.	Joint Negotiations Study Committees.....	79
21.2.1.	Standing Committees	79
21.2.1.1.	EPED/Stipend Study Committee	79
21.2.1.2.	PAS Development and Revision.....	79
21.2.2.	Ad Hoc Committees.....	79
21.2.2.1.	Substitute Teacher Crisis	79
21.2.3.	Stipends.....	80
21.2.4.	Alternate Pay Models to Support Recruitment and Retention.....	80
21.2.5.	Joint ESP Professional Development and Professional Designations Negotiations Subcommittee	80

Appendices

<u>Appendix A, Schedule of Classifications</u>	A-1
<u>Appendix B, EASMC Salary Scales</u>	B-1
<u>Appendix C, Extra Pay for Extra Duty Payment Schedule</u>	C-1
<u>Appendix D, EASMC, SMASA, and SMCPS Joint Sick Leave Bank and Exchange Operational Guidelines</u>	D-1
<u>Appendix E, Stipend Payment Schedule</u>	E-1

[Appendix F, Mobile Phone Allocation](#) F-1

[Appendix G, Placement on Salary Scale](#) G-1

[Appendix H, Record of Changes](#) H-1

ARTICLE 1 RECOGNITION

1.1. PREAMBLE

The Board of Education of St. Mary's County (hereafter referred to as the Board) and the Education Association of St. Mary's County (EASMC) recognize that the development of a quality educational program for the children of the county is a joint responsibility that can be best achieved by agreement that both parties work toward common goals. The Board and EASMC enter into this Collective Bargaining Agreement (CBA) with mutual dedication, recognizing that the experience, creativity and judgment of both parties are necessary to meet the educational needs of the community. We mutually pledge to follow this CBA with patience, understanding, and good will.

1.2. DEFINITIONS

The following list of terms will be used frequently in the Agreement and whenever they are used will refer to the definitions described below unless otherwise stipulated.

- a. Agreement. The CBA between the Board and EASMC, an affiliate of the Maryland State Education Association (MSEA) and the National Education Association (NEA).
- b. Bargaining Unit. This unit shall include all noncertificated employees who are not designated by the Board as confidential, management, or supervisory employees as defined by the Annotated Code of Maryland, "Education Article", Title 6, Subtitle 5. Appendix A of the CBA lists the known position in place at the time of execution of this CBA.
- c. Board. The Board of Education of St. Mary's County.
- d. CBA. Collective Bargaining Agreement.
- e. Confidential Employee. An individual whose employment with the Board requires knowledge of the Board's posture in negotiations.
- f. EASMC or Association. The Education Association of St. Mary's County, an affiliate of the MSEA and the NEA.
- g. Employee. Any employee of the Board who is contained within this bargaining unit represented by EASMC.
 1. Full-time: An employee who works 50% or more of the normal work week for their classification.
 2. Part-time. An employee who works less than 50% of the normal work week for their classification.
 3. Probationary. An employee who is employed to fill a full-time or part-time position for a trial period.

- h. Exempt Employee. Any unit member who is not entitled to the minimum wage or overtime pay protections of the Fair Labor Standards Act (FLSA).
- i. Intoxicated. Affected temporarily with diminished physical and mental control by means of alcoholic liquor, a drug, or another substance.
- j. Management Employee. Any individual whose employment responsibilities with the Board require mainly executive and managerial functions.
- k. Negotiations Law. Section 6-501 et seq. of the Maryland Code (1978).
- l. Noncertificated Employee. An employee of the Board who is not required as a condition of employment to be “certificated” as defined by the Code of Maryland Regulations (COMAR), “Title 13A – State Board of Education,” Subtitle 12 – Certification.
- m. Nonexempt Employee. Any unit member who is entitled to the minimum wage and overtime pay protections of the FLSA.
- n. Per Diem Rate. An employee’s per diem rate is their annual salary including step, longevity, and stipends for the given year divided by the total number of paid days stipulated in Appendix A for that employee’s current job assignment plus paid holidays designated in the annual SMCPSS operational calendar. Eligible stipends will be those that are specifically identified in this agreement as earnable income for the purposes of pension. The per diem rate for exempt employees will be prorated if less than a full duty day is worked.
- o. SMCPSS. St. Mary’s County Public Schools (SMCPSS) and its administration.
- p. Substitute. An individual who is hired as a temporary employee to fill in temporarily for a full-time or part-time employee who is absent or on extended leave. A substitute is not benefitted, does not earn leave as identified in the negotiated agreement, and is not eligible for enrollment in Maryland State Retirement. This position is not a member of the bargaining unit.
- q. Superintendent. The Superintendent of the St. Mary’s County Public Schools (Superintendent) or their designee.
- r. Temporary Employees. Employees who are employed to work for a period not to exceed nine months. Temporary employees shall be advised of the temporary nature of their employment at the time of hire.
- s. Unit Member. Refers to any employee of the Board who is included in this noncertificated bargaining unit and, therefore, covered by the terms and provisions of the Agreement.
- t. Work Day. Any day the unit member is scheduled to be on duty.

1.3. DESIGNATION

1.3.1. Board

EASMC recognizes the Board as the agency charged with the legal responsibility for the successful operation of SMCPS. This responsibility shall include the determination and administration of school policy, the operation and management of the schools, and the direction of employees, subject only to the provisions of its negotiated agreements and state and federal laws.

1.3.2. EASMC

With the exception of the employee groups listed below, the Board recognizes EASMC as the exclusive negotiating agent for all noncertificated employees of the SMCPS with regard to all matters relating to salary, wages, hours, and other working conditions. EASMC recognizes its responsibility to represent fully and equally without discrimination all the members of the unit in the administration of this Agreement.

- a. Legislated exceptions: Registered nurses, Junior Reserve Officers' Training Corp (JROTC) instructors, supervisory employees who have evaluative authority, and any other employee groups specified to be part of the certificated bargaining unit by the Education Article of the Annotated Code of Maryland.
- b. Substitutes
- c. Temporary employees
- d. Summer youth/student employees
- e. Bus drivers and bus attendants who are hired by bus contractors
- f. Confidential employees

1.4. NEGOTIATIONS

The Board and EASMC are mutually committed to a non-adversarial, consensus building negotiations process. As partners in SMCPS, we believe that respect and trust are essential in achieving our common goal of fulfilling the promise of every child. Upon mutual agreement, this Agreement may be modified in whole or in part by an instrument in writing duly executed by both parties.

1.4.1. Start Date for Negotiations of Successor Agreements

Negotiations for successor agreements shall begin no later than October 15. Team training will occur prior to negotiations beginning.

1.4.2. Impasse

In the event of impasse in negotiations, the Board and the Association will pursue resolution before the Maryland Public School Labor Relations Board in accordance with Section 6-408 of the Education Article of the Annotated Code of Maryland.

1.4.3. Employee Access to the Agreement

The Board shall post online a copy of this Agreement. The Board shall give new employees a link to this agreement along with a welcome folder provided to the Board by EASMC. The cost of providing any hard copies of this Agreement will be shared equally by the Board and the Association.

1.4.4. Severability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law by a court of competent jurisdiction, such provision or application shall not be deemed valid and subsisting except to the extent provided by law; but all other provisions or applications shall continue in full force and effect. The parties shall meet no later than 30 days after any such holding for the purpose of renegotiating the provisions affected.

1.4.5. Funding

This Agreement is contingent upon the Board of Education receiving or identifying sufficient revenue to fund the fiscal items. In the event that this Agreement is not fully funded, the parties shall continue negotiations. If, at the conclusion of negotiations, the initial Agreement was not fully funded due to a lack of funding, and if during the contract period additional non-restricted funds are identified or available, they shall be used, to the extent possible, to fully fund the priorities by the parties in the initial agreement. In addition, both parties will continue to work collaboratively in pursuit of additional funding.

1.5. REALIGNMENT OF AGREEMENT

During the 2023-2024 bargaining season, this agreement was realigned to be more user-friendly. Representative changes include changing from Roman to Arabic numerals, naming and renaming some sections, reordering some sections, and moving some content to other sections. Absent other textual content revisions, none of these structural changes is intended to change the meaning, intention when originally bargained, or past practice of any language existing on June 30, 2024. If any text is later found to have been unintentionally omitted or added during this realignment, both parties agree that the unintentionally changed text will be immediately returned to the most appropriate article. Intentional changes are those presented as a strikeout or addition, discussed, and agreed to by both parties during collective bargaining.

ARTICLE 2 GRIEVANCE AND ARBITRATION

2.1. STATEMENT OF INTENT

It is the intention of both the Board and the Association to develop a process that results in the resolution of grievances that arise from the CBA at the level within the system where the issue originates. Both parties endorse and encourage frank and open discussion of grievances and the use of a variety of non-adversarial, problem-solving techniques including, but not limited to, mediation, interest-based exploration of interests and options for solution and other means as appropriate. Employees shall be free to utilize the grievance procedure without prejudice to their employment status.

2.2. DEFINITIONS

2.2.1. Grievant - A grievant is a unit member of EASMC or is EASMC.

2.2.2. Grievance - A grievance is any claim by a grievant that there has been a violation, misinterpretation, or misapplication of the terms of this agreement.

2.2.3. Work Day - For purposes of this article, a work day is defined as a day when the employee is scheduled to work.

2.2.4. Time Limits

- a. All the time limits herein shall consist of work days. The number of days indicated at each step should be considered a maximum and every effort should be made to expedite the process.
- b. The time limits in any step of this procedure may be extended or reduced in any specific instance by mutual written agreement between the aggrieved party and/or their representative, and the Superintendent.
- c. Any grievance concerning an alleged failure to pay the correct amount of salary, wages, or other payments shall be asserted within four years of the date of the alleged failure to pay the correct amount or shall be deemed waived.

2.3. PROCEDURE

Nothing contained herein will be construed as limiting the right of any employee who has a concern to discuss the matter informally with the administrator who made the decision on the issue and to have the concern resolved without intervention of EASMC. Such resolutions must be in accordance with the provision of this agreement or upon a mutually agreed upon resolution between EASMC and the Board.

2.3.1. Step 1

The parties acknowledge that it is most desirable for an employee and the administrator who made the decision on the issue being grieved to resolve any problem relating to the terms of the Agreement through free and informal communications. However, if such informal processes fail to satisfy the employee, the problem may be further processed as a grievance provided that the grievance is submitted in writing within 20 days of the alleged grievance.

2.3.2. Step 2

The grievant must submit the grievance in writing to the administrator who made the decision on the issue being grieved. The administrator being grieved will arrange for a meeting to take place within four days after receipt of the grievance. The grievant and the administrator shall be present for the meeting. EASMC and/or the Board's representative may be present at this step and any step thereafter. The administrator shall provide the grievant with a written answer on the grievance within four days after the meeting.

2.3.3. Step 3

If the grievant is not satisfied with the decision rendered by the administrator at Step 2, then they may appeal to the Superintendent within six days of the receipt of the decision of the administrator. The Superintendent shall arrange for a meeting with the grievant to take place within five days of their receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the Superintendent will have ten days in which to provide their written decision to the grievant.

2.3.4. Step 4

If the grievant is not satisfied with the decision of the Superintendent in Step 3, or if the Superintendent fails to render a decision within the prescribed time, the grievance may within 15 days be submitted to arbitration by EASMC under the Voluntary Labor Rules of the American Arbitration Association. The arbitrator shall have no authority to add to, alter, amend or modify any provision of this Agreement or to make any award which will in any way deprive the Board of any of the powers delegated to the Board by law. The award, in writing, of the arbitrator, except as noted in the above statement, shall be final and binding on the aggrieved and the Board.

2.4. ARBITRATION

EASMC and the Board shall bear its own expenses in these arbitration proceedings, except that they shall share equally the fee and other expenses of the arbitrator in connection with the grievance submitted to them.

ARTICLE 3
ASSOCIATION PRIVILEGES AND RESPONSIBILITIES

3.1. PAYROLL DEDUCTIONS

3.1.1. Payroll Deductions for EASMC Membership

The Board shall deduct membership dues from employees' salaries for EASMC, MSEA, and NEA. Association member employees voluntarily authorize such deductions by means of an appropriate written authorization form.

3.1.2. EASMC Membership Information

EASMC shall provide the Department of Fiscal Services annually, prior to October 1, with a list of members who have authorized payroll deductions for EASMC dues. For members who join the Association after the second pay date in October and authorize payroll deductions for EASMC dues, EASMC will provide the member's name and the total amount of prorated dues to be deducted over the remaining number of pay dates having dues deductions.

3.1.3. EASMC Membership Contract

The Board and EASMC agree that any employee who requests dues deduction shall be responsible for full payment of the dues authorized for the current school year. An employee who is terminated or resigns their employment during the school year shall have deducted from their final salary payment an amount equal to their remaining dues authorization. The authorization form shall include a statement to this effect and it shall be the responsibility of EASMC to make the employee aware of this provision before the form is completed. In the event the employee's final salary payment shall be an amount not sufficient to meet the remaining dues, the responsibility for collection of such monies shall rest entirely upon EASMC.

3.1.4. EASMC Membership Dues Installments

Deductions shall be withheld in 21 equal consecutive installments, beginning with the second pay period in October. The Board will transmit the dues deducted to EASMC within five work days after the last pay date of each month.

3.1.5. Other Allowable Payroll Deductions

Payroll deduction shall be made available at the request of the individual employee providing a minimum enrollment of 15 employees as certified by the Superintendent.

- a. Group Insurance Plans
- b. United States Savings Bonds
- c. Credit Unions
- d. Any Other Deductions Authorized by the Superintendent

3.1.6. Pre-tax Payroll Deductions

Pre-tax payroll deductions for available 403(b) or other approved plans shall be made available at the written request of the individual employee. Any selected 403(b) vendor shall offer no less than twenty investment options. EASMC shall participate and have input in any plan or vendor changes.

3.1.7. Indemnification for EASMC Payroll Deductions

EASMC shall indemnify and save the Board harmless against any and all claims, demands, suits, or any other forms of liability that shall rise out of, or by reason of, action taken or not taken by the Board for the purpose of complying with any of the provisions of this article, or in reliance on any list, notice or assignment furnished under any such provisions.

3.1.8. EASMC Membership Termination

Any employee who desires to terminate EASMC membership and/or dues deductions must contact EASMC directly since membership is a contract between the member and EASMC.

3.2. INFORMATION

3.2.1. Exchange of Meeting Information

The Board shall provide EASMC with access to a copy of the agenda prior to the meeting and official minutes of public Board meetings upon approval. EASMC shall provide the Superintendent with access to a copy of the association minutes after their approval by the Association.

3.2.2. New Employee Information

The Superintendent shall provide EASMC with the names and work locations of new employees by the first week of each month.

3.2.3. Bargaining Unit Data

Each month the Board will provide an electronic transmission of bargaining unit data to MSEA including names, identification numbers, assigned sites, salaries (range, step), certifications, and positions/titles.

3.3. BULLETIN BOARDS

As designated by the principal or person in charge of the central office, a portion of the existing bulletin board space shall be reserved for use by EASMC in each office or school for the purpose of displaying EASMC notices, circulars and other such materials.

3.4. NEW EMPLOYEES

3.4.1. New Employee Orientation

SMCPS will conduct no less than two orientation sessions per year for new unit employees. Participation by EASMC in new personnel orientation (including any additional ad hoc orientation sessions) is valued and encouraged. The Association will be provided time during personnel orientation sessions for newly employed personnel for Association orientation as well as space as designated by the Board to disseminate information relative to the Association.

3.4.2. EASMC Information in Hiring Packet

The Association will have the right to have placed in the SMCPS hiring packet (whether hard copy, electronic, or both) for all new unit members (1) a letter prepared by the Association that welcomes the new employees and informs said employees that the Association is recognized as the exclusive negotiating representative for all unit members employed by the Board and (2) an EASMC membership application.

3.5. RELEASE-TIME PRESIDENT

3.5.1. Fiscal Responsibilities

The Association president will be released full-time to attend the responsibilities of the position. The Association will pay all salary costs and the Board will provide fringe benefits at the rate of the position that the released Association president held in the school system when assuming released Association president responsibilities. Leave, when taken, will be reported to the Superintendent. The position of a full-time release will be treated as a grant position with regard to longevity for step increases and retirement. In the event the Association cannot provide the salary for a full-time president, then the provisions of Article 5.6.b in the 2019 agreement shall apply.

3.5.2. Release-time President Vacancy

If the Association's full-time release president becomes unable to serve due to a serious illness or other serious personal matter, another EASMC Board of Director member may be released full-time to attend to the responsibilities of the position in the president's stead. The Association will consider the impact on SMCPS students in choosing a replacement. The Association will pay all salary costs and the Board will provide fringe benefits of the chosen Board of Director member instead of the president. The Association president will then return to an employee status on leave, FMLA, or disability, as appropriate.

3.5.3. Other Association Leave for Members

For any time not covered by paragraphs 3.8 and 12.3.4.9, a request must be made by the EASMC President, in advance in writing, to the Superintendent. When a substitute must be provided by the Board, the Association will pay the cost to the Board.

3.6. ACCESS TO EMPLOYEES

EASMC representatives shall have access to all work locations, and they may meet with employees, provided there is no interference with the work of the employees, as determined by the appropriate supervisor. Upon arrival at the work location, the representative shall check in using the electronic check-in system required for all visitors prior to the visit.

3.7. MATERIALS DELIVERY

EASMC shall have the right to place official notices, circulars and other materials in employees' mailboxes. EASMC shall have the use of the inter-school delivery system and e-mail.

3.8. EASMC MEETINGS

Employees shall be granted time off with full pay and no reduction of leave to attend EASMC meetings.

- a. Attendance at said meeting will be limited to two per year.
- b. Said meeting shall be held after 4:30 P.M.
- c. No employee shall be absent from their job site in excess of three hours per meeting.
- d. Members of EASMC shall be entitled to attend the ratification meeting, during a contract year, excluding the regularly scheduled general membership meetings.

3.9. USE OF FACILITIES

EASMC shall have the right to use school facilities for meetings and shall pay any additional cost necessitated by such use. Prior approval must be obtained from the building principal.

ARTICLE 4 NOTIFICATION OF ASSIGNMENT

4.1. WRITTEN NOTICE OF ASSIGNMENT

All employees shall be notified in writing of their assignment, range and step, and annual salary (based on duty days and work hours) prior to July 1 each year. In some cases, it may be necessary for this notification to temporarily read “location of assignment to be determined later.” Operational and emergency exceptions to meeting this date will be communicated to the Association in advance.

4.2. CHANGES IN ASSIGNMENTS

Unit members shall be notified of a change in their schedules as soon as practical.

4.3. MULTIPLE-SITE ASSIGNMENTS

In arranging schedules for unit members who are assigned to more than one site, an effort will be made to limit the amount of inter-site travel. Employees who are assigned to more than one site shall select, with input from their supervisor, which of their assigned sites will serve as a home site for the purposes of mail, paycheck, storage, meeting, and other forms of communication from outside the school.

4.4. WORK PERFORMED OUTSIDE CLASSIFICATION

Employees detailed in writing from the Department of Human Resources to an acting position for more than 10 consecutive work days shall be compensated at the appropriate rate for the position to which they are detailed for the period of detail beyond the 10 days. Employees must be qualified for the position to which they are appointed. The written notification shall be provided prior to starting the assignment, if possible, and include the position title, work location, pay rate for the assignment (after the first 10 days) as listed in the appropriate negotiated agreement (see Appendix G for computation) and estimated time period of the acting assignment. Once an employee thus detailed exceeds the 10 consecutive work days, their pay for the higher classification shall be backdated to the first day worked. If the acting assignment work performed outside of the current bargaining unit requires the employee to work beyond their negotiated duty day, then they shall be compensated with hourly pay, compensatory time, or overtime, per their regular collective bargaining agreement.

Employees substituting (as opposed to interning) as administrators shall maintain confidentiality while conducting observations and evaluations, facilitating SLO conferences, accessing personnel information, and issuing employee discipline. Employees who are acting as administrators must confer with a supervisory member in their chain of command prior to issuing discipline. A supervisory staff member from the Department of Human Resources may assume responsibility for disciplinary action if needed, as determined by the Superintendent.

4.5. RECLASSIFICATION

4.5.1. New and Modified Job Positions and Job Descriptions

Employees will be notified of the restructuring of jobs, modifying job descriptions, and creation of new job positions. All new positions added to “Appendix A, Schedule of Classification,” of the negotiated agreement will be published in accordance with Article 15. In the event that the Superintendent creates a committee beyond their executive staff to explore the creation of new or adjustment to existing positions, an EASMC member will be invited to sit on that committee. Appendix A will be revised as part of the annual budget book and the UniServ Director assigned to EASMC will be provided with a new copy of Appendix A if the Board adds or deletes any bargaining unit classification/position.

4.5.2. Group Reclassification

If employees are reclassified as part of a group, those employees will be placed at the next highest salary on the appropriate salary range.

4.5.3. Individual Position Reclassification

Employees shall not be assigned to duties normally performed by positions higher than their current classification for more than 10 consecutive work days without documentation from the Department of Human Resources compensating the employee for acting pay as described in paragraph 4.4 above. A request for an individual position reclassification can be initiated (1) by an employee’s request, (2) by a supervisor’s request, (3) or at the discretion of the superintendent.

4.5.3.1. Employee-initiated Requests for Reclassification

Employees may submit a reclassification request to their immediate supervisor by no later than September 1 to be considered during the budgetary process for the next fiscal year. The supervisor shall review the request, add any additional information in response to the employee’s request indicating either agreement or disagreement, and submit the entire request to the Department of Human Resources by September 30 for consideration in the coming fiscal year. Reclassification requests must include the following information.

- a. List of higher-level tasks being performed by the employee outside of their current job description and at a higher pay grade level.
- b. The average time per week spent by employee performing each of the higher-level tasks.
- c. The name and pay grade of the higher-level classifications that include the same higher-level tasks currently being performed by the employee outside of classification.
- d. Approximate date when employee began performing each higher-level task.
- e. Reason the employee was required to start performing the higher-level tasks.

- f. Employee signature and date submitted.
- g. Supervisor recommendations, justification for recommendations, signature, and date submitted.

4.5.3.2. Supervisor-initiated Requests for Reclassification

Supervisors may submit a position reclassification request to the Department of Human Resources by no later than September 30 to be considered during the budgetary process for the next fiscal year. The supervisor shall submit their entire request to the Department of Human Resources. Reclassification requests must include the following information.

- a. List of higher-level tasks being performed by the employee outside of their current job description and at a higher pay grade level.
- b. The average time per week spent by employee performing each of the higher-level tasks.
- c. The name and pay grade of the higher-level classifications that include the same higher-level tasks currently being performed by the employee outside of classification.
- d. Approximate date when employee began performing each higher-level task.
- e. Reason the employee was required to start performing the higher-level tasks.
- f. Supervisor signature and date submitted.

ARTICLE 5 WORKING CONDITIONS

5.1. SCHOOL-BASED EMPLOYEES

5.1.1. Planning Time for Paraeducators

If planning time between paraeducators and teachers is warranted, it will be scheduled during the paraeducator's normal work day. This will not prohibit those reasonable activities traditionally carried on after normal student hours but within the duty day.

5.1.2. Crisis Prevention Institute

All paraeducators desiring Crisis Prevention Institute (CPI) training designed to teach educators techniques to diffuse potentially violent situations before they escalate, may request the training through their site administrator. Training completion does not mandate participation on the school crisis team. Since there is no readily accessible administrative support and assistance in transit long distance, bus drivers and attendants shall receive written guidance to address special circumstances.

5.1.3. Administrative Responsibility for Student Disciplinary Procedures

Prior to the start of each school year, the site administrator of each school location shall inform staff of the school-wide disciplinary plan.

5.1.4. Voluntary Substitutes for Teachers

Prior to requesting media clerks, paraeducators, secretaries, and teacher apprentices to substitute for a teacher, site administrators must first exhaust the following options in order.

- a. Assign an SMCPS substitute.
- b. Request and assign volunteers from the available certificated staff in the building.
- c. Assign an administrator in the building.

After the options above have been exhausted, then a site administrator may request that a media clerk, paraeducator, secretary, or teacher apprentice volunteer to substitute for a teacher for no more than two hours a day. The site administrator must advise the media clerk, paraeducator, secretary, or teacher apprentice that subbing for a teacher is voluntary.

In the case of an emergency in a school building, the site administrator may assign a media clerk, paraeducator, secretary, or teacher apprentice to provide coverage for students.

5.1.5. Substitutes for Paraeducators

Paraeducators will utilize the Board's electronic absence reporting system to report the day or days they will be absent. When needed due to employee absences the Board shall, if possible, obtain substitutes in the event that a paraeducator is absent for one or more days.

5.1.6. Unique Student Needs

All employees, who as part of their job are required to handle or respond to unique student needs, will be provided with job-appropriate training necessary for the safe performance of such job responsibilities. Such training may include, but is not limited to: procedures to prevent the spread of contagious diseases, correct lifting procedures, strategies for special needs students, specific remediation techniques, and physical restraint of students (for employees authorized to use physical restraint).

5.1.7. Student Testing

Employees assigned to support county or state testing shall be provided with formal advance training.

5.2. ALL EMPLOYEES

5.2.1. Normal Work Hours

Full-time employees shall work the hours (excluding lunch) specified in Appendix A, Schedule of Classifications. Additional hours worked by nonexempt employees will be paid at the employee's hourly rate up to 40 hours worked per week, after which overtime guidelines apply. The employee categories are meant to be characteristic of the types of employees hired by SMCPs to work the indicated number of hours and may not include every single job classification. The mathematical rounding and computation of work hours for the purposes of regular pay, overtime pay, and leave shall be the same for bus drivers and bus attendants as for all other employee classifications.

5.2.2. Duty-free Lunch

All employees working more than four hours in a single day shall be scheduled for and receive an unpaid 30-minute duty-free meal period. This includes employees who are normally scheduled to work less than 4 hours in a single day but who have been approved by their supervisor to work 4 or more hours in a single day. When attending full-day in-service events off site where lunch is not provided or available on location, employees may take up to a 60-minute duty-free lunch as long as it does not negatively impact the delivery of the in-service event.

5.2.3. Paid Breaks

All nonexempt employees shall be scheduled for and receive paid breaks based on the total number of hours worked in a single day. The specific scheduling of the breaks shall be done by mutual agreement of the employee and supervisor according to the following table, with one scheduled during the first half of the shift and one scheduled in the second half of the shift when more than one break is due. Nonexempt employees working overtime will be entitled to an additional 15-minute break for every additional two hours worked over eight hours.

Hours Worked in a Single Day	Total Paid Breaks Allowed	Unpaid Meal Periods Allowed
Less than 4 hours	One 15-minute break	None
4 hours up to 6 hours	One 15-minute break	One 30-minute meal
6 hours through 8 hours	Two 15-minute breaks	One 30-minute meal
More than 8 hours	One additional 15-minute break for every additional 2 hours worked over 8 hours	One additional 30-minute meal for every additional 4 hours worked over 8 hours

5.2.4. Adjustments to the Normal Duty Day

5.2.4.1. Required Notice

The needs of the school system may require adjustment in the hours assigned during the normal work day. Except in cases of emergency, SMCPSS will provide the employee with ten work days notice if there is an involuntary shift change.

5.2.4.2. Compressed Summer Schedule

SMCPSS may implement a compressed summer schedule of up to five weeks when regular school is closed for students excluding the week of the July 4 holiday. After seeking and considering input from EASMC, the Board will announce the following summer’s schedule no later than March 1st of each year so that employees can plan accordingly. The compressed summer schedule shall cease and related language be removed and/or considered moot should other impacted bargaining units agree to the same. The duty day of all eleven- and twelve-month employees scheduled to work in any resulting compressed summer schedule weeks will be extended by 25% of their normal work hours on Monday through Thursday, and employees will be off on Friday, excluding the week of the July 4 holiday. The normal core work day should be maintained. The schedule for implementing the additional 25% duty day will be mutually determined around the core work day by the employee and their supervisor on a case-by-case basis. Affected employees may use personal/annual leave for the 25% extension following the normal leave approval procedures defined in Article 8.1. If leave is taken on any work day, it will be assessed at 1.25% of the work hours of a normal duty day.

5.2.4.3. Flexible Scheduling for Exempt Employees

With advanced permission from their direct supervisor, exempt employees who are required to conduct SMCPSS business beyond the traditional duty day may flex their schedules within a duty week to avoid overtime.

5.2.4.4. Adjustments to the Scheduled Workweek for Nonexempt Employees

The SMCPSS has the right to schedule a normal workweek for five, eight-hour days in any period of seven consecutive days, on any basis including a split period of days; e.g., Monday through Wednesday and Saturday and Sunday, to cover the needs of the school system. Except in cases of emergency, SMCPSS will provide the employee with ten work days’ notice if it is an involuntary change in the workweek.

5.2.4.5. Weekends and Holidays

SMCPS also has the right under the contract to meet the needs of the school system with Saturday, Sunday, or holiday work, or on other days without incurring overtime pay by increasing or reducing preceding daily work hours. School bus drivers and attendants may volunteer to work on designated SMCPS holidays that are not out-of-county school holidays. See paragraph 5.2.5.10, Holiday Pay.

5.2.5. Overtime for Nonexempt Employees

5.2.5.1. Overtime Rate of Pay

If in a normal workweek an employee works more than the number of hours designated for their position performing routine expectations of their position and does not exceed 40 hours, they shall be compensated at the hourly rate of pay. If they work more than 40 hours in a normal workweek, nonexempt employees shall be compensated at 1½ times their rate of pay for all hours worked in excess of 40 hours in a normal workweek.

5.2.5.2. Compensatory Time

Employees may request compensatory time which will be calculated 1½ times the hours worked, if appropriate based on 5.2.5.1 above.

5.2.5.3. Additional Compensation

A non-exempt employee may not volunteer or choose to give up additional compensation for extra hours worked, whether at the hourly rate or at the overtime rate of pay. SMCPS must either award the appropriate compensation or disallow the employee from working the extra hours either on-site or at home. All extra hours for which an employee is to receive compensation must be approved in advance by the employee's immediate supervisor.

5.2.5.4. Volunteering for Non-paying Activities

Nothing in this section will preclude an employee from volunteering for non-paying activities.

5.2.5.5. Two-hour Minimum Compensation for Extended Duty

If an employee reports to assigned extended duty (beyond the normal assigned duty day) as requested and is no longer required to work the extended hours, then the employee will be paid a minimum of two additional hours for their effort whether or not the two hours are worked.

5.2.5.6. Emergency Call-ins

When maintenance, operations, and/or technology staff members are called in for or respond to emergencies, they will receive a minimum of two hours of compensatory time or hourly rate of pay. The hourly rate of pay or compensatory time shall be at the rate of time and one-half for all time worked portal to portal. When a disaster is declared by the Superintendent, the hourly rate of pay will be 2½ times the normal rate of pay (regular hourly rate plus 1½ times the regular hourly rate). Compensatory time will not be accumulated beyond 80 hours. All overtime and

compensatory time must be pre-approved via an SMCPS overtime/compensatory time form and documented through the payroll system.

5.2.5.7. Required Notice for Overtime

Employees shall receive notice of requested overtime work as far in advance as possible.

5.2.5.8. Overtime Rate of Pay

An employee being paid for overtime shall be paid for the overtime at the employee's rate of pay existing at the time of the payment, regardless of whether that is higher than their rate paid at the time the work was performed.

5.2.5.9. Compensatory Time Payout Upon Termination

Upon termination from employment, either voluntary or involuntary, an employee (or their family in the case of death) will be paid for all unused compensatory time accumulated at the final rate of pay received by the employee or the average regular rate of pay received by the employee during the last three years of employment, whichever is higher.

5.2.5.10 Holiday Pay

For staff members who volunteer to work on a designated holiday (for their assigned position) on the approved SMCPS annual calendar, the hourly rate of pay or compensatory time shall be at the rate of two times the normal rate for all time worked (the regular hourly rate plus 1 times the regular hourly rate). The hourly rate of pay or compensatory time for holiday work that results in an excess of 40 hours worked in that week shall be two and a half times the normal rate for all time worked (the regular hourly rate plus 1.5 times the regular hourly rate). All holiday work must be approved in advance and documented through the payroll system.

5.2.6. Specialized Job Training

5.2.6.1. Hazardous Conditions

All employees, who as part of their job are required to handle or are exposed to hazardous conditions, will be provided with job-appropriate training necessary for the safe performance of such job responsibilities.

5.2.6.2. First Aid/Health

The Board shall present all appropriate bargaining unit members with the appropriate annual first aid and/or health-related training.

5.2.7. Employee Screening

5.2.7.1. **Evaluating Employees for Intoxication**

The use of prescription medication for a qualifying medical condition shall be treated in accordance with applicable laws, policies, and regulations.

- a. Administrator Training. Employees may be evaluated for drugs and/or alcohol. Site-based administrators and supervisors are not authorized to initiate a reasonable suspicion test and shall refer all concerns about potential employee intoxication to the Department of Human Resources or Department of Safety and Security for handling. One of the departments shall deploy a Central Office administrator who has completed training on reasonable suspicion. Testing shall be required if the trained Central Office administrator has reason to believe that an employee may be intoxicated (see Article 1.2, Definitions, Subparagraph i, Intoxicated) at the work site.
- b. Reasonable Suspicion. Prior to testing, the trained administrator from the Department of Human Resources or the Department of Safety and Security, shall orally outline the evidence that led to the decision to test the employee. The reasonable suspicion shall be documented in writing and given to the employee or representative prior to any investigatory or disciplinary meeting.
- c. Privacy. The employee is entitled to privacy during the testing process.
- d. Rehabilitation. The Board maintains the discretion to consider any employee who tests positive under this provision for rehabilitation through a treatment program approved by the Board in lieu of termination if termination is a potential outcome.

5.2.7.2. **Driving Record**

Employees who are required to operate a Board-owned vehicle other than a school bus for their assigned position shall be registered with the State of Maryland's License Monitoring System by the Department of Transportation and will have their driving records reviewed by the Department of Safety and Security to authorize the operation of a Board-owned vehicle. Staff identified to operate Board-owned school buses for their assigned position will have their driving records reviewed by the Department of Transportation.

5.2.7.3. **Use of Board-owned Vehicles**

Employees who have the option and choose to operate an available Board-owned vehicle other than a school bus for their assigned position shall also be registered with the State of Maryland's License Monitoring System by the Department of Transportation and will have their driving records reviewed by the Department of Safety and Security to authorize operation of a Board-owned vehicle. Employees who have the option and choose not to operate an available Board-owned vehicle for their assigned duties will not be eligible for mileage reimbursement for use of a personal vehicle.

5.2.8. Substitutes

Employees shall not be required to obtain their own substitutes when absent.

5.2.9. Telework Under Exceptional Circumstances

5.2.9.1. Superintendent Authorization

The Superintendent may authorize unit members to telework under exceptional circumstances if the position for which they are currently serving allows for telework. Unit members requesting telework under the Americans with Disabilities Act (ADA) are to contact Human Resources directly and are separate from this language.

5.2.9.2. Telework During Inclement Weather

Telework during inclement weather for 12-month employees who are considered non-essential can be found in Article 12.3.4.10, Emergency School System Closing.

5.2.9.3. Telework Guidelines

Telework under exceptional circumstances must adhere to the following.

- a. Unit members may not be approved for 100% telework or for an extended period of time.
- b. Telework under exceptional circumstances may be approved for a maximum of three (3) days for a single event.
- c. Employees must request, in advance and in writing to their immediate supervisor, a request to telework indicating the exceptional circumstance leading to the request. The immediate supervisor will respond to the request in writing indicating approval or denial of the request.
- d. If approved for telework, the employee shall enter their telework leave request utilizing the Absence Management system. The supervisor will approve the request in the Absence Management system.
- e. The employee must complete the electronic end-of-day telework report outlining their duties and activities completed during the work day. The supervisor will audit and verify the work the employee completed.

5.2.10. Travel Reimbursement

For prior approved official school system business, including travel to administrative meetings at the SMCPS Central Office, authorized employees in the unit shall be reimbursed for use for their private vehicles at the IRS rate. Tolls and parking fees will be paid provided validated receipts are submitted.

5.2.11. Uniforms

Uniforms, as defined in this article, will be issued to personnel in Maintenance, Operation, Technology, Food Services, and Safety Assistants. Any employee who is provided specific clothing or a uniform (including coveralls for the intended job task and shoes as listed above) in accordance with this section shall be required to wear that clothing or uniform in the performance of routine work-related duties at SMCPS work sites. Employees may wear professional attire instead of the provided uniforms/clothing if scheduled to attend a work-related meeting outside of the regular work site. All uniforms (as defined in this article) issued to staff must be returned to the immediate supervisor when employment ends with the school system. The final paycheck will be held until a completed checkout form has been submitted.

The Board will provide uniforms for members of the bargaining unit as follows.

5.2.11.1. Operations, Maintenance, and Technology Staff

- a. Seasonal Uniforms. A winter and summer uniform can be selected from the 11 sets provided for Technology, Maintenance, and Operations staff. The summer uniform will consist of standard issue pants and standard issue short-sleeved shirts. Navy blue, hemmed shorts, as approved by the DSS Safety Committee, are acceptable for Operations personnel only, but will not be provided by SMCPS. Summer uniforms can be worn the day after the students last day of the 10-month school year. Standard issued uniforms will be worn commencing the first day of new teacher orientation.
- b. Coveralls. Operations, Maintenance, and Technology personnel will be issued two sets of coveralls as deemed appropriate for the job task and the season. The coveralls will be provided upon request. They will be replaced as needed upon receipt of the previously issued coveralls. The Division of Supporting Services' (DSS) Safety Committee, including a representative from EASMC, will make the determination of eligibility with regard to job tasks.
- c. Safety Shoes. Operations, Maintenance, and Technology personnel will receive reimbursement up to \$50.00 per year upon receipt of proof of purchase of safety shoes with steel toes. Requests for reimbursement must be submitted to the immediate supervisor within 30 days of receipt. This can be reached using one or more receipts during the school year. This amount will be increased to \$60.00 on July 1, 2026.
- d. Cold Weather Coat. Operations and Maintenance personnel will be issued an SMCPS designated coat for outside, cold weather work.

5.2.11.2. Painters

Upon request, a minimum of six pairs of cloth painter's pants will be provided for all painters in the Maintenance Department per year.

5.2.11.3. Food Service Personnel

- a. Uniform Shirts. In their initial year of employment, food service personnel will be provided with five uniform shirts. In subsequent years, five additional shirts will be available to each food service employee, two of which will be provided at the beginning of the school year and the remaining three will each be made available upon request and upon return of a used uniform shirt in poor condition.
- b. Work Shoes. Food service personnel will receive reimbursement up to \$50.00 per year upon receipt of proof of purchase of work shoes. Requests for reimbursement must be submitted to the immediate supervisor within 30 days of receipt. This can be reached using one or more receipts during the school year. This amount will be increased to \$60.00 on July 1, 2026.

5.2.11.4. Safety and Security Personnel

- a. Uniforms. Safety Assistants and Safety Advocates will be provided with five polo shirts and five pairs of pants as coordinated with the supervisor of safety and security.
- b. Work Shoes. Safety Assistants and Safety Advocates will receive reimbursement up to \$50.00 per year upon receipt of proof of purchase of work shoes. Requests for reimbursement must be submitted to the immediate supervisor within 30 days of receipt. This can be reached using one or more receipts during the school year. This amount will be increased to \$60.00 on July 1, 2026.
- c. Cold Weather Coat. Security personnel will be issued an SMCPs designated coat for outside, cold weather work.

5.2.11.5. Transportation Personnel

School Bus Drivers and School Bus Attendants will be provided with five polo shirts as coordinated with the Supervisor of Transportation.

5.2.12. Tools

Employees are responsible for coordinating with their supervisor to ensure that they have the appropriate tools for their job.

5.2.13. Staff/Faculty Meetings

Except in cases of emergency, staff/faculty meetings will not be regularly scheduled after the duty day on Fridays or on the day before a holiday.

ARTICLE 6 DUTY DAYS

The duty days for employees of the Board shall be as indicated in Appendix A, Schedule of Classifications.

6.1. REQUIRED DUTY DAYS

The Board will require 190 duty days for ten-month employees, 212 duty days for 11-month employees, and 249 duty days for 12-month employees.

6.2. WINTER BREAK

In the event that the Board of Education or the Superintendent close the school system to all employees during the Winter Break, bargaining unit members who would otherwise be required to work shall be placed on paid Administrative Leave and those days will be counted as duty days.

ARTICLE 7 HEALTH AND SAFETY

The Board shall ensure that all employees have safe and healthful working conditions.

7.1. HEALTH AND SAFETY COMMITTEE

The Health and Safety Committee of each school will include at least one EASMC representative to be elected by the unit members at each school. The Board will publish a membership list of the Health and Safety Committee of each site by September 15 of each year, with a copy of such membership list to EASMC.

7.2. HEALTH AND SAFETY INSPECTIONS

When, in the judgment of the faculty or Health and Safety Committee, any room, building or area presents a health or safety hazard, duly qualified personnel shall be contacted by the site administrator and asked to make a timely inspection. Any member of the committee shall have the right to convene a meeting.

7.3. UNDESIREABLE CONDITIONS

When a room, building or area because of its condition is judged by an employee to create a condition undesirable for teaching or supervising children (below 65 or above 80 degrees F), the employee should file a report with the Site Administrator, who shall ensure prompt reporting to authorized qualified personnel. The Site Administrator shall inform all affected employees of the reported problem and provide a status update as soon as practicable.

7.4. UNSUITABLE CONDITIONS

When a room, building or area because of its condition is judged by authorized qualified personnel to create a health or safety hazard, or a condition unsuitable for children, the place shall be closed to students and employees, if thus recommended by the qualified person, until such hazard can be corrected. Employees shall not be required to work in spaces below 60 degrees F, above 85 degrees F, or with unhealthy humidity as determined by the authorized qualified personnel, unless the regular responsibilities of their position require working in such conditions.

7.5. IMPROVISED EXPLOSIVE OR OTHER LIFE-THREATENING DEVICES

- a. Unit members shall not be required to handle or search for: (1) any object suspected of being an improvised explosive device (IED) or similar device that could be life-threatening, or (2) any substance for which they have not received training or have not been provided with personal protection equipment. In the interest of student and staff well-being, unit members may volunteer to assist in such search, but in no way shall be subject to reprisal for choosing not to participate.
- b. Employees will not be expected to return to buildings when IED threats have occurred until a decision has been made by the site administrator in consultation with

the Superintendent's office and the responding law enforcement agency, if appropriate.

7.6. SITE SECURITY LIGHTING

Work site security lighting at the location where staff members exit the building shall not be scheduled to go off until after the last employee is scheduled to leave.

7.7. SMCPS VEHICLE SAFETY FEATURES

SMCPS vehicles to be used by employees shall be equipped with state and federally mandated safety features that were required in the year in which the vehicle was manufactured (unless the federal or state government requires a retrofit).

7.8. STAFF ACCESS TO RESTROOMS

The Board shall provide restrooms reserved for staff use only in each school to allow staff access to restroom facilities not utilized by students. Employees who require a bathroom break during times when they are not scheduled for lunch or planning should contact the main office to secure coverage for the staff member to utilize the restroom.

ARTICLE 8 INSURANCE

8.1. HEALTH CARE BENEFITS

The Board will offer health care benefits to include: Hospitalization, Major Medical, Dental, Prescription, and Vision Care. Employees who are on paid leave shall be eligible for their normal health care premium split detailed below. See Article 12.4.2 for insurance guidelines while on FMLA.

8.1.1. Choice of Health Care Plans

8.1.1.1. Active Employees

Eligible employees (defined as active employees assigned to regularly work at least 18.75 hours per week) will have a choice of plans: “BlueChoice” Health Maintenance Organization (HMO) Plan with Deductible, “BlueChoice” HMO Plan, “BlueChoice” Triple Option Plan with Deductible, or “BlueChoice” Triple Option Plan.

8.1.1.2. Retirees

Retirees not eligible for Medicare will have a choice of plans: “BlueChoice” HMO Plan with Deductible, “BlueChoice” HMO Plan, “BlueChoice” Triple Option Plan with Deductible, or “BlueChoice” Triple Option Plan. The Board will support the group health care benefits for those employees retiring thereafter, provided retiring employees who have participated in the health care benefits program have been employed by SMCPs for ten or more years. Disability retirees (once approved by the Maryland State Retirement Agency) shall be granted a waiver of the ten-year SMCPs service requirement and qualify for the same health care premium split as for retirees with 10 years of SMCPs service and may maintain SMCPs health insurance up to a maximum period equal to their length of active employment with SMCPs. Within three years after retirement, retirees may participate in one of the offered health care plans and may include the same family members on their plans as can active employees. Following the retiree’s death, those family members last listed on the retiree’s health care plan may choose to continue or rejoin the plan, if eligible within the three-year period outlined below at the negotiated premium split for retirees. The payment will be based on the total years of service to SMCPs as follows.

8.1.2. Specifications

The benefit package offered by the Board is summarized below including the following changes. All other specifications not changed herein shall remain pursuant to the current insurance contract.

8.1.2.1. Co-pay for Emergency Room Services

- a. “BlueChoice” HMO with Deductible - \$75
- b. “BlueChoice” HMO - \$75
- c. “BlueChoice” Triple Option Plan with Deductible - \$75

- d. “BlueChoice” Triple Option Plan - \$75

8.1.2.2. Prescription Coverage

Prescription coverage is implemented based upon the formulary 2 list with the following co-pays.

- a. \$10/\$15 Non-maintenance Co-pay
- b. \$10/\$15 Maintenance Co-pay for Mail Order or if purchased at CVS (90-day supply)
- c. \$20/\$30 Maintenance Co-pay if Purchased at any Retail Pharmacy Other Than CVS (90-day supply)

8.1.2.3. Audiology

Audiology services and hearing aids will be included in all health care plans.

8.1.2.4. Survivor Benefits

Following the death of an active employee who has worked for the Board for at least ten years, those family members last listed on the employee’s health care plan may continue on the active employee’s health care plan for a period not to exceed 90 days after the date of death of the active employee. Thereafter, the family members may elect to continue or rejoin the work day plan within three years of the date of the death of the active employee, at the negotiated premium split for retirees.

8.1.3. Premium Splits

The Board will deduct health insurance premiums on a pre-tax basis. The Board shall offer employees Flexible Spending Accounts (FSAs); these deductions are on a pre-tax basis.

8.1.3.1. Active Employees

For each employee employed not less than 18.75 hours per week who is enrolled in any of the above listed plans the Board shall pay the amount of the premium cost of the individual and dependents' group health care benefits as outlined below.

Active Employee/Board Health Care Premium Split

Health Care Plan	Board % Contribution for Active Employees Based on Hours Worked	
	≥ 30 Hours	≥ 18.75 to < 30 Hours
“BlueChoice” HMO Plan with Deductible	90.0%	45.0%
“BlueChoice” HMO Plan	85.0%	42.5%
“BlueChoice” Triple Option Plan with Deductible	80.0%	40.0%
“BlueChoice” Triple Option Plan	75.0%	37.5%

8.1.3.2. Retirees

Retiree/Board Health Care Premium Split

Health Care Plan	Board % Contribution for Retirees Based on Years of Service to SMCPS		
	10 to ≤ 19 Years	20 to ≤ 29 Years	≥ 30 Years
“BlueChoice” HMO Plan with Deductible	75%	80%	85%
“BlueChoice” HMO Plan	70%	75%	80%
“BlueChoice” Triple Option Plan with Deductible	65%	70%	75%
“BlueChoice” Triple Option Plan	60%	65%	70%

8.2. EMPLOYEE WELLNESS PROGRAM (BLUE REWARDS)

SMCPS provides a participation-based program offered to active employees and retirees enrolled in the SMCPS health care program, if the following four criteria are completed by March 1st each year.

- a. Step 1. Select a Patient-Centered Medical Home (PCMH) or PCMH Plus Primary Care Physician (ages 2+)
- b. Step 2. Agree to receive wellness communications electronically (ages 18+)

- c. Step 3. Complete an online health assessment (ages 18+)
- d. Step 4. Visit selected PCMH or PCMH Plus Primary Care Physician and complete a health evaluation (ages 2+)

SMCPS in collaboration with EASMC will offer support in completion of items b and c above during professional days prior to students returning to school, and on an as-needed basis thereafter.

After all four steps are completed by the participating employee and spouse (if applicable) by March 1st each year, as a reward for participation, the participating employee will receive either (1) a BlueRewards Visa card issued by CareFirst for use on SMCPS Carefirst health care plan copays, deductibles, coinsurance, and prescriptions for medical, dental, and vision, (2) an SMCPS insurance premium credit, or (3) a combination of both types of participation rewards, depending on the type of coverage held by the employee as specified in the table below.

Type of Coverage	Reward
Employee	\$100 Credit on Visa Card
Employee/Spouse	\$200 Credit on Visa Card
Parent/Child	\$100 Credit on Visa Card \$50 Insurance Premium Credit
Family	\$200 Credit on Visa Card \$150 Insurance Premium Credit

8.3. TERM LIFE INSURANCE

For employees employed for 30 or more hours per week, the Board shall pay 90% of the premium cost for term life insurance. For employees employed fewer than 30 hours but not less than 18.75 hours per week, the Board shall pay 45% of the premium cost for term life insurance. Term life insurance shall equal the employee’s annual salary to the next highest thousand up to a maximum amount of \$250,000. An employee may also elect supplemental life insurance to increase the value of their term life insurance policy in increments of \$10,000, up to five times the amount of their annual contracted salary, with a maximum of \$1,250,000. (If the value exceeds two times their annual salary, evidence of insurability may be required.) Employees shall be responsible for 100% of this additional premium cost for supplemental life insurance.

8.4. LONG-TERM DISABILITY

The Board agrees to make the requisite payroll deductions to enable the Association to administer, without premium cost to the Board, a long-term disability plan.

8.5. JOINT HEALTH CARE AND WELLNESS COMMITTEE

8.5.1. Committee Members and Mission

The specifications of the Health Insurance Plan(s) for employees of the Board will be reviewed as needed each year by a Joint Health Care and Wellness Committee, comprised of an equal number of representatives appointed by SMASA, EASMC ESP, EASMC Certificated, and the Board. Any modifications to the health insurance benefit recommended by the joint committee will be forwarded to the SMASA, EASMC ESP, EASMC Certificated, and Board Bargaining Teams, as well as to the Superintendent and the SMASA and EASMC Presidents/Designees for consideration and possible inclusion in the follow-on negotiated agreement. EASMC agrees that the SMASA President may appoint to the Joint Health Care and Wellness Committee a number of representatives not to exceed the number appointed for either EASMC ESP, EASMC Certificated, SMASA, or the Board.

8.5.2. Annual Meeting

The Joint Health Care and Wellness Committee shall meet at least once per year to plan and schedule activities specifically designed to increase employee wellness.

8.5.3. Annual Distribution of Wellness Program

The Board shall provide each site-based Wellness Coordinator with a copy of the Wellness Program's schedule of services and activities throughout each school year.

8.5.4. Survey Data

The combined results of the online health assessment survey data shall be shared with the Joint Health Care and Wellness Committee to design and recommend wellness programs utilizing wellness grant dollars provided by the SMCPs health care provider.

ARTICLE 9 SALARY

9.1. SALARY INSTALLMENTS AND ESCROW

All employees who work their full contractual year will be paid in 26 installments during the year. The annual salary of employees who work less than their full contractual year and whose effective start date is prior to March 1, will be prorated and paid according to the number of available remaining installments. No summer escrow money will be held or paid for employees starting on or after March 1 or who are 12-month employees.

9.2. RATE CHANGES

9.2.1. Educational Advancement

Credits earned and submitted to the Department of Human Resources that result in a pay increase as described below, shall be prorated and effective the first day of the month following receipt of proof of credits.

9.2.2. New Salary Scale in Another Bargaining Unit

Employees receiving a promotion to another unit outside of this bargaining unit shall be placed on the salary scale as identified in that unit's negotiated agreement. See Appendix G for information about employee placement on the salary scale.

9.2.3. Demotion

Demotion is considered a change in job classification that results in a lower pay range. Employees demoted in job classification shall be moved to the next lower step in salary (based on computation of the hourly wage equivalent) and then down one more step in salary on the new range as compared to the salary on the range from which that employee is being demoted.

9.3. ERRORS IN PAY

If underpayments or overpayments made by SMCPS are discovered, SMCPS shall refund to the employee the balance of the actual amounts due or shall seek repayment from the employee of any amount paid in excess of the actual amount due and owed the employee, retroactive two fiscal years, not including the current school year.

Prior to initiation of recovery of overpayments, SMCPS shall provide the employee with written notice and an opportunity to meet, at which time the employee can share any extenuating circumstances that may permit adjustment of the repayment options noted below.

Options available for repayment shall be by:

- a. Lump-sum cash repayment;

- b. Adjustment of the corrected current salary or miscellaneous payroll deduction in a lump sum or in installments over a term not to exceed the term in which the erroneous payments were made;
- c. Reduction in accrued annual leave by an amount of time at the then current correct salary level equal in value to the total of the amount to be repaid; or
- d. Any combination thereof.

9.4. FINAL PAYOUTS AFTER EMPLOYEE SEPARATION

Within 30 days of the last day of employment following an employee's separation from SMCPs employment, final payouts will be paid. Any assets or money owed to SMCPs by the separating employee must be settled on the employee's last day of work. Otherwise, SMCPs may deduct the amount owed from the final payout to the employee.

The employee has an obligation to return funds within 30 days to SMCPs. If the outstanding debt is not paid within 30 days, SMCPs may pursue payment via a debt collection agency. SMCPs shall notify the employee in writing of the amount owed to SMCPs and inform the employee that should the separated employee return to employment with SMCPs, SMCPs may immediately withhold amounts associated with the outstanding debt from the employee's biweekly pay.

9.5. STEP AND SALARY SCALE ADVANCEMENT

Eligible unit members shall receive the regular step progression as set forth in the salary scales as defined below. If, during the term of this agreement, legislation is signed into law that requires compensation greater than that negotiated herein, then the parties will open negotiations for the specific and sole purpose of meeting that legislative requirement.

In the event that the cost of living for any years exceeds 4.5%, the Association at its option will have the right to open negotiations on the area of salary for the subsequent fiscal year. The US CPI-U for the period of September to September will be used for the above determination.

9.5.1. School Year 2024-2025 (FY2025)

- a. All employees who begin work on or before March 1, 2024, will receive their normal step progression on the FY25 salary schedule and then move one range to the right on the new salary schedule maintaining their previously calculated step. Range 36 will be added to the schedule at the same percentage range advancement as the rest of the FY24 schedule. Employees currently on Range 35 of the FY24 salary schedule shall be moved to Range 36 of the new salary schedule.
- b. The FY24 salary scales will be increased by 1%.

9.5.2. School Year 2025-2026 (FY2026)

- a. All employees who begin work on or before March 1, 2025, will receive their normal step progression on the FY26 salary schedule and then move one range to the right on

the new salary schedule maintaining their previously calculated step. Employees currently on Range 2 of the FY25 salary schedule shall be moved to Range 3 of the new salary schedule. Range 37 will be added to the schedule at the same percentage range advancement as the rest of the FY26 schedule. Employees currently on Range 36 of the FY25 salary schedule shall be moved to Range 37 of the new salary schedule.

- b. The salary scales will be increased by 1%.

9.5.3. School Year 2026-2027 (FY2027)

- a. All employees who begin work on or before March 1, 2026, will receive their normal step progression on the FY27 salary schedule.
- b. The salary scales will be increased by 2%.

9.5.4. School Year 2027-2028 (FY2028)

- a. All employees who begin work on or before March 1, 2027, will receive their normal step progression on the FY28 salary schedule.
- b. The salary scales will be increased by 2%.

9.6. LICENSES AND CERTIFICATES REQUIRED FOR EMPLOYMENT

Employees holding a license or certificate required for their employment, other than a license provided by the Maryland State Department of Education, shall receive reimbursement for the payment of the required license or certification fee, or for the fee paid for renewal of said required license or certification, or for the cost of testing and programs and/or courses required for continuation of licensing, approved in advance. The total reimbursement shall not exceed \$500 per year.

9.7. BUILDING SERVICE WORKER TRAVEL TEAM

In an effort to further increase the efficiency and effectiveness of the support staff, existing staff from the secondary schools can volunteer to provide staffing support to the smaller schools with immediate staffing needs. Participating building service staff will receive \$25 for each occurrence of support provided. Accrued earnings of “travel team” members will be paid two times per year: in December and in June. Mileage will also be paid for travel from one school to another school or any additional mileage above the normal commute to the regularly assigned school.

9.8. EDUCATIONAL ALLOWANCES

Educational allowances are payments for attainment of specified additional educational, training, and/or credentials.

9.8.1. College

Employees will be compensated after satisfactory completion of job-related approved trade school or college credits as approved by the Superintendent according to the following. Specialized training is equated to college credits at an equivalent rate of one semester hour per 14 hours of instruction. This compensation is added annually to gross salary, payable bi-weekly, and included in the retirement calculation.

- a. 30 college or trade school credits - \$500
- b. 60 college or trade school credits - \$800
- c. Associate's degree - \$900
- d. Bachelor's degree - \$1,100
- e. Master's degree - \$1,350
- f. Master's degree + 15 credits - \$1,600
- g. Master's degree + 30 credits - \$2,100
- h. Master's degree + 45 credits - \$2,500
- i. A Doctorate earned in a program approved by the Superintendent and at an institution approved by the Superintendent will result in \$3,100.

9.8.2. Stationary Engineer License

Building service staff and maintenance staff who hold a stationary engineer license level I will receive \$900 per year, level 2 will receive \$800 per year, level 3 will receive \$700 per year, and level 4 will receive \$500 per year. Any consideration for the fee for the license is included in this allowance.

9.9. LONGEVITY INCREMENTS

The longevity increment will be included on the employee's annual assignment letter and will be earnable income for the purposes of pension.

- a. Nonexempt Employees. A \$630 longevity increment will be added to the gross salary of all 12-month employees at the 15th, 20th, 25th, 30th, and 35th years of creditable service. A \$525 longevity increment will be added for ten- and 11-month employees.
- b. Exempt Employees. An \$800 longevity increment will be added to the gross salary at the 15th, 20th, 25th, 30th, and 35th years of creditable service.

9.10. INCENTIVE FOR ADVANCED NOTIFICATION OF RETIREMENT

The Board and EASMC mutually agree that early notification by employees of their intent to retire will increase the opportunity for successful employee assignments, reassignments, and transfers, and will decrease the risk of reductions in force due to budgetary constraints. Annually on or about February 15, the Board and EASMC will meet to discuss the availability of funds for the purpose of offering an incentive for advanced notification of retirement. The availability and total amount of funds will be determined by the Superintendent. Annually, if funds are available, the Board and EASMC will open negotiations for Article 9.10 only to reach an agreement on the terms of the incentive.

9.11. MOBILE PHONE ALLOCATION

9.11.1. Employees Eligible for Annual Mobile Phone Allocation

Designated categories of employees listed in Appendix F will be provided an annual mobile phone allocation to support the use of mobile phones required by SMCPS. Additional positions may be approved by the Superintendent with communication to EASMC.

9.11.2. Base Allocation

Employees required to utilize a mobile phone for their employment will be provided with a minimal base allocation of \$400.

9.11.3. Extra Allocation for Increased Responsibilities

A \$500 mobile phone allocation will be provided to groups approved by the Superintendent due to increased responsibilities related to extensive, regular, and off-site work with families and community members.

9.11.4. Proration

These allocations shall be prorated if less than a full year is worked and will not be included for retirement calculation purposes. Employees who received this allocation previously will continue to receive that allocation until such time as their assignment changes to reflect a change in the allocation.

9.11.5. SMCPS Phones

At the discretion of the Superintendent, a dedicated SMCPS-owned mobile phone may be provided to the employee in lieu of the allocation.

9.12. NURSES – LICENSED PRACTICAL NURSES

9.12.1. Summer Work

In order to meet the health and safety needs of students, licensed practical nurses (LPNs) are needed during the summer break to pursue tasks such as the following.

- a. Review and enter student shot records to start school.
- b. Contact parents of children without current immunizations.
- c. Develop and/or revise Emergency Action Plans.
- d. Review and contact parents for physician medication and treatment orders.
- e. Review physicals and lead screening forms for new students.
- f. Contact physicians to clarify orders or seek copies of immunization records.
- g. Enter new student medical information to ensure that all staff are aware of the Emergency Action Plan in place for students with whom they work.
- h. Create Medication/Treatment calendars for students taking medication or receiving medical treatments at school.
- i. Set up the health room.
- j. Obtain appointment dates from parents for immunizations so students can attend the first day of school.

9.12.2. Pay for Voluntary Summer Tasks

LPNs who volunteer to work in the summer beyond their current ten-month assignments will be compensated at their per diem rates for each day worked up to a maximum of two days (14 hours). Each eligible LPN who volunteers to work these extra days shall coordinate the schedule of additional summer duty days with their site administrator and submit the draft schedule to the Supervisor of Health Services for final approval prior to June 15 for work to be performed after July 1st for the following school year. These work days will be subject to all of the same working conditions prescribed in the negotiated agreement for every other work day, and will be added to gross salary and included in the retirement calculation.

ARTICLE 10 EDUCATIONAL ASSISTANCE BENEFITS

SMCPS and EASMC will collaborate to provide meaningful professional development opportunities for education support professionals. This program is designed to provide training and advanced education for permanent employees who wish to improve their performance in their present positions, in preparation for advancement, or as part of an approved career development plan.

10.1. TUITION REIMBURSEMENT INCLUSIONS

This program is designed to provide training and advanced education for permanent employees who wish to improve their performance in their present positions, in preparation for advancement, or as part of an approved career development plan. Tuition reimbursement to include associated fees will be provided for appropriate courses leading toward (1) initial certification, (2) renewal of Standard Professional Certificate, (3) Advanced Professional Certificate, (4) Master's Degree, (5) continuation of other professional license or certificate required for employment, or (6) any other approved course work.

Appropriate credit will be determined by the current requirements for certificates for administrators, supervisors, and teachers, and by the current professional licensure and/or certification requirements for bargaining unit members. In order to receive tuition reimbursement for credits leading toward an Advanced Professional Certificate or a Master's Degree, the employee shall hold a valid Standard Professional Certificate or professional license/certificate for their present assignment.

10.2. CONDITIONS FOR TUITION REIMBURSEMENT

SMCPS is not responsible for courses selected by the employee that do not meet the criteria for certification or reimbursement. While not required, SMCPS encourages employees to verify courses with the Department of Human Resources via the SMCPS tuition reimbursement form. Employees may be reimbursed for tuition under the following conditions.

10.2.1. Appropriate Course

The course/credits taken are appropriate for the position and certification of the individual employee.

10.2.2. First-time Course

The employee has not been previously reimbursed for the same course.

10.2.3. Regionally Accredited Institute

The course/credits are from a regionally accredited college or university (if pursuing college credits).

10.2.4. Submission of All Required Documentation

The following documentation is required to be submitted to the Department of Human Resources

within 45 days of the completion of the course (as indicated on the transcript or grade slip). If an extension is needed, the employee must request it in writing within 45 days of the completion of the course. SMCPS will provide reimbursement within 45 days of receipt of the required documentation.

- a. Reimbursement Request Form. A reimbursement request form (pre-approval is not required for tuition reimbursement)
- b. Official Transcript. Official transcript of grade received with a minimum of grade "C"
- c. Proof of Payment. Original receipt or electronic confirmation of payment (if no hard copy receipt is provided) from the college or university.

10.3. TUITION REIMBURSEMENT ANNUAL ALLOCATION

The employee's tuition reimbursement is allocated each July 1 for the coming year and runs through the following June 30. Tuition reimbursement up to the annual allowable amount will be deducted from the employee's annual allocation based on the date that the credits were earned as indicated on the official transcript or grade slip that must be submitted within 45 days of the credits being earned.

10.4. DIRECT PAY AGREEMENTS

Employees enrolled in courses through Direct Pay agreements for non-SMCPS courses must submit for pre-approval to the Department of Human Resources prior to registration per the memorandum of understanding with each participating Direct Pay school. Pre-approval is not required for SMCPS Direct Pay courses, although the employee will be responsible for completing any paperwork required by the university and for any amount that exceeds their annual tuition allocation.

10.5. OPTION FOR ADVANCE APPROVAL

If the employee wants to confirm the appropriateness of a course prior to registration, advance written approval may be sought via an SMCPS Tuition Reimbursement Request form submitted to the Department of Human Resources. The Superintendent will sign the SMCPS Tuition Reimbursement Request Form, indicating approval or denial, and return the signed form to the employee within ten work days of its receipt in the Department of Human Resources.

10.6. REIMBURSEMENT LIMITS

The reimbursement will not exceed the actual amount the employee paid for tuition and associated fees. Reimbursement for tuition and associated fees shall not exceed the following amounts. In determining whether the annual maximum reimbursement amount has been reached, the year to which the reimbursement applies will be based on the date of issuance of the grade slip for a completed course.

Purpose	Total Annual Maximum (Not Cumulative)	
	FY2025- FY2027	FY2028
General	\$3,500	\$4,000
Pursuing Initial Professional Teaching Credential	\$4,500	\$5,000
Pursuing Ph.D. or Ed.D.	\$5,400	\$5,700

10.7. FEE WAIVER FOR PROFESSIONAL CERTIFICATIONS AND DESIGNATIONS

Based upon successful application process, tuition reimbursement may also be applied as a fee waiver up to the maximum yearly amount for obtaining and renewing the following certifications and designations.

- a. Certificated Employees. National Board for Professional Teaching Standards (NBPTS) Certification
- b. Speech and Language Therapists. National Certificate of Clinical Competency (CCC)
- c. Nurses. Nationally Certified School Nurse (NCSN)
- d. Occupational Therapists. Doctorate of Occupational Therapy (DOT)
- e. Physical Therapists. Doctorate of Physical Therapy (DPT)
- f. Audiologists. Fellow of American Academy of Audiology (FAAA)
- g. School Psychologists. Nationally Certified School Psychologist (NCSP)
- h. Behavior Analysts. Board Certified Behavior Analyst (BCBA)

10.8. EARLY TERMINATION REIMBURSEMENT REPAYMENT

Any employee who leaves the Board’s employ within one calendar year (less than 365 days) after the date that a reimbursement payment was issued from the Board for tuition or transcript fee(s) shall re-pay the full amount of such reimbursement payment to the Board with advance written notice to the employee. The Board may deduct such re-payment from any remaining pay owed to the unit member. The employee will have the option when possible (based on remaining number of paychecks) to have the deduction divided into two or more paychecks. The Board will attempt to deduct the money evenly from remaining checks owed. This repayment provision shall not apply in the case of a unit member who must leave the Board’s employ due to military transfer, spousal job transfer necessitating a move of over 50 miles, personal or family illness, divorce or child custody issues, involuntary termination by Board, non-renewal of nontenured employees, or other cause approved by the Board. If the

employee who was granted a waiver pursuant to this subsection returns to the same position less than 50 miles away within one year of leaving the Board's employment, they shall reimburse the Board according to the above provision unless they sought employment with the Board and was not offered a contract. Any employee forced to repay such reimbursement shall have that same reimbursement reversed (tuition repaid) upon returning to the Board and successfully completing two more years of employment.

10.9. SENIOR EXEMPTION FOR CERTIFICATION RENEWAL

In accordance with the provisions of COMAR Section 13A.12.01.14, the Board will not require coursework for certification renewal for professionally certificated employees who are 55 years of age or older or who have been employed for at least 25 years in public school service or approved nonpublic school service.

10.10. REIMBURSEMENT FOR TRANSCRIPT FEES

Employees who pay a fee for transcripts necessary to verify course completion may be reimbursed upon submission of a receipt up to 45 days following payment; such reimbursement will be deducted from the year's annual course reimbursement allocation based on the date on the receipt for transcript payment.

10.11. PROFESSIONAL SKILL DEVELOPMENT

When possible, SMCPS will provide professional development for staff during their duty day to be trained to utilize significant new technologies and/or system for use in the school system.

10.12. PURSUIT OF TEACHER CREDENTIALS

All non-certificated, current full-time employees who decide to become teachers and are enrolled in an accredited college program leading towards an initial Maryland professional teaching credential, shall have access to the benefits below with the following terms.

10.12.1. Tuition Reimbursement

Tuition reimbursement will be allowed for all coursework in an initial Maryland professional teaching credential program up to the limit specified in Article 10.6 above.

10.12.2. Reimbursement for Required Assessments

All Praxis and other assessments required for the initial Maryland professional teaching credential will be reimbursed when passing scores are received. If grant funding is unavailable to SMCPS to fund this reimbursement in any given fiscal year, then reimbursement will be limited to employees with at least one full year of prior SMCPS service.

10.12.3. Consideration for Sabbatical Leave

Eligible employees may apply to be considered for sabbatical leave in accordance with Article VIII, Section C.4.d for consideration, to include student internships.

10.12.4. Potential for Advanced Placement on Salary Scale

See Appendix G for description of placement on the salary scale.

10.12.5. Teaching Obligation

10.12.5.1. Obligation Description

Upon graduation and award of a Maryland teaching certificate, the employee granted the extra educational assistance must guarantee to teach for SMCPS for a period of three (3) years unless SMCPS does not offer the employee a full-time position.

An employee who has been employed by the Board in a full-time position outside of their area of certification and does not complete the three-year guarantee period will be required to repay tuition reimbursement to the Board.

10.12.5.2. Repayment for Teaching Elsewhere

If the employee accepts a teaching contract in another school system within their area of certification and chooses to submit verification of such employment to the Superintendent, then the repayment provisions will be adjusted as follows.

- a. Resignation during year 1 = 100% repayment
- b. Resignation after year 1 = 90% repayment
- c. Resignation after year 2 = 80% repayment

10.12.5.3. Repayment of Reimbursed Assessment Fees

If the employee leaves the Board's employment within one year after receiving Praxis/assessment reimbursement, the employee shall re-pay the full amount of such reimbursement.

10.12.5.4. Repayment Terms

- a. Payroll Deduction. The Board may deduct such re-payment from any remaining pay owed to the unit member. The employee will have the option when possible (based on remaining number of paychecks) to have the deduction divided into two or more paychecks. The Board will attempt to deduct the money evenly from remaining checks owed.
- b. Repayment Waivers. These repayment provisions shall not apply in the case of a unit member who must leave the Board's employ due to military transfer, spousal job transfer more than 50 miles from the St. Mary's County line, personal or family illness, divorce or child custody issues, involuntary termination by Board, nonrenewal, or other cause approved by the Board.

- c. Waiver Reversal. If the employee who was granted a waiver pursuant to this subsection returns to the same position within 50 miles of the St. Mary's County line, Maryland, within one year of leaving the Board's employment, they shall reimburse the Board according to the above provision unless they sought employment with the Board and was not offered a contract. Any employee forced to repay such reimbursement shall have that same reimbursement reversed (tuition repaid) upon returning to the employment of the Board and successfully completing two more years of employment.

10.13. PARAEDUCATOR ASSESSMENT TEST

The school system will pay for the cost of the Paraeducator Assessment Test, including any required sitting/proctor fee, one time only when an employee presents appropriate documentation that they have passed the test and a receipt for the cost of the test. If grant funding is unavailable to SMCPS to fund this reimbursement in any given fiscal year, then reimbursement will be limited to employees with at least one full year of prior SMCPS service.

ARTICLE 11
EXTRA PAY FOR EXTRA DUTY AND STIPEND ASSIGNMENTS

11.1. DEFINITIONS

11.1.1. Extra Pay for Extra Duty (EPED) Assignment

For the purposes of this agreement, EPED assignments are those extra assignments that must be conducted beyond the employee's duty day and that require the direct leadership of and responsibility for students.

11.1.2. Stipend Assignment

Stipend assignments are those assignments that require additional responsibilities during and/or beyond the employee's duty day and that do not require the direct leadership and responsibility for students. A bargaining unit member who has obtained the following certifications or designations will receive a stipend for each school year in which their certificate/designation remains in good standing. This stipend will be prorated and payable with regular payroll distributions and will not be included for retirement calculation purposes.

The approved stipend payments are listed in Appendix E, Schedule of Stipends, which is updated annually based on changes recommended by the EPED/Stipend Study Committee and approved by the Superintendent. Below is some clarifying information on particular stipends. A description of expectations for each stipend is available from the Department of Human Resources.

11.1.2.1. Shift Differential

Nighttime building service workers who are assigned to work shifts which begin at 2:00 p.m. or later will receive a stipend of \$700 per year. The differential will be increased to \$1000 per year as of July 1, 2027. Exceptions to this section must be approved by the Director of Operations.

11.1.2.2. Ph.D. or Ed.D. Study

An employee who has received a Ph.D. or an Ed.D. may receive an additional \$3,000 professional stipend up to a maximum of three years for completing a study or problem of practice approved by the Superintendent.

11.2. EPED/STIPEND STUDY COMMITTEE

11.2.1. Annual Meeting

The parties agree to an ongoing Extra Pay for Extra Duty (EPED)/Stipend Study Committee which shall meet as needed and present its recommendations to the Board and the Association as needed but not less than annually by October 1, of each school year preceding the contract effective date. The Board shall announce the initial annual meeting of the EPED/Stipend Study Committee in the Signal at least 30 days in advance, inviting employees to submit proposed new and revised EPED/Stipend assignments for consideration.

11.2.2. Committee Composition

The EPED/Stipend Study Committee will be composed of five representatives appointed by the Association and five appointed by the Board and will be co-chaired by one representative appointed by SMCPS and one representative appointed by EASMC.

11.2.3. Committee Objectives

Utilizing the guidelines set forth in the appendix to this agreement, the committee's charge is to give recommendations to the Superintendent by:

- a. specifying positions eligible for EPED/Stipend compensation,
- b. documenting a job description for eligible positions based on the EPED/Stipend Proposed Additional Position Form including, at a minimum, the number and description of staff and/or students being served or supervised, required activities/events, estimated number of hours and time of service, and range of dates,
- c. determining the amount of compensation based on the formula below,
- d. providing justification for compensation,
- e. and issuing a summarizing report specifying the positions eligible for compensation, the job responsibilities associated with each position, the amount of compensation, and the justification for the compensation.

The proposal and the total assigned point value shall be reassessed by the EPED/Stipend Committee upon submission of a new or updated EPED/Stipend Proposed Additional Position Form documenting new conditions and/or requirements for the extra duty. Other EPED/Stipend activities when approved by the Superintendent will be added to the list in the appropriate appendix of this agreement, with placement for compensation to be determined by the joint EPED/Stipend Study Committee. Such action will not be considered as the reopening of negotiations under this agreement for any reason, except for the express purpose stated.

11.3. EPED/STIPEND POINT SYSTEM

11.3.1. Criteria and Assessment

Any new or updated EPED position submitted for evaluations to the EPED/Stipend Study Committee will use the following table based on the existing process to assign points in the areas of Required Hours, Number of Students, and Level of Responsibility. These three point values will be summed to determine the point value of a coach's/sponsor's salary. Compensation for experience shall be only for experience in that specific position title (e.g., H.S. baseball, assistant coach, soccer).

Required Hours	Point Value	Number of Students	Point Value	Level of Responsibility	Point Value
38 – 99	1	5 – 9	1	One adult in charge	5
100 – 299	2	10 – 19	2	One adult with one assistant	4
300 – 499	3	20 – 29	3	One adult with two+ assistants	3
500 – 599	4	30 – 39	4	Two adult co-leaders	2
600 – 699	5	40 – 49	5	An Assistant	1
700+	6	50+	6		

11.3.2. EPED Point Value Adjustments

In any year that a full-scale adjustment occurs for the EASMC Teacher Salary Scale, the “\$ Value/Point” will be adjusted by the same percentage. Appendix C includes the SMCPS EPED Payment Schedule. The following table lists the value of a point

\$ Value/Point				
Years of Experience	FY25	FY26 (+2.0%)	FY27 (+2.0%)	FY28 (+2.0%)
1 – 3	265	270	275	281
4 – 6	280	286	292	298
7 – 9	295	301	307	313
10+	310	316	322	328

11.4. STIPEND POINT SYSTEM

11.4.1. Criteria and Assessment

The EPED/Stipend Study Committee will assess the requirements of proposed new or revised stipend assignments as detailed in the proposed job description, seeking additional information as required. Based on these requirements, the committee will analyze the proposed stipend as compared to other approved stipends, and make a recommendation for the stipend payment amount seeking equity and consistency.

Effective July 1, 2025, any new or updated stipend position submitted for evaluations to the EPED/Stipend Study Committee will use the following tables to assign points in the areas of Required Hours, Number of Employees, and Level of Rigor and Complexity. These three point values will be summed to determine the point value of a particular stipend. Compensation for experience shall be only for experience in that specific position title (e.g., department chair).

Required Hours	Point Value	Number of Employees	Point Value	Level of Rigor and Complexity	Point Value
1-15	1	5 – 9	1	High	3
16-30	2	10 – 19	2	Medium	2
31-45	3	20 – 29	3	Low	1
46-60	4	30 – 39	4		
61-75	5	40 – 49	5		
76+	6	50+	6		

11.4.2. Stipend Point Value Adjustments

In any year that a full-scale adjustment occurs for the EASMC Teacher Salary Scale, the “\$ Value/Point” will be adjusted by the same percentage. Appendix E, Schedule of Stipends, includes the SMCPS stipend payment Schedule. The following table will list the value of a point beginning July 1, 2025 (FY26). The baseline dollar value per point for FY25 will be established through the joint study committee (see Article 21.2, Joint Study Committees).

Years of Experience	\$ Value Per Point			
	FY25	FY26	FY27	FY28
1 – 3	N/A	TBD	TBD	TBD
4 – 6	N/A	TBD	TBD	TBD
7 – 9	N/A	TBD	TBD	TBD
10+	N/A	TBD	TBD	TBD

11.5. **EPED/STIPEND ASSIGNMENT GUIDELINES**

Qualified internal candidates, both certificated and non-certificated, shall be considered prior to external candidates for EPED/Stipend assignments. Assumption of all EPED/Stipend assignments shall be voluntary, and the signature of the site administrator, designee, or appropriate supervisor and the employee shall be required on the EPED/Stipend agreement prior to performing the duties. The site administrator shall distribute EPED/Stipend Agreements to

employees designated to perform the extra duties (1) listed in Appendix C or E of this agreement and/or (2) recommended by the EPED/Stipend Review Committee and subsequently approved by the Board. The EPED/Stipend Agreement shall be electronically approved and dated by both the site administrator and the employee and include a copy of the EPED/Stipend job description/responsibilities identifying, at a minimum, the number and description of students or staff supervised, required activities/events, and range of dates. No employee shall be expected to perform any of the approved or recommended EPED/Stipend Review assignments without a signed agreement issued by SMCPS.

11.6. REQUIRED PERFORMANCE FEEDBACK

The site administrator or designee will provide feedback no later than 30 days after the completion of the EPED/Stipend activity. Currently assigned employees will be advised in writing no later than the end of the school year if they may not be offered the same assignment in the subsequent school year.

ARTICLE 12 LEAVES

12.1. APPROVAL PROCEDURES

Before an employee takes annual or personal leave, the number of days requested must have been earned.

- a. Employees' absences shall be reported via the electronic absence reporting system.
- b. Except in an emergency situation, prior approval must be secured from the immediate supervisor before taking annual or personal leave.
- c. Except in an emergency, all employees shall have approval at least two weeks prior for personal leave on the day before or the day following a school holiday, the first or last day of the school year, or on a staff development day.
- d. Supervisors responsible for approving leave requests shall answer the request within five work days of submission via the electronic absence reporting system.
- e. An employee's leave status is a private matter and will not be discussed in front of other individuals. The appropriate supervisor shall handle any non-clerical concerns about leave.

12.2. ABSENCE REGULATIONS

12.2.1. Deductions for Absences

Deductions for absences during one pay period will be reflected in the following pay period.

12.2.2. Absence Reporting System

It is the employee's responsibility to notify the site administrator via the electronic absence reporting system as soon as possible when they expect to be absent from their position.

12.2.3. Impact of Attendance on Salary

The full payment of the annual salary will be based on the attendance of the employee. This attendance will be calculated as provided for in the annual operational calendar. For each day of absence for which the employee has insufficient leave available, a deduction of one times their per diem rate of pay will be made.

12.2.4. Credit for Sick Leave in Another Maryland Public School System

Credit will be given for prior sick leave accumulation from a Maryland public school system provided the amount earned per year does not exceed the number of days for which an employee is eligible in the SMCPS system.

12.3. LEAVE WITH PAY

12.3.1. Sick Leave

Absences specified in this section below will be charged against sick leave.

12.3.1.1. Sick Leave Accrual and Proration

- a. Sick leave will be earned at the rate of one day per month may be accumulated from year to year without limitation. An employee who leaves SMCPs employment prior to the end of the year in which the leave was advanced will be assessed for all advanced sick leave days used that have not been earned.
- b. Disability retirees (once approved by the Maryland State Retirement Agency and after submitting required documentation to the SMCPs Department of Human Resources) shall be granted a waiver of the proration of sick leave if a full contract year is not fulfilled.
- c. An employee who separates employment from SMCPs prior to the end of a contract year in which unearned sick leave was advanced in July will have their sick leave prorated based on the date of separation and calculated based on the number of contract days employed in the contract year in which the sick leave was advanced. There is no direct payout of sick leave upon separation.

12.3.1.2. Sick Leave Donations

Employees may be eligible to donate sick leave to other employees who experience serious personal illness, injury, or quarantine, or who must use leave to care for a family member experiencing such illness, injury, or quarantine, and who has used all of their accrued sick leave, personal leave, annual leave, compensatory time, and available Sick Leave Bank benefits. The employee receiving the leave donation and the donor must be members of the Sick Leave Bank and Exchange at the time of the donation. Such leave may be donated or exchanged between employees in accordance with procedures and restrictions outlined in Appendix D, the EASMC ESP, EASMC Certificated, SMASA, and SMCPs Joint Sick Leave Bank and Exchange Guidelines. While employees receiving leave will be considered active employees in a “leave with pay” status for the periods when donated leave is being used, neither the donor nor the recipient may utilize donated days upon retirement for additional service credit.

12.3.1.3. Personal Illness

Such leave may be used for absences caused by illness or physical disability of the employee. Disability retirees (once approved by the Maryland State Retirement Agency and after submitting required documentation to the SMCPs Department of Human Resources) shall be granted a waiver of the proration of sick leave if a full contract year is not fulfilled.

- a. Doctor’s Certificate or Letter of Explanation. The Superintendent may require a doctor’s certificate of illness or a letter of explanation from the employee if a doctor was not in attendance whenever there is reason to believe that an absence is not due to a bona fide illness.

- b. Pregnancy. An employee shall, at their request, be allowed to use sick leave for an absence due to disability connected with or resulting from pregnancy as authorized under the Family Medical Leave Act (FMLA). A physician's statement verifying that they are disabled due to causes contributed to by pregnancy shall be required. If the Board has reasonable cause to believe that the employee's health would be endangered by continued employment, it may require the employee to obtain a physician's verification stating that they are physically able to continue their duties. The employee must return to work as soon as their health permits unless they resign or request a leave of absence. Before returning to duty, the employee may be required to present a physician's certificate stating that they are physically able to resume duties.
- c. FMLA. An employee who is a birth or adoptive parent may utilize FMLA as defined in Article 12.4.2 below.
- d. Immediate Family Illness. An employee shall, at their request made via the electronic absence reporting system, be allowed to use sick leave for an absence due to an illness of an immediate family member (spouse, parent, child, or sibling).
- e. Medical Appointments Due to Job-related Illness/Injury. Any employee who suffers an injury or illness verified to be job-related (based on the Report of Injury, Employee Statement Form, and the Supervisor Accident Report form completed by the employee or supervisor) and is able to continue work with medical treatment for such injury or illness, will be granted administrative leave for up to four visits for related medical appointments required during the duty day. A doctor's receipt or note will be required for verification of required appointments.
- f. Leave Transfer to Immediate Family. Employees may submit a request in writing to the Superintendent to transfer up to five days of sick leave to other employees who are legal members of their immediate family (spouse, parent, child, or sibling) to be used for eligible sick leave purposes if the immediate family member has exhausted their sick leave. The employee cannot transfer more than five days to any one immediate family member per school year. Unused sick leave that was previously transferred under this provision and not used for the defined eligible sick leave purposes will be returned to the donating employee.

12.3.1.4. Quarantine

When a communicable disease occurs in the home in which an employee resides, the employee shall state the disease and dates of quarantine and provide medical documentation from a licensed medical practitioner to return to work.

12.3.1.5. Sick Leave Bank and Exchange

There shall be a Sick Leave Bank and Exchange for employees. SMCPS will indicate on each employee's electronic pay statement within the on-line Employee Access Center whether or not that employee is a member of the Sick Leave Bank and Exchange.

- a. Sick Leave Bank and Exchange Approval Committee. The Sick Leave Bank and Exchange Approval Committee shall review and rule on all applications/requests for the donation of sick leave and shall be comprised of the following appointed members. One of the SMCPS appointees and one of the EASMC Certificated or EASMC ESP appointees will serve as co-chairpersons, as determined by the Sick Leave Bank and Exchange Approval Committee. The respective presidents will appoint replacements. All parties recognize that due to the personal and sensitive nature of sick leave donation review, complete confidentiality by the Sick Leave Bank and Exchange Approval Committee members is essential.
 1. One representative of the Department of Human Resources appointed by SMCPS
 2. Two EASMC Certificated representatives appointed by the EASMC President
 3. Two EASMC ESP representatives appointed by the EASMC President
 4. One SMASA representative appointed by the SMASA President
 5. One SMCPS appointed non-voting member who is an SMCPS licensed registered nurse

- b. Sick Leave Bank and Exchange Steering Committee. The Sick Leave Bank and Exchange Steering Committee shall be comprised of the following members. The Sick Leave Bank and Exchange Steering Committee shall meet no less than annually for a Sick Leave Bank and Exchange Procedural Review. If the SMCPS Chief Negotiator is not a current SMCPS employee, then SMCPS will appoint an SMCPS division administrator to participate in the annual review in place of the SMCPS Chief Negotiator. The purpose of the meeting will be to review the Sick Leave Bank and Exchange Guidelines and update them if deemed necessary by the majority of the review attendees. The Sick Leave Bank and Exchange Guidelines will be posted on the EASMC ESP, EASMC Certificated, and SMCPS websites for easy employee access.
 1. The Sick Leave Bank and Exchange Approval Committee appointees
 2. The EASMC President/Certificated Designee, EASMC President/ESP Designee and SMASA Presidents
 3. One SMCPS Chief Negotiator
 4. One Maryland State Education Association (MSEA) UniServ Director representing EASMC Certificated/EASMC ESP

12.3.2. Personal Leave

Three days of personal leave for all ten-month employees and four days of personal leave for all 11-month unit members with full pay are allowed in accordance with the Approval Procedure set forth herein, and these days shall not be charged against an employee's sick leave.

12.3.2.1. Rollover of Unused Personal Leave

Unused personal days will automatically roll over to the following year as personal leave with a maximum of an eight-day personal leave balance allowable.

12.3.2.2. Exclusions

These days may not be used consecutively in a five-day block during any of the following time periods.

- a. Directly before or after the Thanksgiving break
- b. Directly before or after the Winter Break
- c. Directly before or after the Spring Break
- d. The first five days of school for students
- e. The last five days of school for students

12.3.2.3. Transfer of Excess Personal Leave

Personal days in excess of eight (8) will automatically be added to employees' accumulated sick leave. The oldest personal leave days are the first to be transferred to sick leave, with the newly allocated days remaining in the employee's personal leave balance.

12.3.2.4. Approval and Eligibility

Permission for such leave must be obtained in advance via the electronic absence reporting system, if possible, as indicated in the approval procedure. Absences for the following reasons will be charged against personal leave.

- a. Personal Reasons.
- b. Graduation Exercises. Leave will be granted for attendance at graduation exercises to an employee who is being awarded a degree.
- c. Examinations. Leave will be granted to an employee who is taking a culminating examination for a master's or doctoral degree, or who is taking an examination to obtain a Maryland certificate required for the employee's current assignment.
- d. Religious Observance. Advanced approval is required.

12.3.2.5. Personal Leave Proration

An employee who retires or terminates from SMCPSS employment prior to the end of the contract year in which personal leave was advanced in July will have their personal leave prorated based on the date of retirement or termination and calculated on number of contract days worked in the contract year in which the personal leave was advanced. Payout of personal leave days upon

retirement will be based on the employee’s current contract year personal leave balance after the calculation of prorated personal leave and shall not exceed five (5) days.

12.3.3. Annual Leave

12.3.3.1. Leave Allowance

All 12-month employees shall earn annual leave in accordance with the following.

Years of Employment	FY25-FY28
1 – 4	15
5 – 9	19
10 – 19	22
20+	24

12.3.3.2. Approval Timeline

Supervisors responsible for approving leave requests shall answer the request within five (5) work days of submission via the electronic absence reporting system.

12.3.3.3. Annual Leave Carryover and Cash-out

Twelve-month employees who are entitled to annual leave may accumulate up to 50 days. Once the employee has a total of 50 days, for those days in excess of 50 days, they may exercise in writing an option of selling back a maximum of five days per year. All unused days per year beyond 50 days shall carry over as sick leave. The employee wishing to cash in five days must make a written request to the Department of Fiscal Services Payroll Office by September 15 of each year. The transfer of days over 50 days or optional remittance of leave shall be made based on their leave balance as of September 30 of each year. The transfer or payment of leave in excess of 50 days will be made by the second paycheck in October.

12.3.4. Administrative Leave

Absences for the following reasons will be charged to administrative leave with no loss in salary.

12.3.4.1. Bereavement Leave

Employees shall be entitled to bereavement leave as follows. The employee shall state the relationship and the date of death. Bereavement leave shall commence on or after the date of death, but not after the funeral. Employees having good and sufficient reason to take eligible bereavement leave in other than consecutive days, or other than directly after the funeral, may submit a written request to the immediate supervisor. Other available leave may be used if an employee is required to travel out-of-state for funeral or other bereavement-related matters.

Should an employee be named executor of an estate for relatives listed below, they may elect to use one of the bereavement leave days in performance of this responsibility.

- a. Spouse. Up to seven consecutive work days will be allowed for the death of a spouse.
- b. Immediate Family Members. Up to five consecutive work days will be allowed for immediate family members (adopted, foster, or natural child, grandchild [great], parent, brother, sister, or anyone who has lived regularly in the household) of the employee, spouse or life partner.
- c. Uncle/Aunt, Grandparent, and Brother/Sister-in-law. Up to three consecutive work days will be allowed for an uncle [great], aunt [great], grandparent [great], or brother-in-law/sister-in-law (sibling's spouse) of the employee or spouse.
- d. Nieces/Nephews and Child's Other Parent. Up to two consecutive work days will be allowed for nieces and nephews, and for the other parent of the employee's adopted, foster, or natural child if that parent is not the employee's spouse (who is covered under subsection a above).

12.3.4.2. School Visits Inside and Outside the County

Plans for visitation must be approved in advance by the Superintendent.

12.3.4.3. Professional Meetings

Plans for attending such meetings must be approved in advance by the Superintendent. Upon request, employees may be required to present about the meeting and related learning.

12.3.4.4. Sabbatical Leave

- a. Eligibility. A non-probationary employee may be granted paid sabbatical leave for professional advancement to become a Maryland certificated teacher for the Board. In order to be eligible, employees must meet the following conditions.
 1. Be entering or in their final year of study in an accredited teacher education program leading to certification in Maryland;
 2. Be full-time SMCPS employees who are taking leave to conduct a student internship at an SMCPS work site; and
 3. Have at least two full years of continuous, full-time service prior to the internship.
- b. Limited Number of Opportunities. The number of employees on sabbatical leave at one time shall not exceed two without the approval of the Board.
- c. Reimbursement Rate. Sabbatical leave shall be reimbursed at a rate of one-half of gross salary for that time period not to exceed one year in duration.

- d. Education Assistance While on Sabbatical. Employees on approved sabbatical leave are eligible for tuition reimbursement benefits under the conditions specified in Article 10, Educational Assistance Benefits.
- e. Teaching Guarantee. Upon graduation and award of a Maryland teaching certificate, the employee granted sabbatical leave must guarantee to teach for SMCPS for a period of two years following the sabbatical leave, unless SMCPS does not offer the employee a full-time position. The employee shall sign a promissory note agreeing to repay the Board an amount equal to the salary they received plus interest at the current prime rate, if they are offered a job and do not fulfill the agreements, do not graduate, or do not receive a Maryland teaching certificate. The note will be considered paid if the employee fulfills two years of service teaching for the Board following the sabbatical.

12.3.4.5. Administrative Leave for Educational Purposes

Up to three days will be allowed. Only non-probationary employees under contract with the Board for the following year will be eligible. Written requests with supporting documentation must be made to the Superintendent not less than two weeks in advance if possible. An employee may be excused without loss of salary provided students are not in attendance and professional responsibilities have been completed.

12.3.4.6. Jury Duty

Employees summoned to serve as jurors must notify their immediate supervisor via the electronic reporting system to be granted administrative leave with pay. Employees must provide a copy of the official notification to their immediate supervisor at least seven working days prior to the period of service and provide verification of attendance within 48 hours of returning to work after each instance. An employee being released from jury duty during work hours must return to their assigned work site for the remainder of their duty day if released in sufficient time to have two or more hours on the job, excluding travel time back to the work site.

12.3.4.7. Court Summons

When an employee is to be absent due to a court summons, subpoena or as a witness, a copy of the summons, subpoena, or letter requesting the employee's presence as a witness must be submitted to their immediate supervisor. This requirement should be completed in time for the supervisor to obtain a suitable substitute and to determine which of the following salary conditions (leave with or without pay) is applicable.

- a. Witness for the Board. If an employee appears as a witness for the Board at a court hearing with or without a subpoena, no deductions shall be made from their salary.
- b. Subpoenaed Witness for Other Party. If an employee appears in court in response to a subpoena to act as a witness for the State or for a private citizen, no deduction shall be made from their salary.

- c. Named Party in Proceedings. If an employee is a named party to the proceedings before the court [e.g., personal divorce, custody case, or criminal proceedings (against the employee)], then the employee shall be required to utilize appropriate leave, or a deduction shall be made from their salary.
- d. Witness for a Private Citizen. For any court appearance as a volunteer witness for a private citizen, the employee shall be required to utilize appropriate leave, or a deduction shall be made from their salary.
- e. For Job-related Personal Court Summons. No reduction in leave or salary unless the employee appears as a defendant and is adjudged guilty.

12.3.4.8. SMCPS Internal Interview

Employees who are candidates for internal SMCPS vacancies, whether promotional opportunities or voluntary transfer requests, may use up to two hours of administrative leave to attend any related interview scheduled by SMCPS during the duty day. Plans for attending such interviews must be approved in advance via the electronic absence reporting system by the Superintendent.

12.3.4.9. MSEA Convention and Workshops

Unit employees may attend the MSEA Convention, the MSEA Leadership Training Institute (LTI), and the Education Support Professionals (ESP) National Convention. The Board will incur the cost of administrative leave as described below. The Board will not be responsible for any other related fees or expenses. Administrative leave granted for this purpose shall be under the following conditions.

- a. Those unit members who wish to attend and use administrative leave, must receive prior written approval from the Superintendent at least 10 work days in advance of the date of the convention.
 - 1) A maximum of one (1) day of administrative leave with pay will be provided to employees to attend the MSEA convention;
 - 2) A maximum of one (1) day of administrative leave with pay will be provided to employees to attend the LTI; and
 - 3) A maximum of one (1) day of administrative leave with pay will be provided to employees to attend the ESP National Conference.
- b. Approved attendance will be without penalty of leave or pay. There will be no reimbursement for expenses.
- c. Employees must submit, upon completion of the event, written evidence of attendance.

12.3.4.10. Emergency School System Closures and Delays

In the event that schools are closed due to inclement weather, the Superintendent's announcement shall designate the employees who are to report to work.

If schools are closed for inclement weather and ten- and 11-month employees are not reporting, then exempt, non-essential, 12-month employees may choose to telecommute (work from home) on those days in lieu of taking leave by contacting in writing their immediate supervisor no less than 30 minutes prior to the normal work reporting time. Non-exempt, non-essential, 12-month employees may request authorization to telecommute in lieu of taking leave by contacting in writing their immediate supervisor no less than 60 minutes prior to the normal work reporting time. The supervisor shall confirm or deny, in writing, approval to telecommute based on the needs of the system, work to be completed, and available remote connections and/or resources. Upon completion of the work day, the employee shall submit written confirmation of the hours worked by indicating both the work day start and completion times, and a brief summary of the nature of the work accomplished. The employee may be required to present evidence of work accomplished during telecommuting time.

12.3.4.11. Assault Leave

See Article 14.1, Battery and Assault.

12.3.4.12. Worker's Compensation

See Article 13.

12.3.4.13. Temporary Military Service

All employees who are members of the military or naval establishments of the United States or the State of Maryland shall be granted leave of absence on those days during which they are engaged in any military or naval duty to which they are ordered by proper authority. A copy of said order must be submitted to the Department of Human Resources (hrd@smcps.org). This leave shall not exceed fifteen calendar days in any year. Employees shall not suffer loss of pay for the work days included in such leave.

12.3.4.14. Required In-service Training

Leave will not be reduced, nor will employees suffer loss of pay for attending required Board provided in-service training.

12.3.4.15. SMCPS Open Houses for Parents

Employees who are parents of school-age children may receive up to two hours of paid administrative leave per year to attend their child's SMCPS open house event. Except in cases of emergency, the employee will request such leave in accordance with the leave procedures in this article.

12.4. LEAVE WITHOUT PAY

Approved leaves of absence without pay are as follows. In some cases, as detailed below, the employee may use available leave.

12.4.1. Parental Leave

An employee may be granted, upon written request, a leave of absence without pay to care for the child of such employee. Said parental leave may also be granted to an employee adopting a child, to commence at any time during the first year after receiving custody of said child, or prior to receiving such custody, if necessary, in order to fulfill the requirements for adoption.

12.4.1.1. Parental Leave of Absence Process

An employee who wishes to leave their position prior to the period of disability associated with childbirth and/or does not wish to return to their position after such period of disability shall normally be granted, upon request, a leave of absence without pay. Said employee shall notify the Superintendent in writing of their desire to take such leave and, except in case of emergency, shall give such notice at least 30 days prior to the date on which they wish their leave to begin. A physician's statement verifying pregnancy shall be included with such notice. In case of interrupted pregnancy, the employee may return to active duty when their health will permit, as attested to in writing by their physician.

12.4.1.2. Return to Work

An employee on such leave cannot be given any positive assurance that they will be reassigned to the same site as previously assigned, but the Board obligates itself to offer to the employee, on the expiration of leave, employment for which the employee is properly qualified without creating a new position or transferring another employee. To facilitate the employee's return consistent with their stated schedule, they should give the Superintendent, in writing, as much notice of their anticipated return as possible.

12.4.1.3. Expiration Date

Parental leave may not extend beyond June 30 of the current year; however, if requested in writing, this leave may be extended beyond that date.

12.4.1.4. Sick and Annual Leave While on Leave of Absence

Employees who are granted parental leave may not accrue sick leave or annual leave during this approved leave. The unused sick leave of an employee on said parental leave will be held in abeyance until such time as they return to active service.

12.4.2. Family and Medical Leave Act (FMLA)

The right of employees to family and medical leave shall be as set forth within this document and the FMLA. An eligible employee is one who has been employed during the prior year with SMCPs for at least the number of hours required for eligibility under Federal law. Nothing in this article shall be read to either eliminate or reduce in any way rights provided under the negotiated agreement.

12.4.2.1. Paid Leave

The Board will charge the employee's accumulated sick leave concurrent with the time period approved under the FMLA and if no sick leave is available, annual or personal leave may be used.

12.4.2.2. Waiver of FMLA Spouse Penalty

SMCPs shall provide the full leave amount allowed by the FMLA for spouses who are both employed by the Board.

12.4.2.3. Medical Leave of Absence

If the employee's FMLA leave allowance is exhausted and the employee is not cleared to return to work, then the employee may be offered a medical leave of absence.

12.4.2.4. Healthcare Insurance on Unpaid Leave of Absence

In the event that an employee is on an unpaid leave of absence, the employee may elect to continue their health care coverage by paying the full premium in accordance with COBRA.

12.4.2.5. Right to Exhaust Leave Beyond FMLA Eligibility

In the event that an employee has paid leave available after the FMLA period is exhausted, the employee will be allowed to exhaust those paid leave options, including accumulated sick leave, annual leave, personal leave, compensatory time, and acquired hours. Board contributions to health insurance will continue as long as the employee is on paid leave.

12.4.2.6. Return to Work

An employee on such leave cannot be assured of reassignment to the same site as previously assigned, but the Board obligates itself to offer the employee, on the expiration of the leave, employment for which the employee is properly qualified if a vacancy exists without creating a new position or transferring another employee. To facilitate the employee's return consistent with their stated schedule, they should give the Superintendent, in writing, as much notice as possible of their anticipated return.

12.4.3. School Involvement Leave

Employees who are parents of school-age children are encouraged to participate in school activities related to the education of their children. The employee may elect to use any personal or annual leave available. If no other eligible leave is available, leave without pay may also be used for these events. Except in cases of emergency, the employee will request such leave in accordance with the leave procedures in this article.

12.4.4. Political Leave

The Board may grant a leave of absence without pay to tenured or non-probationary employees who wish to campaign for public office and will grant such leave without pay to the employee if elected to serve in said office. An employee on such leave without pay cannot be assured of reassignment to the same site as previously assigned, but the Board obligates itself to offer the employee, on the expiration of the leave without pay, employment for which the employee is properly qualified, if a vacancy exists, without creating a new position or transferring an existing employee.

Leave without pay will be coordinated with the Superintendent to ensure minimum disruption to the classroom. Leave without pay will be granted in increments of no less than one semester and will not exceed four consecutive years for any employee not previously receiving such leave without pay to campaign for or serve in a public office.

12.4.5. Nursing Employees

The site supervisor shall support employees who request to breast pump to provide for their infant children during the first year after birth. The employee and site supervisor shall work collaboratively, in advance, to develop a schedule that does not negatively impact the employee and has the least possible impact on instructional programs. The employee shall be provided with a clean, private, and secure environment (not a restroom) at the work site.

12.4.5.1. First Break with No Charge to Leave

Upon request, coverage for one break of up to 20 minutes per day shall be arranged by the administrator with no charge to the employee's leave. If the break exceeds the allowable 20 minutes, then the employee shall submit a leave request via the electronic absence reporting system.

12.4.5.2. Conditions for Second Break with No Charge to Leave

Another break may be taken by the employee during their personal lunch, planning time, or 15-minute break (as applicable) and will override other pre-existing work obligations.

12.4.5.3. Conditions for Third Unpaid Break

Upon request, coverage for an additional break of up to 20 minutes per day shall be arranged by the administrator for which the employee shall submit a leave request via the electronic absence reporting system.

12.4.6. Military Leave

Military leave without pay shall be granted to any employee who is drafted or enlists in any branch of the Armed Forces of the United States for the period of said induction or initial enlistment. An employee on such leave cannot be assured of reassignment to the same site as previously assigned, but the Board obligates itself to offer the employee, on the expiration of the leave, employment for which the employee is properly qualified.

12.4.7. Other Extended Leaves

Absence without pay may be granted for good reason at the discretion of the Superintendent.

12.4.7.1. Benefit Continuation

While on an approved extended leave of absence, insurance coverage may be maintained through payment of the entire premium by the employee per COBRA requirements. The employee shall assume all responsibility for paying premiums. If payment is not made within the time specified, coverage shall be terminated.

12.4.7.2. Application

All requests for extended leaves of absence, extensions or renewals of such leaves shall be made in writing to the Superintendent who shall respond to all such requests in writing within ten work days.

12.4.7.3. Return From Leave

Upon return from leave, a unit member will be offered a position (e.g., teacher, paraeducator, secretary, building service worker, etc.) equal or greater in salary range/classification to the position they held before taking the leave, if such position is available without creating a new position or moving another employee. The position offered may not be at the same location as the position previously held. If such a position does not exist, then the unit member shall be offered another position for which they are qualified, if a vacancy exists, as long as the position is not considered promotional from the position they held when they began their leave. A unit member can apply for promotional positions and will be considered as an internal candidate prior to other candidates, provided they meet the minimum qualifications for the position. SMCPs will make a good-faith effort to offer a position that is mutually satisfactory and beneficial to the returning employee and to SMCPs.

12.4.8. Study

A non-probationary employee may be granted a leave of absence without pay for up to one year of legitimate study as approved by the Superintendent. An employee on such leave cannot be assured of reassignment to the same site as previously assigned, but the Board obligates itself to offer the employee, on the expiration of the leave, employment for which the employee is properly qualified, if a vacancy exists, without creating a new position or transferring an existing employee.

ARTICLE 13 WORKERS' COMPENSATION

Any employee who suffers a job-related injury or illness will report, as soon as practicable, such injury or illness to their immediate supervisor in writing. The following guidelines apply.

13.1. ADMINISTRATIVE LEAVE WITH PAY

Any employee who suffers a job-related injury or illness and qualifies for benefits under the Workers' Compensation Law and because of such injury or illness is medically unable to return to work for more than three consecutive days after the occurrence, may be granted administrative leave with pay for a period up to 30 duty days. If a determination is made that the employee is eligible for Workers' Compensation, then all sick leave and annual leave up to the 30 days provided in this provision, used as a result of the job-related injury or illness prior to such determination, shall be restored to the employee. Any Workers' Compensation payments made for temporary disability due to said injury or illness during this 30 duty-day period shall be endorsed over to the Board. During the time the employee is drawing administrative leave with pay or Workers' Compensation benefits, the employee's leave will not be permanently charged (leave may be initially charged and subsequently reversed).

13.2. LEAVE WITHOUT PAY

For any lost time that does not qualify under the Workers' Compensation Law, leave will be charged accordingly.

13.3. DETERMINATION OF "WEEKLY WAGE"

For the purpose of determining weekly Workers' Compensation benefits, the weekly wage will be based on the employee's actual work year and per diem rate rather than the SMCPs 12-month pay schedule.

13.4. ELECTION TO USE SICK OR ANNUAL LEAVE

If unable to return to work after 30 duty days of approved administrative leave an employee may elect to take sick or annual leave (sick leave must be exhausted first) in place of collecting Workers' Compensation temporary disability payments. An employee may not draw both a salary from the Board and Workers' Compensation payments. If the employee receives a payment from Workers' Compensation for the same time that sick or annual leave was used towards salary, then their payment will be reduced by the amount of the Workers' Compensation payment. The employee will be entitled to the payment received from Workers' Compensation.

13.5. HEALTHCARE PREMIUMS

After 30 days of approved administrative leave, employees who receive Workers' Compensation in lieu of sick or annual leave will not be responsible for their health insurance premium (described in Article 8.1.3) for this time period.

13.6. RETURN TO WORK

Before an employee can return to work from a work-related injury, it is required that the employee have a medical release stating when the employee is able to return to work and that the employee is able to fulfill the requirements of their position or stating the reasonable accommodations that need to be made.

ARTICLE 14 EMPLOYEE PROTECTION

14.1. BATTERY AND ASSAULT

14.1.1. Reporting

Employees shall promptly within two (2) work days submit a Report of Employee Injury form report to their immediate superior in all cases of battery and assault suffered by them in connection with their employment. The immediate supervisor shall promptly provide the completed Report of Employee Injury form and the Supervisor's Report of Injury to the Department of Human Resources.

14.1.2. Role of Director of Safety and Security

The Department of Human Resources will forward the report to the Director of Safety and Security who will serve as liaison among the employee, the police, and the courts if necessary.

14.2. GENERAL LIABILITY INSURANCE

The Board agrees to provide comprehensive general liability insurance coverage to employees while they are acting within the scope of their assigned responsibilities. This insures against the cost of investigating, defending and paying claims for damages on account of personal injury or death to non-employees and for property damage arising out of occurrence to that which the coverage applies.

14.3. TRANSPORT OF STUDENTS IN PRIVATE VEHICLES

As part of their job responsibilities, an employee shall not transport a student in their private vehicle.

14.4. PERSONAL PROPERTY INSURANCE

In the event that an employee has any clothing or other personal property damaged or destroyed as a result of an assault suffered in the course of employment, or stolen as a result of a violation by an unauthorized person from locked storage or other properly secured storage, the Board agrees to provide personal property insurance to cover said damage or loss as limited by the insurance conditions. Insurance carrier denial of an employee claim does not relieve SMCPs of the responsibility to reimburse the employee for the cost to repair or replace employee personal property not otherwise covered by the employee's homeowner's insurance, up to the value of \$600, demonstrated to have been damaged while on school premises, due to no fault of the employee.

- a. Any employee who sustains a verifiable loss as a result of the transport of SMCPs property within a private vehicle shall be reimbursed up to the amount of \$300.
- b. Any employee, who in the performance of their job responsibilities, sustains a verifiable loss of SMCPs property as a result of its transport within a private vehicle shall not be liable for its replacement or repair. Transport of SMCPs property for

other than performance of job responsibilities shall be with advance supervisor permission.

14.5. COMPLAINTS ABOUT PERSONNEL

Complaints concerning school personnel shall be handled as follows.

14.5.1. Lowest Organizational Level

Employees and the Board agree that complaints concerning personnel shall initially be dealt with at the lowest organizational level.

14.5.2. Employee Interview and Information

Decisions on complaints shall not be made without interviewing the subordinate against whom the complaint was lodged. If the complaint is in writing, the unit member will be given a copy and required to sign the material acknowledging receipt of the copy.

14.5.3. Notice of Meetings

In order to respect the rights of all persons involved, employees will be afforded due process. Each will have the right to be informed of all scheduled meetings concerning the complaint.

14.5.4. Third Party Complaints

Any parent, student, or other third person complaints made to any member of the administration that are used in any manner in evaluating such personnel will be investigated and called to their attention, unless the investigation is being conducted by a law enforcement agency or the Department of Social Services/Child Protective Services.

14.5.5. Anonymous Complaints

Anonymous complaints that have not been verified shall not be used against the employee in matters of discipline or evaluation.

14.5.6. Information Required to Perform Association Duties

The Association has the right to the information necessary to properly perform its duties as the employees' representative. To avoid delays in the settlement of grievances, appeals, and other proceedings relative to employee rights and responsibilities, SMCPS shall provide requested investigative reports, statements, and other artifacts used against an employee at or before the relative due process meeting.

14.6. UNSCHEDULED VISITORS

Except for association-related business, an unscheduled visitor and/or any other guest who could be a disruption to the classroom environment shall not be permitted to enter a classroom or internal site office (other than the main office) without employee knowledge. A school administrator will notify an employee in advance of the requested visit, either orally or in

writing. The employee may request that the visit be rescheduled or that the visit be denied due to potential classroom disruption, or that the visit be conducted with an administrator present.

14.7. EMPLOYEE ASSISTANCE PROGRAM

The employer shall maintain and promote the availability of an Employee Assistance Program.

14.8. STUDENT TAPING/VIDEOING

Student taping/videoing with a cell phone or any other device in the classroom is a violation of school system policy. Upon an employee reporting such an incident, the administration will take appropriate disciplinary action in accordance with Board regulations.

14.9. PRIVACY

Unless the employee has consented in advance, discussions related to employee performance, discipline, and/or employment shall be conducted in private and only in front of other individuals who either supervise the employee or who are specifically designated by the Superintendent to handle matters of employee discipline, employment, and/or performance. Unless an employee is designated in Appendix F to receive a mobile phone allocation, SMCPS shall not use an employee's personal phone number for business purposes during the duty day, or provide personal phone numbers to other staff, vendors, outside organizations, parents, or any other party.

14.10. PERSONNEL FILES

A personnel file shall be maintained in the Department of Human Resources of SMCPS.

14.10.1. Notice of Derogatory Material

No material derogatory to an employee's conduct, service, character or personality shall be placed in the employee's personnel file unless the employee has been notified in writing.

14.10.2. Response to Disciplinary Material

With regard to written material that is disciplinary, the notice requirement shall follow requirements in Article 18.3. The employee shall have the right to submit a written response to such material. The written response must be received within 20 work days from the date of signed receipt of document. No anonymous material shall be placed in an employee's personnel file.

14.10.3. Employee Access

Employees shall have the right, upon request, to review the contents of their personnel file, and to receive a copy at their expense, upon request, of any document contained therein, excluding letters of reference. An employee shall be entitled to have a representative of EASMC accompany them during such review.

14.10.4. Requests to Purge Records

Requests to remove adverse information from one's personnel files must be made in writing to the Superintendent. Copies of the request will go to the principal or immediate supervisor.

14.10.5. Confidentiality

The Board shall respect the confidentiality of personal references and other academic credentials and not establish a separate personnel file that is not available for the employee's inspections.

14.10.6. Maintenance and Purging of Employee Site File

Any information contained in the employee's site file shall be shredded upon the permanent departure of a sitting site administrator from that site and prior to the arrival of the new site administrator at that same site, except in the case where a site administrator does not complete the school year at the location. In that case, the file will be stored in Human Resources, separate from the official personnel file, for its use only during that school year as site file content. Contents will be shredded at the end of the school year.

14.11. PRIVATE LOCKABLE SPACE

Where possible, the Board will provide each unit member with a private lockable space.

14.12. REDUCTION IN STAFF

14.12.1. Order of Layoff

For the purposes of this section, "seniority" shall mean the length of continuous service, including approved leaves of absence, with the SMCPS since the most recent date of hire. In the event of a reduction in force within an employment classification (as listed in Appendix A, Schedule of Classifications; Article 9, Salary; and/or Article 1.2, Definitions) or the recall of said employees, seniority shall be the determining factor among qualified unit members in that classification. Unit members shall retain recall rights for a period of three years.

14.12.2. Layoff Due to Work Performed by Non-unit Members

In the event that unit members may be laid off because of work performed by non-unit members, the Board agrees to notify EASMC and explore any alternative and consider any EASMC proposals so as to minimize the effect on unit members.

14.12.3. Order of Recall

When positions in their classification become vacant, non-probationary unit members who have been laid off shall be recalled in order of the length of total satisfactory service as a unit member in the SMCPS. They shall be notified of recall by certified mail. Within 15 days of an offer to return to employment the (unit member) employee shall provide written notice of acceptance in writing, which must be received within the Department of Human Resources prior to the close of business on the fifteenth day or it shall be deemed that they have declined the offer. It shall be the responsibility of each laid-off unit member to keep the Department of Human Resources

informed in writing of any change in address. A unit member shall remain on the recall list for three years.

14.12.4. Layoff While on Leave of Absence

Unit members on leave of absence shall be eligible for layoff as though they were in active service.

14.12.5. Healthcare Coverage While on Layoff

The Board will continue coverage for three months after the first effective day of a layoff at the regular percentage of premium split defined in Article 8.1.3 of this agreement. Health care coverage thereafter would be provided under COBRA regulations with the full premium costs being paid by the former (laid off) employee to SMCPS.

14.12.6. Restoration of Sick Leave Days

Previously accrued sick leave days will be restored to all employees who return to employment with the Board.

14.13. DISCRIMINATION

SMCPS shall not discriminate on the basis of race, color, gender, age, marital status or sexual orientation, national origin, religion or disability. In the event the Equal Employment Opportunity Commission (EEOC) creates additional designations to their nondiscrimination clause, they will automatically be added to this article.

14.14. PERSONAL FREEDOM

The personal life of an employee shall concern and warrant the attention of the Board only as it may directly affect the employee's proper performance of their assigned function during duty hours.

14.15. THREAT ALERTS

In response to an intruder or active shooter, staff will be notified utilizing the methods and procedures following the School Crisis and Emergency Response Plan, which can be found at <https://www.smcps.org/offices/safety-security/school-emergency-response-planning>.

14.16. SMCPS COMPREHENSIVE MASTER PLAN

The SMCPS Comprehensive Master Plan includes guidelines for site resources, including Department of Supporting Services employee staffing, and can be found at www.smcps.org/offices/maintenance.

ARTICLE 15 VACANCIES

15.1. NOTICE OF POSITIONS

All bargaining unit vacancies or new positions shall be announced electronically throughout the school system.

15.2. HIRING FROM WITHIN

The Board values the principle of hiring from within and will apply that concept when filling vacancies for noncertificated positions.

- a. Application Requirement. Employees will not be automatically promoted to another job title or level based on accomplishment of departmental or other objectives unless they have been approved for a reclassification by the Superintendent as defined in Article 4.5. Employees seeking a promotional vacancy must formally apply to ensure fair access to promotional vacancies for all staff.
- b. Position Requirements. The Department of Human Resources is responsible for determining the minimum qualifications for each position as described in Board policy and will review the minimum qualifications for each position prior to posting the vacancy announcement. SMCPS may review and adjust the minimum qualifications or repost vacancies as the needs of the system require.
- c. Preference Over New Hires. Given equal qualifications, an employee who makes timely application for said vacancies or new positions shall be given preference over new hires.
- d. Written Notification of Interview Selection. All other applicants shall receive notification in writing that they were not selected for an interview.

15.3. INTERVIEW PROCESS

Any employee who meets the job qualifications as stated on the job description and who makes timely application for such vacancy or new position shall be granted an interview. Interviews will be coordinated by the Department of Human Resources according to interview procedures posted on the SMCPS website for employees to access.

15.4. FEEDBACK FOR UNSELECTED CANDIDATES

If a vacancy is re-advertised or extended, the Superintendent will, upon request, provide written feedback to an employee who applied but was not selected for the position, as to suggestions based on the interview that the employee may take to improve chances for future advancement or change of assignment, and the reasons for the denial without revealing personal information about other applicants.

15.5. SALARY COMPUTATION

Employees receiving a promotion will be placed on the new salary scale, as defined in Appendix G.

ARTICLE 16
VOLUNTARY TRANSFERS AND REASSIGNMENTS

16.1. RIGHT TO INTERVIEW

Subject to the provisions of Article 17, a unit member requesting reassignment shall be invited for an interview to the extent that a vacancy for which they are qualified exists and there is no conflict with the best interests of the school system.

16.2. APPLICATION FOR TRANSFER/REASSIGNMENT

An employee who voluntarily desires to transfer to another building or department may apply for a voluntary reassignment any time after a position is advertised.

16.3. INTERVIEW PROCESS

Interviews will be coordinated by the Department of Human Resources according to interview procedures posted on the SMCPS website for employees to access in order to ensure a fair and consistent process.

16.4. NOTIFICATION OF SELECTION RESULTS

The employee shall receive written notification from the Department of Human Resources at the time that the vacancy is filled as to the person receiving the appointment.

ARTICLE 17
INVOLUNTARY TRANSFERS AND REASSIGNMENTS

17.1. CONSIDERATIONS

Nothing in this article shall be interpreted as diminishing in any way the Superintendent's right to transfer or reassign employees for the good of the school system. When an involuntary transfer or reassignment is necessary and when this action is not for disciplinary reasons, SMCPS agrees to consider length of service with SMCPS in determining which employee will be transferred or reassigned.

17.2. NOTIFICATION

17.2.1. Written Notice of Transfer/Reassignment

Written notice of an involuntary transfer or reassignment will be given to employees as soon as possible.

17.2.2. Meeting

An involuntary transfer or reassignment will be made only after a meeting between the employee involved and the appropriate administrator/supervisor, at which time the employee will be notified of the considerations for such transfer and reassignment.

17.2.3. Written Decision Summary

If the decision stands following the employee and administrator/supervisor meeting, the final assignment and considerations shall be summarized in writing.

17.3. RIGHT TO BE HEARD

In the event that an employee objects to the transfer or reassignment at the meeting, upon their written request, the Superintendent will meet with them within a reasonable time of the request.

ARTICLE 18 JUST CAUSE

18.1. PROBATIONARY PERIOD

All new employees shall serve a probationary period of 120 work days from the effective date of the new position as recorded in the official personnel file in the Department of Human Resources. In accordance with the definition of “work day” (see Definitions, Article 2.2.3), any leave taken by the employee does not extend the probationary period. Work days are reflected on the approved annual SMCPS operational calendar and only system-wide closures not reflected in that calendar may impact the actual number of duty days counted for the probationary period. Any time during the probationary period, an employee may be discharged, disciplined, reprimanded, or demoted without cause. The appropriate supervisor should inform the employee in writing of the areas of weakness and give suggestions for improvement in time for the employee to demonstrate improvement.

18.2. INTERIM PERIOD FOR DIFFERENT POSITION

Unit members who are offered and accept a different position within SMCPS shall serve an interim period of one year from the effective date of the new position. During the interim period, if work performance is less than effective, the employee may be returned to a position comparable to the one previously held. The appropriate supervisor shall inform the employee in writing of the areas of weakness and give suggestions and supports as required via a plan of assistance, and adequate time for the employee to demonstrate improvement.

18.3. DISCHARGE AND DISCIPLINE

18.3.1. Just Cause

After completion of the probationary period, employees may be discharged, disciplined, reprimanded, or demoted only for cause. In order to respect the rights of all persons involved, employees will be afforded due process.

18.3.2. Right to Representation

Employees shall have the right to have an EASMC representative present at any disciplinary conference.

18.3.3. Written Discipline

18.3.3.1. Employee Signature

Any written discipline shall include a provision for the employee to sign that they have received the disciplinary material. The employee’s signature indicates that a copy has been received, not that the employee necessarily agrees with the content.

18.3.3.2. Employee Response

The employee has 15 work days to respond in writing to any disciplinary communication. For good cause, the Department of Human Resources may grant an extension of the time for the employee to respond to a disciplinary communication.

18.3.3.3. Suspension or Discharge

The principal, site administrator, or department head shall inform the employee in writing of the intent to recommend suspension or discharge. Any non-probationary employee found by the Superintendent, the Board, or the legislated third party to be unjustly suspended or discharged shall be reinstated with full compensation for all lost time and with full restoration of all rights and conditions of employment.

ARTICLE 19 PERFORMANCE ASSESSMENT

SMCPS and the Association are mutually committed to a fair performance assessment process based on current educational research and agree to seek consensus outside of negotiations on any new or revised performance assessment tool and processes. Until this time, performance assessment will continue to be based on the current version of the established Performance Assessment System (PAS) or process currently being used for any member of the EASMC ESP bargaining unit.

19.1. OBSERVATION AND EVALUATION

19.1.1. Objective

Evaluation is the careful, systematic appraisal of employee work performance by the supervisor. This provides a basis for employee counseling and assistance, promotes greater work efficiency, and improves employee morale.

19.1.2. Opportunity For Improvement

In order to promote fairness and continuous self-improvement, employees will be notified as soon as possible of areas of concern in performance and will be afforded the opportunity for improvement.

19.1.3. Frequency

All evaluations of an employee shall be performed at least annually and shall be based upon direct observation of work performance. Performance shall be assumed to be satisfactory if an annual evaluation is not provided to the employee.

19.1.4. Open Observation

All observations shall be conducted openly and with full knowledge of the employee and shall be based upon direct observation of work performance.

19.1.5. Evaluator Qualifications

All evaluations shall be reduced to writing and signed by the principal and/or central office administrator who is qualified and formally responsible for coordinating/supervising the program, school or department.

19.1.6. Draft Evaluation

A copy of the draft evaluation shall be given to the employee no less than 24 hours prior to a supervisor/employee conference on this matter. The draft evaluation shall cover all areas of the final evaluation, but may be subject to modification as a result of the evaluation conference.

19.1.7. Evaluation Conference

An evaluation conference shall be held no later than June 15 to discuss the draft evaluation. The employee may bring notes, examples, artifacts, and other data to make their case for modifications to the draft evaluation. If modifications result from the supervisor/employee conference on this matter, then the supervisor will provide the employee with the final, revised evaluation within ten work days of the associated conference/meeting.

19.1.8. Employee Response

If the employee does not agree with the evaluation they shall have the opportunity to make written comments which shall be attached to the evaluation and placed in their personnel file.

19.2. PLANS OF ASSISTANCE

19.2.1. Notification

In the event of documentation other than formal evaluation of less than effective performance by an employee, the site administrator may meet with the employee to develop a plan of assistance.

19.2.2. Conditions

Should an employee's performance be rated as ineffective overall, the supervisor shall meet with the employee within 30 days after the evaluation to discuss a proposed plan of assistance for improvement.

19.2.3. Right to Representation

In developing the plan of assistance and timelines the employee shall have the right to EASMC representation and both the supervisor and employee shall provide input. The supervisor shall ensure subsequent counseling and assistance as defined in the final plan of assistance.

19.2.4. Content

The plan of assistance shall include the following.

- a. Statement of problem(s) or concern(s) related to areas ineffective performance
- b. Desired improvement including specific, measurable criteria
- c. Suggestions for improvement
- d. Provisions for assisting the employee including responsible parties and associated timelines (such as peer coaching, additional training, assignment of a mentor, opportunities for visitation, and modeling/demonstration)
- e. Timeline and criteria for monitoring employee's future performance including an end or reevaluation date for the plan of assistance
- f. Signatures of site administrator and the employee

19.3. EMPLOYER AUDIO/VIDEOTAPING

Employer recording/videotaping of an employee will not be conducted without the employee's permission and will not be used for evaluative purposes.

**ARTICLE 20
END-OF-SERVICE PAY**

20.1. DESCRIPTION

The Board and the Association acknowledge that it is in the best interests of the school system's students to have high employee attendance.

20.2. ELIGIBILITY

In order to promote and reward responsible use of sick leave, any professional employee at the time of retirement or death while under contract shall receive end-of-service pay.

20.3. CALCULATION

This pay will be calculated based on the unused sick leave at their per diem rate up to a maximum limit defined below. End-of-service pay is not a sell-back of sick leave. To be eligible, the employee must have been employed by the Board for ten years.

The maximum amount of end-of-service pay will be determined by years of service and may not exceed the following amounts.

End-of-Service Pay for Nonexempt Employees

Sick Leave Balance Days	Years of SMCPS Service		
	10 – 20	21 – 30	31+
1 to 100	\$1,550	\$1,650	\$1,750
101 – 150	\$2,050	\$2,150	\$2,250
151 – 200	\$2,550	\$2,650	\$2,750
201+	\$3,050	\$3,150	\$3,250

End-of-Service Pay for Exempt Employees

Sick Leave Balance Days	Years of SMCPS Service		
	10 – 20	21 – 30	31+
1 to 100	\$2,700	\$2,950	\$3,200
101 – 150	\$3,700	\$3,950	\$4,200
151 – 200	\$4,700	\$4,950	\$5,200
201+	\$5,700	\$5,950	\$6,200

ARTICLE 21 DURATION

21.1. EFFECTIVE DATES

The provisions of this Agreement will be effective as of July 1, 2024, and will remain in full force and effect until June 30, 2028.

21.2. JOINT NEGOTIATIONS STUDY COMMITTEES

The Board and the Association agree to convene the following joint study committee(s) to be convened as requested by either team and comprised of up to three representatives each (unless otherwise specified below or mutually agreed) from the Board and three from the Association with each party appointing a co-chair to work together. The purpose of the committee(s) will be to explore and make recommendations in areas of interest and/or as follows.

21.2.1. Standing Committees

21.2.1.1. EPED/Stipend Study Committee

The parties agree to an ongoing Extra Pay for Extra Duty (EPED)/Stipend Study Committee which shall meet as needed and present its recommendations to the Board and the Association as needed but not less than annually by October 1, of each school year preceding the contract effective date.

21.2.1.2. PAS Development and Revision

As needed, a joint negotiations subcommittee will be established to review, reconsider, and reach consensus on revisions to existing non-certificated employee performance assessment systems (PASs). The Non-certificated PAS Subcommittee shall report to and submit a summary report of findings and recommendations to the SMCPS and EASMC Chief Negotiators for consideration of impacts to the negotiated agreement.

21.2.2. Ad Hoc Committees

21.2.2.1. Substitute Teacher Crisis

A joint committee shall be established to revisit the substitute teacher crisis and shall make recommendations to the Chief Negotiator of each party. The joint committee shall submit their written recommendations to the Chief Negotiators by October 1, 2024, unless an extension is provided to the joint committee by both Chief Negotiators.

21.2.3. Stipends

A joint Stipend Study Committee will collaborate to review existing and proposed stipends, and determine the appropriateness of current stipend values. The committee shall present its recommendations to the Board and the Association by October 1, 2024, for (1) conversion of existing stipends to the point system, (2) realignment of stipends that are inequitable or otherwise incongruent based on the committee's analysis, and (3) consideration of new stipends in FY2026.

21.2.4. Alternate Pay Models to Support Recruitment and Retention

A joint negotiations subcommittee will be established to consider alternate pay models for positions and/or sites for which SMCPS is challenged to recruit and retain highly qualified staff. EASMC and SMCPS will collaborate to develop the committee's charter and timelines, and then each team will appoint five participants and a co-chair (for a total of six participants each) to the subcommittee. The Alternate Pay Joint Negotiations Subcommittee shall report to and submit a summary report of findings and recommendations to the SMCPS and EASMC Chief Negotiators by October 1, 2024, for consideration in the FY26 negotiated agreement.

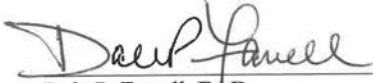
21.2.5. Joint ESP Professional Development and Professional Designations Negotiations Subcommittee

The Board is facing challenges recruiting and retaining highly skilled support professionals. To attract and retain the skill sets necessary for effective and efficient public school system operations, a Joint Negotiations Professional Development Subcommittee will be convened in FY26. The subcommittee will perform the following tasks in time to make recommendations for FY27 implementation. The subcommittee shall report to and submit a summary report of findings and recommendations to the SMCPS and EASMC Chief Negotiators by August 1, 2025, for consideration in the FY27 negotiated agreement.

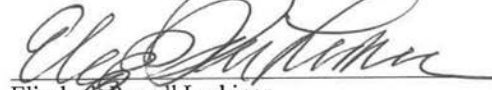
- a. Assess skills, knowledge, and expertise in non-certificated job classifications that would increase the efficiency and effectiveness of SMCPS operations.
- b. Identify appropriate courses, certifications, and training that would support the development of desirable skills, knowledge, and expertise.
- c. Propose relative stipends to reward and motivate staff who now have or will attain desired certifications and professional standards.
- d. Plan meaningful professional development opportunities for education support professionals.

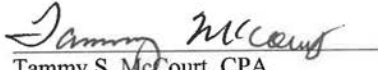
IN WITNESS WHEREOF, the parties hereunto set their hands and seals
this 10th day of April 2024.

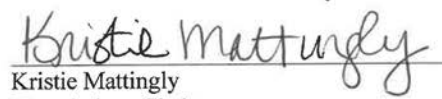
BOARD OF EDUCATION
OF ST. MARY'S COUNTY

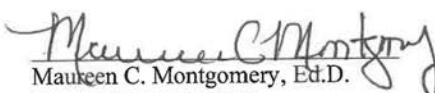

Dale P. Farrell, Ed.D.
Chief of Staff, Chief Negotiator

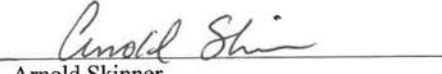
EDUCATION ASSOCIATION OF
ST. MARY'S COUNTY
EDUCATION SUPPORT PROFESSIONALS

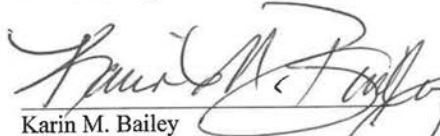

Elizabeth Purcell Leskinen
MSEA UniServ Director, Chief Negotiator



Tammy S. McCourt, CPA
Assistant Superintendent,
Member, Negotiations Team

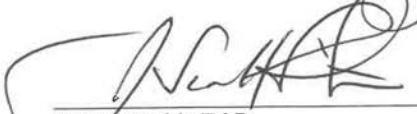

Kristie Mattingly
Negotiations Chairperson
Member, Negotiations Team

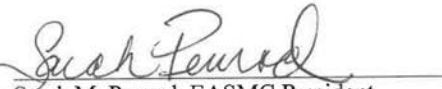

Maureen C. Montgomery, Ed.D.
Deputy Superintendent
Member, Negotiations Team


Arnold Skinner
Member, Negotiations Team


Karin M. Bailey
Board Chair, Board of Education


Micki Bell
Member, Negotiations Team


J. Scott Smith, Ed.D.
Superintendent of Schools


Sarah M. Penrod, EASMC President
Ex-Officio Member, Negotiations Team

Appendix A – Schedule of Classifications

Position Title/Classification	FY25 Range	Bargaining Unit	Exempt or Non-Exempt	Months Worked	Duty Days	Paid Holidays	Total Days	Hours Per Day	Hours Per Year
Account Clerk	14	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Accountant / Senior Accountant	32/36	EASMC-ESP	Exempt	12	249	12	261	7	1827
Accounts Payable Specialist	22	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Administrative Assistant	26	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Administrative Secretary	18	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Assistant Building Service Manager I/II/III	5/8/11	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Building Service Manager I/II/III	10/13/16	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Building Service Worker	2	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Building Trades Specialist	15	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Bus Driver Trainer	17	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Capital Planning Program Analyst	30	EASMC-ESP	Exempt	12	249	12	261	7	1827
Career Counseling Program Advisor	18	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Central Cataloger	14	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
College & Career Readiness Liaison	18	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Community School Coordinator	30	EASMC-ESP	Exempt	11	212	11	223	7	1561
Community School Family Service Assistant	17	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Computer Support Specialist	18	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Contract & Fiscal Specialist	20	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Coordinating Administrative Assistant	30	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Delivery Driver	5	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Engineering Trades Specialist	16	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Executive Administrative Assistant	32	EASMC-ESP	Exempt	12	249	12	261	7	1827
Facilities Compliance Analyst	30	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Facilities Support Manager	19	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Fiscal Secretary	16	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Fiscal/Records Specialist	24	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Food & Nutrition Training Manager	18	EASMC-ESP	Non-Exempt	11	212	11	223	7	1561
Food Service Assistant Manager	4	EASMC-ESP	Non-Exempt	10	184	11	195	6	1170
Food Service Driver	8	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Food Service Manager I	7	EASMC-ESP	Non-Exempt	10	184	11	195	6	1170
Food Service Manager II	10	EASMC-ESP	Non-Exempt	10	184	11	195	7	1365
Food Service Manager III	14	EASMC-ESP	Non-Exempt	10	184	11	195	8	1560

Position Title/Classification	FY25 Range	Bargaining Unit	Exempt or Non-Exempt	Months Worked	Duty Days	Paid Holidays	Total Days	Hours Per Day	Hours Per Year
Food Service Worker (4 hours)	2	EASMC-ESP	Non-Exempt	10	184	11	195	3	585
Food Service Worker (6 hours)	2	EASMC-ESP	Non-Exempt	10	184	11	195	6	1170
Foreman	22	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Grants Specialist	24	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
High School Financial Assistant	14	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Human Resources Assistant I/II	18/24	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Human Resources Generalist	36	EASMC-ESP	Exempt	12	249	12	261	7	1827
Human Resources Staffing Manager	36	EASMC-ESP	Exempt	12	249	12	261	7	1827
In-School Intervention Center Monitor	8	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Infants & Toddlers Family Services Assistant	18	EASMC-ESP	Non-Exempt	11	212	11	223	7	1561
Information Technology Project Coordinator I/II	30/33	EASMC-ESP	Exempt	12	249	12	261	7	1827
Information Technology Specialist	22	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Information Technology Specialist - Safety and Security	22	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Insurance Specialist	24	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Judy Center Early Childhood Liaison	22	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Judy Center Early Learning Hubs Coordinator	30	EASMC-ESP	Exempt	12	249	12	261	7	1827
Judy Center Family Service Specialist	21	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Licensed Practical Nurse	18	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Maintenance Technician	13	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Maintenance Trades I	7	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Maintenance Worker	9	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Media Clerk	11	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Media Production Coordinator	32	EASMC-ESP	Exempt	12	249	12	261	7	1827
Operations Foreman	21	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Paraeducator	8	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Paraeducator School Psychologist	8	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Parent Liaison	18	EASMC-ESP	Non-Exempt	10	249	11	201	7	1407
Payroll Accountant	32	EASMC-ESP	Exempt	12	249	12	261	7	1827
Payroll Assistant	18	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Print Shop Operator	21	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Program Assistant	18	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Program Manager	22	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Programmer/Analyst	32	EASMC-ESP	Exempt	12	249	12	261	7	1827

Position Title/Classification	FY25 Range	Bargaining Unit	Exempt or Non-Exempt	Months Worked	Duty Days	Paid Holidays	Total Days	Hours Per Day	Hours Per Year
Programmer/Database Administrator	35	EASMC-ESP	Exempt	12	249	12	261	7	1827
Project Coordinator	30	EASMC-ESP	Exempt	12	249	12	261	7	1827
Project Management Coordinator	33	EASMC-ESP	Exempt	12	249	12	261	7	1827
Purchasing Specialist	22	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Registered Dietician	31	EASMC-ESP	Exempt	10	190	11	201	7	1407
Registrar	14	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Safety & Security Assistant	8	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Safety & Security Team Leaders	16	EASMC-ESP	Non-Exempt	11	212	11	223	7	1561
School Bus Attendant	3	EASMC-ESP	Non-Exempt	10	181	11	192	7	1344
School Bus Driver	10	EASMC-ESP	Non-Exempt	10	181	11	192	7	1344
Secretary I (11 month)	11	EASMC-ESP	Non-Exempt	11	212	11	223	7	1561
Secretary I (12 month)	11	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Secretary II	14	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Secretary to the Education Director	16	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Secretary to the Principal	16	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Sign Language Interpreter	24	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Software Systems Engineer	36	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Special Education Paraeducator	8	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Teacher Apprentice I/II/III	16/17/20	EASMC-ESP	Non-Exempt	10	190	11	201	7	1407
Team Lead	18	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Transportation Program Analyst	30	EASMC-ESP	Exempt	12	249	12	261	7	1827
Transportation Specialist	20	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Vocational Support Coordinator for Work Based Learning	30	EASMC-ESP	Non-Exempt	12	249	12	261	7	1827
Warehouse Manager	10	EASMC-ESP	Non-Exempt	12	249	12	261	8	2088
Webmaster	35	EASMC-ESP	Exempt	12	249	12	261	7	1827

Appendix B – EASMC ESP Salary and Hourly Wage Scales

FY 2025 EASMC-ESP SALARY SCALE													
RATE PER HOUR													
*Steps are not necessarily reflective of years of experience due to scale restructuring.													
RANGE													
STEP	RATE	01	02	03	04	05	06	07	08	09	10	11	12
A	HRLY		\$15.71	\$16.18	\$16.67	\$17.17	\$17.68	\$18.21	\$18.76	\$19.32	\$19.90	\$20.50	\$21.11
B	HRLY		\$16.18	\$16.67	\$17.17	\$17.68	\$18.21	\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74
C	HRLY		\$16.67	\$17.17	\$17.68	\$18.21	\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40
D	HRLY		\$17.17	\$17.68	\$18.21	\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07
E	HRLY		\$17.68	\$18.21	\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76
F	HRLY		\$18.21	\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47
G	HRLY		\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21
H	HRLY		\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96
I	HRLY		\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74
J	HRLY		\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55
K	HRLY		\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37
L	HRLY		\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22
M	HRLY		\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10
N	HRLY		\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10	\$31.00
O	HRLY		\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93
RANGE													
STEP	RATE	13	14	15	16	17	18	19	20	21	22	23	24
A	HRLY	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10
B	HRLY	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10	\$31.00
C	HRLY	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93
D	HRLY	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89
E	HRLY	\$24.47	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88
F	HRLY	\$25.21	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89
G	HRLY	\$25.96	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94
H	HRLY	\$26.74	\$27.55	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02
I	HRLY	\$27.55	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13
J	HRLY	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27
K	HRLY	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45
L	HRLY	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66
M	HRLY	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91
N	HRLY	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20
O	HRLY	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53
RANGE													
STEP	RATE	25	26	27	28	29	30	31	32	33	34	35	36
A	HRLY	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91
B	HRLY	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20
C	HRLY	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53
D	HRLY	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89
E	HRLY	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30
F	HRLY	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75
G	HRLY	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24
H	HRLY	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78
I	HRLY	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36
J	HRLY	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99
K	HRLY	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67
L	HRLY	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40
M	HRLY	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.19
N	HRLY	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.19	\$63.02
O	HRLY	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.19	\$63.02	\$64.91

FY 2026 EASMC-ESP SALARY SCALE

RATE PER HOUR

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE														
STEP	RATE	01	02	03	04	05	06	07	08	09	10	11	12	
A	HRLY			\$16.34	\$16.83	\$17.34	\$17.86	\$18.39	\$18.94	\$19.51	\$20.10	\$20.70	\$21.32	
B	HRLY			\$16.83	\$17.34	\$17.86	\$18.39	\$18.94	\$19.51	\$20.10	\$20.70	\$21.32	\$21.96	
C	HRLY			\$17.34	\$17.86	\$18.39	\$18.94	\$19.51	\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	
D	HRLY			\$17.86	\$18.39	\$18.94	\$19.51	\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	
E	HRLY			\$18.39	\$18.94	\$19.51	\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$24.00	
F	HRLY			\$18.94	\$19.51	\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	
G	HRLY			\$19.51	\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	
H	HRLY			\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	
I	HRLY			\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	
J	HRLY			\$21.32	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	
K	HRLY			\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	
L	HRLY			\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	
M	HRLY			\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	
N	HRLY			\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	
O	HRLY			\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	
RANGE														
STEP	RATE	13	14	15	16	17	18	19	20	21	22	23	24	
A	HRLY	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	
B	HRLY	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	
C	HRLY	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	
D	HRLY	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.22	
E	HRLY	\$24.72	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.22	\$34.21	
F	HRLY	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.22	\$34.21	\$35.24	
G	HRLY	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	
H	HRLY	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	
I	HRLY	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	
J	HRLY	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	
K	HRLY	\$29.51	\$30.40	\$31.31	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	
L	HRLY	\$30.40	\$31.31	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	
M	HRLY	\$31.31	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	
N	HRLY	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	
O	HRLY	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98	
RANGE														
STEP	RATE	25	26	27	28	29	30	31	32	33	34	35	36	37
A	HRLY	\$31.31	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64
B	HRLY	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98
C	HRLY	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98	\$47.36
D	HRLY	\$34.21	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98	\$47.36	\$48.78
E	HRLY	\$35.24	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98	\$47.36	\$48.78	\$50.24
F	HRLY	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98	\$47.36	\$48.78	\$50.24	\$51.75
G	HRLY	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98	\$47.36	\$48.78	\$50.24	\$51.75	\$53.30
H	HRLY	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98	\$47.36	\$48.78	\$50.24	\$51.75	\$53.30	\$54.90
I	HRLY	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98	\$47.36	\$48.78	\$50.24	\$51.75	\$53.30	\$54.90	\$56.55
J	HRLY	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98	\$47.36	\$48.78	\$50.24	\$51.75	\$53.30	\$54.90	\$56.55	\$58.25
K	HRLY	\$42.08	\$43.34	\$44.64	\$45.98	\$47.36	\$48.78	\$50.24	\$51.75	\$53.30	\$54.90	\$56.55	\$58.25	\$59.99
L	HRLY	\$43.34	\$44.64	\$45.98	\$47.36	\$48.78	\$50.24	\$51.75	\$53.30	\$54.90	\$56.55	\$58.25	\$59.99	\$61.79
M	HRLY	\$44.64	\$45.98	\$47.36	\$48.78	\$50.24	\$51.75	\$53.30	\$54.90	\$56.55	\$58.25	\$59.99	\$61.79	\$63.65
N	HRLY	\$45.98	\$47.36	\$48.78	\$50.24	\$51.75	\$53.30	\$54.90	\$56.55	\$58.25	\$59.99	\$61.79	\$63.65	\$65.56
O	HRLY	\$47.36	\$48.78	\$50.24	\$51.75	\$53.30	\$54.90	\$56.55	\$58.25	\$59.99	\$61.79	\$63.65	\$65.56	\$67.52

FY 2027 EASMC-ESP SALARY SCALE

RATE PER HOUR

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE													
STEP	RATE	01	02	03	04	05	06	07	08	09	10	11	12
A	HRLY			\$16.66	\$17.16	\$17.68	\$18.21	\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74
B	HRLY			\$17.16	\$17.68	\$18.21	\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40
C	HRLY			\$17.68	\$18.21	\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07
D	HRLY			\$18.21	\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76
E	HRLY			\$18.76	\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47
F	HRLY			\$19.32	\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21
G	HRLY			\$19.90	\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96
H	HRLY			\$20.50	\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74
I	HRLY			\$21.11	\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.54
J	HRLY			\$21.74	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37
K	HRLY			\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22
L	HRLY			\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10
M	HRLY			\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00
N	HRLY			\$24.47	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93
O	HRLY			\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89

RANGE													
STEP	RATE	13	14	15	16	17	18	19	20	21	22	23	24
A	HRLY	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00
B	HRLY	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93
C	HRLY	\$23.76	\$24.47	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89
D	HRLY	\$24.47	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88
E	HRLY	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89
F	HRLY	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94
G	HRLY	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02
H	HRLY	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13
I	HRLY	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27
J	HRLY	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45
K	HRLY	\$30.10	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66
L	HRLY	\$31.00	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91
M	HRLY	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20
N	HRLY	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53
O	HRLY	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89

RANGE														
STEP	RATE	25	26	27	28	29	30	31	32	33	34	35	36	37
A	HRLY	\$31.93	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53
B	HRLY	\$32.89	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89
C	HRLY	\$33.88	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30
D	HRLY	\$34.89	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75
E	HRLY	\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24
F	HRLY	\$37.02	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78
G	HRLY	\$38.13	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36
H	HRLY	\$39.27	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99
I	HRLY	\$40.45	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67
J	HRLY	\$41.66	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40
K	HRLY	\$42.91	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.18
L	HRLY	\$44.20	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.18	\$63.02
M	HRLY	\$45.53	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.18	\$63.02	\$64.91
N	HRLY	\$46.89	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.18	\$63.02	\$64.91	\$66.86
O	HRLY	\$48.30	\$49.75	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.18	\$63.02	\$64.91	\$66.86	\$68.86

FY 2028 EASMC-ESP SALARY SCALE

RATE PER HOUR

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

		RANGE											
STEP	RATE	01	02	03	04	05	06	07	08	09	10	11	12
A	HRLY			\$17.00	\$17.51	\$18.04	\$18.58	\$19.13	\$19.71	\$20.30	\$20.91	\$21.54	\$22.18
B	HRLY			\$17.51	\$18.04	\$18.58	\$19.13	\$19.71	\$20.30	\$20.91	\$21.54	\$22.18	\$22.85
C	HRLY			\$18.04	\$18.58	\$19.13	\$19.71	\$20.30	\$20.91	\$21.54	\$22.18	\$22.85	\$23.53
D	HRLY			\$18.58	\$19.13	\$19.71	\$20.30	\$20.91	\$21.54	\$22.18	\$22.85	\$23.53	\$24.24
E	HRLY			\$19.13	\$19.71	\$20.30	\$20.91	\$21.54	\$22.18	\$22.85	\$23.53	\$24.24	\$24.97
F	HRLY			\$19.71	\$20.30	\$20.91	\$21.54	\$22.18	\$22.85	\$23.53	\$24.24	\$24.97	\$25.71
G	HRLY			\$20.30	\$20.91	\$21.54	\$22.18	\$22.85	\$23.53	\$24.24	\$24.97	\$25.71	\$26.49
H	HRLY			\$20.91	\$21.54	\$22.18	\$22.85	\$23.53	\$24.24	\$24.97	\$25.71	\$26.49	\$27.28
I	HRLY			\$21.54	\$22.18	\$22.85	\$23.53	\$24.24	\$24.97	\$25.71	\$26.49	\$27.28	\$28.10
J	HRLY			\$22.18	\$22.85	\$23.53	\$24.24	\$24.97	\$25.71	\$26.49	\$27.28	\$28.10	\$28.94
K	HRLY			\$22.85	\$23.53	\$24.24	\$24.97	\$25.71	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81
L	HRLY			\$23.53	\$24.24	\$24.97	\$25.71	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70
M	HRLY			\$24.24	\$24.97	\$25.71	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63
N	HRLY			\$24.97	\$25.71	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63	\$32.57
O	HRLY			\$25.71	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63	\$32.57	\$33.55

		RANGE											
STEP	RATE	13	14	15	16	17	18	19	20	21	22	23	24
A	HRLY	\$22.85	\$23.53	\$24.24	\$24.97	\$25.71	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63
B	HRLY	\$23.53	\$24.24	\$24.97	\$25.71	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63	\$32.57
C	HRLY	\$24.24	\$24.97	\$25.71	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63	\$32.57	\$33.55
D	HRLY	\$24.97	\$25.71	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63	\$32.57	\$33.55	\$34.56
E	HRLY	\$25.71	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63	\$32.57	\$33.55	\$34.56	\$35.59
F	HRLY	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63	\$32.57	\$33.55	\$34.56	\$35.59	\$36.66
G	HRLY	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63	\$32.57	\$33.55	\$34.56	\$35.59	\$36.66	\$37.76
H	HRLY	\$28.10	\$28.94	\$29.81	\$30.70	\$31.63	\$32.57	\$33.55	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89
I	HRLY	\$28.94	\$29.81	\$30.70	\$31.63	\$32.57	\$33.55	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06
J	HRLY	\$29.81	\$30.70	\$31.63	\$32.57	\$33.55	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26
K	HRLY	\$30.70	\$31.63	\$32.57	\$33.55	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50
L	HRLY	\$31.63	\$32.57	\$33.55	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78
M	HRLY	\$32.57	\$33.55	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09
N	HRLY	\$33.55	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44
O	HRLY	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84

		RANGE														
STEP	RATE	25	26	27	28	29	30	31	32	33	34	35	36	37		
A	HRLY	\$32.57	\$33.55	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44		
B	HRLY	\$33.55	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84		
C	HRLY	\$34.56	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84	\$49.27		
D	HRLY	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84	\$49.27	\$50.75		
E	HRLY	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84	\$49.27	\$50.75	\$52.27		
F	HRLY	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84	\$49.27	\$50.75	\$52.27	\$53.84		
G	HRLY	\$38.89	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45		
H	HRLY	\$40.06	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45	\$57.12		
I	HRLY	\$41.26	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45	\$57.12	\$58.83		
J	HRLY	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45	\$57.12	\$58.83	\$60.60		
K	HRLY	\$43.78	\$45.09	\$46.44	\$47.84	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45	\$57.12	\$58.83	\$60.60	\$62.41		
L	HRLY	\$45.09	\$46.44	\$47.84	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45	\$57.12	\$58.83	\$60.60	\$62.41	\$64.29		
M	HRLY	\$46.44	\$47.84	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45	\$57.12	\$58.83	\$60.60	\$62.41	\$64.29	\$66.22		
N	HRLY	\$47.84	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45	\$57.12	\$58.83	\$60.60	\$62.41	\$64.29	\$66.22	\$68.20		
O	HRLY	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45	\$57.12	\$58.83	\$60.60	\$62.41	\$64.29	\$66.22	\$68.20	\$70.25		

FY 2025 EASMC-ESP 12-MONTH 8-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

	RANGE											
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A	\$32,802	\$33,784	\$34,807	\$35,851	\$36,916	\$38,022	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393
B	\$33,784	\$34,807	\$35,851	\$36,916	\$38,022	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771
C	\$34,807	\$35,851	\$36,916	\$38,022	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170
D	\$35,851	\$36,916	\$38,022	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611
E	\$36,916	\$38,022	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093
F	\$38,022	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638
G	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204
H	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833
I	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524
J	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237
K	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011
L	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849
M	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728
N	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670
O	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	

	RANGE											
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849
B	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728
C	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670
D	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674
E	\$51,093	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741
F	\$52,638	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850
G	\$54,204	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043
H	\$55,833	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298
I	\$57,524	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615
J	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996
K	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460
L	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986
M	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596
N	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290
O	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067

	RANGE											
STEP	25	26	27	28	29	30	31	32	33	34	35	36
A	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596
B	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290
C	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067
D	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906
E	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850
F	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878
G	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989
H	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205
I	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504
J	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907
K	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415
L	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415	\$124,027
M	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415	\$124,027	\$127,765
N	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415	\$124,027	\$127,765	\$131,586
O	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415	\$124,027	\$127,765	\$131,586	\$135,532

FY 2026 EASMC-ESP 12-MONTH 8-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$34,118	\$35,141	\$36,206	\$37,292	\$38,398	\$39,547	\$40,737	\$41,969	\$43,222	\$44,516
B			\$35,141	\$36,206	\$37,292	\$38,398	\$39,547	\$40,737	\$41,969	\$43,222	\$44,516	\$45,852
C			\$36,206	\$37,292	\$38,398	\$39,547	\$40,737	\$41,969	\$43,222	\$44,516	\$45,852	\$47,231
D			\$37,292	\$38,398	\$39,547	\$40,737	\$41,969	\$43,222	\$44,516	\$45,852	\$47,231	\$48,650
E			\$38,398	\$39,547	\$40,737	\$41,969	\$43,222	\$44,516	\$45,852	\$47,231	\$48,650	\$50,112
F			\$39,547	\$40,737	\$41,969	\$43,222	\$44,516	\$45,852	\$47,231	\$48,650	\$50,112	\$51,615
G			\$40,737	\$41,969	\$43,222	\$44,516	\$45,852	\$47,231	\$48,650	\$50,112	\$51,615	\$53,160
H			\$41,969	\$43,222	\$44,516	\$45,852	\$47,231	\$48,650	\$50,112	\$51,615	\$53,160	\$54,747
I			\$43,222	\$44,516	\$45,852	\$47,231	\$48,650	\$50,112	\$51,615	\$53,160	\$54,747	\$56,397
J			\$44,516	\$45,852	\$47,231	\$48,650	\$50,112	\$51,615	\$53,160	\$54,747	\$56,397	\$58,088
K			\$45,852	\$47,231	\$48,650	\$50,112	\$51,615	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821
L			\$47,231	\$48,650	\$50,112	\$51,615	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617
M			\$48,650	\$50,112	\$51,615	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475
N			\$50,112	\$51,615	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475	\$65,375
O			\$51,615	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475	\$65,375	\$67,338

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$45,852	\$47,231	\$48,650	\$50,112	\$51,615	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475
B	\$47,231	\$48,650	\$50,112	\$51,615	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475	\$65,375
C	\$48,650	\$50,112	\$51,615	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475	\$65,375	\$67,338
D	\$50,112	\$51,615	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475	\$65,375	\$67,338	\$69,363
E	\$51,615	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475	\$65,375	\$67,338	\$69,363	\$71,430
F	\$53,160	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475	\$65,375	\$67,338	\$69,363	\$71,430	\$73,581
G	\$54,747	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475	\$65,375	\$67,338	\$69,363	\$71,430	\$73,581	\$75,794
H	\$56,397	\$58,088	\$59,821	\$61,617	\$63,475	\$65,375	\$67,338	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070
I	\$58,088	\$59,821	\$61,617	\$63,475	\$65,375	\$67,338	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409
J	\$59,821	\$61,617	\$63,475	\$65,375	\$67,338	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810
K	\$61,617	\$63,475	\$65,375	\$67,338	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295
L	\$63,475	\$65,375	\$67,338	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863
M	\$65,375	\$67,338	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494
N	\$67,338	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208
O	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208	\$96,006

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$65,375	\$67,338	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208
B	\$67,338	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208	\$96,006
C	\$69,363	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208	\$96,006	\$98,888
D	\$71,430	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208	\$96,006	\$98,888	\$101,853
E	\$73,581	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208	\$96,006	\$98,888	\$101,853	\$104,901
F	\$75,794	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208	\$96,006	\$98,888	\$101,853	\$104,901	\$108,054
G	\$78,070	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208	\$96,006	\$98,888	\$101,853	\$104,901	\$108,054	\$111,290
H	\$80,409	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208	\$96,006	\$98,888	\$101,853	\$104,901	\$108,054	\$111,290	\$114,631
I	\$82,810	\$85,295	\$87,863	\$90,494	\$93,208	\$96,006	\$98,888	\$101,853	\$104,901	\$108,054	\$111,290	\$114,631	\$118,076
J	\$85,295	\$87,863	\$90,494	\$93,208	\$96,006	\$98,888	\$101,853	\$104,901	\$108,054	\$111,290	\$114,631	\$118,076	\$121,626
K	\$87,863	\$90,494	\$93,208	\$96,006	\$98,888	\$101,853	\$104,901	\$108,054	\$111,290	\$114,631	\$118,076	\$121,626	\$125,259
L	\$90,494	\$93,208	\$96,006	\$98,888	\$101,853	\$104,901	\$108,054	\$111,290	\$114,631	\$118,076	\$121,626	\$125,259	\$129,018
M	\$93,208	\$96,006	\$98,888	\$101,853	\$104,901	\$108,054	\$111,290	\$114,631	\$118,076	\$121,626	\$125,259	\$129,018	\$132,901
N	\$96,006	\$98,888	\$101,853	\$104,901	\$108,054	\$111,290	\$114,631	\$118,076	\$121,626	\$125,259	\$129,018	\$132,901	\$136,889
O	\$98,888	\$101,853	\$104,901	\$108,054	\$111,290	\$114,631	\$118,076	\$121,626	\$125,259	\$129,018	\$132,901	\$136,889	\$140,982

FY 2027 EASMC-ESP 12-MONTH 8-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$34,786	\$35,830	\$36,916	\$38,022	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393
B			\$35,830	\$36,916	\$38,022	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771
C			\$36,916	\$38,022	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170
D			\$38,022	\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611
E			\$39,171	\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093
F			\$40,340	\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638
G			\$41,551	\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204
H			\$42,804	\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833
I			\$44,078	\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,504
J			\$45,393	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,504	\$59,237
K			\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011
L			\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849
M			\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728
N			\$51,093	\$52,638	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670
O			\$52,638	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$46,771	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728
B	\$48,170	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670
C	\$49,611	\$51,093	\$52,638	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674
D	\$51,093	\$52,638	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741
E	\$52,638	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850
F	\$54,204	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043
G	\$55,833	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298
H	\$57,504	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615
I	\$59,237	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996
J	\$61,011	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460
K	\$62,849	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986
L	\$64,728	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596
M	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290
N	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067
O	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$66,670	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067
B	\$68,674	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906
C	\$70,741	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850
D	\$72,850	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878
E	\$75,043	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989
F	\$77,298	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205
G	\$79,615	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504
H	\$81,996	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907
I	\$84,460	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415
J	\$86,986	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415	\$124,027
K	\$89,596	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415	\$124,027	\$127,744
L	\$92,290	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415	\$124,027	\$127,744	\$131,586
M	\$95,067	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415	\$124,027	\$127,744	\$131,586	\$135,532
N	\$97,906	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415	\$124,027	\$127,744	\$131,586	\$135,532	\$139,604
O	\$100,850	\$103,878	\$106,989	\$110,205	\$113,504	\$116,907	\$120,415	\$124,027	\$127,744	\$131,586	\$135,532	\$139,604	\$143,780

FY 2028 EASMC-ESP 12-MONTH 8-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$35,496	\$36,561	\$37,668	\$38,795	\$39,943	\$41,154	\$42,386	\$43,660	\$44,976	\$46,312
B			\$36,561	\$37,668	\$38,795	\$39,943	\$41,154	\$42,386	\$43,660	\$44,976	\$46,312	\$47,711
C			\$37,668	\$38,795	\$39,943	\$41,154	\$42,386	\$43,660	\$44,976	\$46,312	\$47,711	\$49,131
D			\$38,795	\$39,943	\$41,154	\$42,386	\$43,660	\$44,976	\$46,312	\$47,711	\$49,131	\$50,613
E			\$39,943	\$41,154	\$42,386	\$43,660	\$44,976	\$46,312	\$47,711	\$49,131	\$50,613	\$52,137
F			\$41,154	\$42,386	\$43,660	\$44,976	\$46,312	\$47,711	\$49,131	\$50,613	\$52,137	\$53,682
G			\$42,386	\$43,660	\$44,976	\$46,312	\$47,711	\$49,131	\$50,613	\$52,137	\$53,682	\$55,311
H			\$43,660	\$44,976	\$46,312	\$47,711	\$49,131	\$50,613	\$52,137	\$53,682	\$55,311	\$56,961
I			\$44,976	\$46,312	\$47,711	\$49,131	\$50,613	\$52,137	\$53,682	\$55,311	\$56,961	\$58,673
J			\$46,312	\$47,711	\$49,131	\$50,613	\$52,137	\$53,682	\$55,311	\$56,961	\$58,673	\$60,427
K			\$47,711	\$49,131	\$50,613	\$52,137	\$53,682	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243
L			\$49,131	\$50,613	\$52,137	\$53,682	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102
M			\$50,613	\$52,137	\$53,682	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043
N			\$52,137	\$53,682	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043	\$68,006
O			\$53,682	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043	\$68,006	\$70,052

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$47,711	\$49,131	\$50,613	\$52,137	\$53,682	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043
B	\$49,131	\$50,613	\$52,137	\$53,682	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043	\$68,006
C	\$50,613	\$52,137	\$53,682	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043	\$68,006	\$70,052
D	\$52,137	\$53,682	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043	\$68,006	\$70,052	\$72,161
E	\$53,682	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043	\$68,006	\$70,052	\$72,161	\$74,312
F	\$55,311	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043	\$68,006	\$70,052	\$72,161	\$74,312	\$76,546
G	\$56,961	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043	\$68,006	\$70,052	\$72,161	\$74,312	\$76,546	\$78,843
H	\$58,673	\$60,427	\$62,243	\$64,102	\$66,043	\$68,006	\$70,052	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202
I	\$60,427	\$62,243	\$64,102	\$66,043	\$68,006	\$70,052	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645
J	\$62,243	\$64,102	\$66,043	\$68,006	\$70,052	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151
K	\$64,102	\$66,043	\$68,006	\$70,052	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740
L	\$66,043	\$68,006	\$70,052	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413
M	\$68,006	\$70,052	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148
N	\$70,052	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967
O	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967	\$99,890

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$68,006	\$70,052	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967
B	\$70,052	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967	\$99,890
C	\$72,161	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967	\$99,890	\$102,876
D	\$74,312	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967	\$99,890	\$102,876	\$105,966
E	\$76,546	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967	\$99,890	\$102,876	\$105,966	\$109,140
F	\$78,843	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967	\$99,890	\$102,876	\$105,966	\$109,140	\$112,418
G	\$81,202	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967	\$99,890	\$102,876	\$105,966	\$109,140	\$112,418	\$115,780
H	\$83,645	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967	\$99,890	\$102,876	\$105,966	\$109,140	\$112,418	\$115,780	\$119,267
I	\$86,151	\$88,740	\$91,413	\$94,148	\$96,967	\$99,890	\$102,876	\$105,966	\$109,140	\$112,418	\$115,780	\$119,267	\$122,837
J	\$88,740	\$91,413	\$94,148	\$96,967	\$99,890	\$102,876	\$105,966	\$109,140	\$112,418	\$115,780	\$119,267	\$122,837	\$126,533
K	\$91,413	\$94,148	\$96,967	\$99,890	\$102,876	\$105,966	\$109,140	\$112,418	\$115,780	\$119,267	\$122,837	\$126,533	\$130,312
L	\$94,148	\$96,967	\$99,890	\$102,876	\$105,966	\$109,140	\$112,418	\$115,780	\$119,267	\$122,837	\$126,533	\$130,312	\$134,238
M	\$96,967	\$99,890	\$102,876	\$105,966	\$109,140	\$112,418	\$115,780	\$119,267	\$122,837	\$126,533	\$130,312	\$134,238	\$138,267
N	\$99,890	\$102,876	\$105,966	\$109,140	\$112,418	\$115,780	\$119,267	\$122,837	\$126,533	\$130,312	\$134,238	\$138,267	\$142,402
O	\$102,876	\$105,966	\$109,140	\$112,418	\$115,780	\$119,267	\$122,837	\$126,533	\$130,312	\$134,238	\$138,267	\$142,402	\$146,682

FY 2025 EASMC ESP 12-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A		\$28,702	\$29,561	\$30,456	\$31,370	\$32,301	\$33,270	\$34,275	\$35,298	\$36,357	\$37,454	\$38,568
B		\$29,561	\$30,456	\$31,370	\$32,301	\$33,270	\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719
C		\$30,456	\$31,370	\$32,301	\$33,270	\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925
D		\$31,370	\$32,301	\$33,270	\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149
E		\$32,301	\$33,270	\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410
F		\$33,270	\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707
G		\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059
H		\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429
I		\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854
J		\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334
K		\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832
L		\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385
M		\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993
N		\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993	\$56,637
O		\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993
B	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993	\$56,637
C	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336
D	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090
E	\$44,707	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899
F	\$46,059	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744
G	\$47,429	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662
H	\$48,854	\$50,334	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636
I	\$50,334	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664
J	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746
K	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902
L	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113
M	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397
N	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753
O	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183

STEP	RANGE											
	25	26	27	28	29	30	31	32	33	34	35	36
A	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397
B	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753
C	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183
D	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668
E	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244
F	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893
G	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615
H	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429
I	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316
J	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294
K	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363
L	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363	\$108,524
M	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363	\$108,524	\$111,794
N	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363	\$108,524	\$111,794	\$115,138
O	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363	\$108,524	\$111,794	\$115,138	\$118,591

FY 2026 EASMC ESP 12-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$29,853	\$30,748	\$31,680	\$32,630	\$33,599	\$34,603	\$35,645	\$36,723	\$37,819	\$38,952
B			\$30,748	\$31,680	\$32,630	\$33,599	\$34,603	\$35,645	\$36,723	\$37,819	\$38,952	\$40,121
C			\$31,680	\$32,630	\$33,599	\$34,603	\$35,645	\$36,723	\$37,819	\$38,952	\$40,121	\$41,327
D			\$32,630	\$33,599	\$34,603	\$35,645	\$36,723	\$37,819	\$38,952	\$40,121	\$41,327	\$42,569
E			\$33,599	\$34,603	\$35,645	\$36,723	\$37,819	\$38,952	\$40,121	\$41,327	\$42,569	\$43,848
F			\$34,603	\$35,645	\$36,723	\$37,819	\$38,952	\$40,121	\$41,327	\$42,569	\$43,848	\$45,163
G			\$35,645	\$36,723	\$37,819	\$38,952	\$40,121	\$41,327	\$42,569	\$43,848	\$45,163	\$46,515
H			\$36,723	\$37,819	\$38,952	\$40,121	\$41,327	\$42,569	\$43,848	\$45,163	\$46,515	\$47,904
I			\$37,819	\$38,952	\$40,121	\$41,327	\$42,569	\$43,848	\$45,163	\$46,515	\$47,904	\$49,347
J			\$38,952	\$40,121	\$41,327	\$42,569	\$43,848	\$45,163	\$46,515	\$47,904	\$49,347	\$50,827
K			\$40,121	\$41,327	\$42,569	\$43,848	\$45,163	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344
L			\$41,327	\$42,569	\$43,848	\$45,163	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915
M			\$42,569	\$43,848	\$45,163	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541
N			\$43,848	\$45,163	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541	\$57,203
O			\$45,163	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541	\$57,203	\$58,921

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$40,121	\$41,327	\$42,569	\$43,848	\$45,163	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541
B	\$41,327	\$42,569	\$43,848	\$45,163	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541	\$57,203
C	\$42,569	\$43,848	\$45,163	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541	\$57,203	\$58,921
D	\$43,848	\$45,163	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541	\$57,203	\$58,921	\$60,693
E	\$45,163	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541	\$57,203	\$58,921	\$60,693	\$62,502
F	\$46,515	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541	\$57,203	\$58,921	\$60,693	\$62,502	\$64,383
G	\$47,904	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541	\$57,203	\$58,921	\$60,693	\$62,502	\$64,383	\$66,320
H	\$49,347	\$50,827	\$52,344	\$53,915	\$55,541	\$57,203	\$58,921	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312
I	\$50,827	\$52,344	\$53,915	\$55,541	\$57,203	\$58,921	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358
J	\$52,344	\$53,915	\$55,541	\$57,203	\$58,921	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459
K	\$53,915	\$55,541	\$57,203	\$58,921	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633
L	\$55,541	\$57,203	\$58,921	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880
M	\$57,203	\$58,921	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182
N	\$58,921	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557
O	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557	\$84,005

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$57,203	\$58,921	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557
B	\$58,921	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557	\$84,005
C	\$60,693	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557	\$84,005	\$86,527
D	\$62,502	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557	\$84,005	\$86,527	\$89,121
E	\$64,383	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557	\$84,005	\$86,527	\$89,121	\$91,788
F	\$66,320	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557	\$84,005	\$86,527	\$89,121	\$91,788	\$94,547
G	\$68,312	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557	\$84,005	\$86,527	\$89,121	\$91,788	\$94,547	\$97,379
H	\$70,358	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557	\$84,005	\$86,527	\$89,121	\$91,788	\$94,547	\$97,379	\$100,302
I	\$72,459	\$74,633	\$76,880	\$79,182	\$81,557	\$84,005	\$86,527	\$89,121	\$91,788	\$94,547	\$97,379	\$100,302	\$103,317
J	\$74,633	\$76,880	\$79,182	\$81,557	\$84,005	\$86,527	\$89,121	\$91,788	\$94,547	\$97,379	\$100,302	\$103,317	\$106,423
K	\$76,880	\$79,182	\$81,557	\$84,005	\$86,527	\$89,121	\$91,788	\$94,547	\$97,379	\$100,302	\$103,317	\$106,423	\$109,602
L	\$79,182	\$81,557	\$84,005	\$86,527	\$89,121	\$91,788	\$94,547	\$97,379	\$100,302	\$103,317	\$106,423	\$109,602	\$112,890
M	\$81,557	\$84,005	\$86,527	\$89,121	\$91,788	\$94,547	\$97,379	\$100,302	\$103,317	\$106,423	\$109,602	\$112,890	\$116,289
N	\$84,005	\$86,527	\$89,121	\$91,788	\$94,547	\$97,379	\$100,302	\$103,317	\$106,423	\$109,602	\$112,890	\$116,289	\$119,778
O	\$86,527	\$89,121	\$91,788	\$94,547	\$97,379	\$100,302	\$103,317	\$106,423	\$109,602	\$112,890	\$116,289	\$119,778	\$123,359

FY 2027 EASMC ESP 12-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$30,438	\$31,351	\$32,301	\$33,270	\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719
B			\$31,351	\$32,301	\$33,270	\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925
C			\$32,301	\$33,270	\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149
D			\$33,270	\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410
E			\$34,275	\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707
F			\$35,298	\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059
G			\$36,357	\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429
H			\$37,454	\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854
I			\$38,568	\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,316
J			\$39,719	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,316	\$51,832
K			\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385
L			\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993
M			\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637
N			\$44,707	\$46,059	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336
O			\$46,059	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$40,925	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637
B	\$42,149	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336
C	\$43,410	\$44,707	\$46,059	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090
D	\$44,707	\$46,059	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899
E	\$46,059	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744
F	\$47,429	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662
G	\$48,854	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636
H	\$50,316	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664
I	\$51,832	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746
J	\$53,385	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902
K	\$54,993	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113
L	\$56,637	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397
M	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753
N	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183
O	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$58,336	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183
B	\$60,090	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668
C	\$61,899	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244
D	\$63,744	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893
E	\$65,662	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615
F	\$67,636	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429
G	\$69,664	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316
H	\$71,746	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294
I	\$73,902	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363
J	\$76,113	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363	\$108,524
K	\$78,397	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363	\$108,524	\$111,776
L	\$80,753	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363	\$108,524	\$111,776	\$115,138
M	\$83,183	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363	\$108,524	\$111,776	\$115,138	\$118,591
N	\$85,668	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363	\$108,524	\$111,776	\$115,138	\$118,591	\$122,153
O	\$88,244	\$90,893	\$93,615	\$96,429	\$99,316	\$102,294	\$105,363	\$108,524	\$111,776	\$115,138	\$118,591	\$122,153	\$125,807

FY 2028 EASMC ESP 12-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$31,059	\$31,991	\$32,959	\$33,946	\$34,951	\$36,010	\$37,088	\$38,203	\$39,354	\$40,523
B			\$31,991	\$32,959	\$33,946	\$34,951	\$36,010	\$37,088	\$38,203	\$39,354	\$40,523	\$41,747
C			\$32,959	\$33,946	\$34,951	\$36,010	\$37,088	\$38,203	\$39,354	\$40,523	\$41,747	\$42,989
D			\$33,946	\$34,951	\$36,010	\$37,088	\$38,203	\$39,354	\$40,523	\$41,747	\$42,989	\$44,286
E			\$34,951	\$36,010	\$37,088	\$38,203	\$39,354	\$40,523	\$41,747	\$42,989	\$44,286	\$45,620
F			\$36,010	\$37,088	\$38,203	\$39,354	\$40,523	\$41,747	\$42,989	\$44,286	\$45,620	\$46,972
G			\$37,088	\$38,203	\$39,354	\$40,523	\$41,747	\$42,989	\$44,286	\$45,620	\$46,972	\$48,397
H			\$38,203	\$39,354	\$40,523	\$41,747	\$42,989	\$44,286	\$45,620	\$46,972	\$48,397	\$49,841
I			\$39,354	\$40,523	\$41,747	\$42,989	\$44,286	\$45,620	\$46,972	\$48,397	\$49,841	\$51,339
J			\$40,523	\$41,747	\$42,989	\$44,286	\$45,620	\$46,972	\$48,397	\$49,841	\$51,339	\$52,873
K			\$41,747	\$42,989	\$44,286	\$45,620	\$46,972	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463
L			\$42,989	\$44,286	\$45,620	\$46,972	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089
M			\$44,286	\$45,620	\$46,972	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788
N			\$45,620	\$46,972	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788	\$59,505
O			\$46,972	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788	\$59,505	\$61,296

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$41,747	\$42,989	\$44,286	\$45,620	\$46,972	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788
B	\$42,989	\$44,286	\$45,620	\$46,972	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788	\$59,505
C	\$44,286	\$45,620	\$46,972	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788	\$59,505	\$61,296
D	\$45,620	\$46,972	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788	\$59,505	\$61,296	\$63,141
E	\$46,972	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788	\$59,505	\$61,296	\$63,141	\$65,023
F	\$48,397	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788	\$59,505	\$61,296	\$63,141	\$65,023	\$66,978
G	\$49,841	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788	\$59,505	\$61,296	\$63,141	\$65,023	\$66,978	\$68,988
H	\$51,339	\$52,873	\$54,463	\$56,089	\$57,788	\$59,505	\$61,296	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052
I	\$52,873	\$54,463	\$56,089	\$57,788	\$59,505	\$61,296	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190
J	\$54,463	\$56,089	\$57,788	\$59,505	\$61,296	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382
K	\$56,089	\$57,788	\$59,505	\$61,296	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648
L	\$57,788	\$59,505	\$61,296	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986
M	\$59,505	\$61,296	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379
N	\$61,296	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846
O	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846	\$87,404

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$59,505	\$61,296	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846
B	\$61,296	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846	\$87,404
C	\$63,141	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846	\$87,404	\$90,016
D	\$65,023	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846	\$87,404	\$90,016	\$92,720
E	\$66,978	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846	\$87,404	\$90,016	\$92,720	\$95,497
F	\$68,988	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846	\$87,404	\$90,016	\$92,720	\$95,497	\$98,366
G	\$71,052	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846	\$87,404	\$90,016	\$92,720	\$95,497	\$98,366	\$101,307
H	\$73,190	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846	\$87,404	\$90,016	\$92,720	\$95,497	\$98,366	\$101,307	\$104,358
I	\$75,382	\$77,648	\$79,986	\$82,379	\$84,846	\$87,404	\$90,016	\$92,720	\$95,497	\$98,366	\$101,307	\$104,358	\$107,482
J	\$77,648	\$79,986	\$82,379	\$84,846	\$87,404	\$90,016	\$92,720	\$95,497	\$98,366	\$101,307	\$104,358	\$107,482	\$110,716
K	\$79,986	\$82,379	\$84,846	\$87,404	\$90,016	\$92,720	\$95,497	\$98,366	\$101,307	\$104,358	\$107,482	\$110,716	\$114,023
L	\$82,379	\$84,846	\$87,404	\$90,016	\$92,720	\$95,497	\$98,366	\$101,307	\$104,358	\$107,482	\$110,716	\$114,023	\$117,458
M	\$84,846	\$87,404	\$90,016	\$92,720	\$95,497	\$98,366	\$101,307	\$104,358	\$107,482	\$110,716	\$114,023	\$117,458	\$120,984
N	\$87,404	\$90,016	\$92,720	\$95,497	\$98,366	\$101,307	\$104,358	\$107,482	\$110,716	\$114,023	\$117,458	\$120,984	\$124,601
O	\$90,016	\$92,720	\$95,497	\$98,366	\$101,307	\$104,358	\$107,482	\$110,716	\$114,023	\$117,458	\$120,984	\$124,601	\$128,347

FY 2025 EASMC ESP 11-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A		\$24,523	\$25,257	\$26,022	\$26,802	\$27,598	\$28,426	\$29,284	\$30,159	\$31,064	\$32,001	\$32,953
B		\$25,257	\$26,022	\$26,802	\$27,598	\$28,426	\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936
C		\$26,022	\$26,802	\$27,598	\$28,426	\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966
D		\$26,802	\$27,598	\$28,426	\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012
E		\$27,598	\$28,426	\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089
F		\$28,426	\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198
G		\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353
H		\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524
I		\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741
J		\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006
K		\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286
L		\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612
M		\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986
N		\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986	\$48,391
O		\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986
B	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986	\$48,391
C	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843
D	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341
E	\$38,198	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887
F	\$39,353	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463
G	\$40,524	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102
H	\$41,741	\$43,006	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788
I	\$43,006	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521
J	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300
K	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142
L	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031
M	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983
N	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996
O	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072

STEP	RANGE											
	25	26	27	28	29	30	31	32	33	34	35	36
A	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983
B	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996
C	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072
D	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195
E	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396
F	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660
G	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986
H	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390
I	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856
J	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400
K	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023
L	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023	\$92,723
M	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023	\$92,723	\$95,518
N	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023	\$92,723	\$95,518	\$98,374
O	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023	\$92,723	\$95,518	\$98,374	\$101,325

FY 2026 EASMC ESP 11-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$25,507	\$26,272	\$27,068	\$27,879	\$28,707	\$29,565	\$30,455	\$31,376	\$32,313	\$33,281
B			\$26,272	\$27,068	\$27,879	\$28,707	\$29,565	\$30,455	\$31,376	\$32,313	\$33,281	\$34,280
C			\$27,068	\$27,879	\$28,707	\$29,565	\$30,455	\$31,376	\$32,313	\$33,281	\$34,280	\$35,310
D			\$27,879	\$28,707	\$29,565	\$30,455	\$31,376	\$32,313	\$33,281	\$34,280	\$35,310	\$36,371
E			\$28,707	\$29,565	\$30,455	\$31,376	\$32,313	\$33,281	\$34,280	\$35,310	\$36,371	\$37,464
F			\$29,565	\$30,455	\$31,376	\$32,313	\$33,281	\$34,280	\$35,310	\$36,371	\$37,464	\$38,588
G			\$30,455	\$31,376	\$32,313	\$33,281	\$34,280	\$35,310	\$36,371	\$37,464	\$38,588	\$39,743
H			\$31,376	\$32,313	\$33,281	\$34,280	\$35,310	\$36,371	\$37,464	\$38,588	\$39,743	\$40,929
I			\$32,313	\$33,281	\$34,280	\$35,310	\$36,371	\$37,464	\$38,588	\$39,743	\$40,929	\$42,163
J			\$33,281	\$34,280	\$35,310	\$36,371	\$37,464	\$38,588	\$39,743	\$40,929	\$42,163	\$43,427
K			\$34,280	\$35,310	\$36,371	\$37,464	\$38,588	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723
L			\$35,310	\$36,371	\$37,464	\$38,588	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065
M			\$36,371	\$37,464	\$38,588	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454
N			\$37,464	\$38,588	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454	\$48,875
O			\$38,588	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454	\$48,875	\$50,342

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$34,280	\$35,310	\$36,371	\$37,464	\$38,588	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454
B	\$35,310	\$36,371	\$37,464	\$38,588	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454	\$48,875
C	\$36,371	\$37,464	\$38,588	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454	\$48,875	\$50,342
D	\$37,464	\$38,588	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454	\$48,875	\$50,342	\$51,856
E	\$38,588	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454	\$48,875	\$50,342	\$51,856	\$53,402
F	\$39,743	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454	\$48,875	\$50,342	\$51,856	\$53,402	\$55,010
G	\$40,929	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454	\$48,875	\$50,342	\$51,856	\$53,402	\$55,010	\$56,664
H	\$42,163	\$43,427	\$44,723	\$46,065	\$47,454	\$48,875	\$50,342	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366
I	\$43,427	\$44,723	\$46,065	\$47,454	\$48,875	\$50,342	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114
J	\$44,723	\$46,065	\$47,454	\$48,875	\$50,342	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909
K	\$46,065	\$47,454	\$48,875	\$50,342	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767
L	\$47,454	\$48,875	\$50,342	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687
M	\$48,875	\$50,342	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654
N	\$50,342	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683
O	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683	\$71,775

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$48,875	\$50,342	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683
B	\$50,342	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683	\$71,775
C	\$51,856	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683	\$71,775	\$73,929
D	\$53,402	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683	\$71,775	\$73,929	\$76,146
E	\$55,010	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683	\$71,775	\$73,929	\$76,146	\$78,425
F	\$56,664	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683	\$71,775	\$73,929	\$76,146	\$78,425	\$80,782
G	\$58,366	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683	\$71,775	\$73,929	\$76,146	\$78,425	\$80,782	\$83,201
H	\$60,114	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683	\$71,775	\$73,929	\$76,146	\$78,425	\$80,782	\$83,201	\$85,699
I	\$61,909	\$63,767	\$65,687	\$67,654	\$69,683	\$71,775	\$73,929	\$76,146	\$78,425	\$80,782	\$83,201	\$85,699	\$88,275
J	\$63,767	\$65,687	\$67,654	\$69,683	\$71,775	\$73,929	\$76,146	\$78,425	\$80,782	\$83,201	\$85,699	\$88,275	\$90,928
K	\$65,687	\$67,654	\$69,683	\$71,775	\$73,929	\$76,146	\$78,425	\$80,782	\$83,201	\$85,699	\$88,275	\$90,928	\$93,644
L	\$67,654	\$69,683	\$71,775	\$73,929	\$76,146	\$78,425	\$80,782	\$83,201	\$85,699	\$88,275	\$90,928	\$93,644	\$96,454
M	\$69,683	\$71,775	\$73,929	\$76,146	\$78,425	\$80,782	\$83,201	\$85,699	\$88,275	\$90,928	\$93,644	\$96,454	\$99,358
N	\$71,775	\$73,929	\$76,146	\$78,425	\$80,782	\$83,201	\$85,699	\$88,275	\$90,928	\$93,644	\$96,454	\$99,358	\$102,339
O	\$73,929	\$76,146	\$78,425	\$80,782	\$83,201	\$85,699	\$88,275	\$90,928	\$93,644	\$96,454	\$99,358	\$102,339	\$105,399

FY 2027 EASMC ESP 11-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$26,006	\$26,787	\$27,598	\$28,426	\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936
B			\$26,787	\$27,598	\$28,426	\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966
C			\$27,598	\$28,426	\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012
D			\$28,426	\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089
E			\$29,284	\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198
F			\$30,159	\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353
G			\$31,064	\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524
H			\$32,001	\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741
I			\$32,953	\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$42,990
J			\$33,936	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$42,990	\$44,286
K			\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612
L			\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986
M			\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391
N			\$38,198	\$39,353	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843
O			\$39,353	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$34,966	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391
B	\$36,012	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843
C	\$37,089	\$38,198	\$39,353	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341
D	\$38,198	\$39,353	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887
E	\$39,353	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463
F	\$40,524	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102
G	\$41,741	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788
H	\$42,990	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521
I	\$44,286	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300
J	\$45,612	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142
K	\$46,986	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031
L	\$48,391	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983
M	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996
N	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072
O	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$49,843	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072
B	\$51,341	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195
C	\$52,887	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396
D	\$54,463	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660
E	\$56,102	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986
F	\$57,788	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390
G	\$59,521	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856
H	\$61,300	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400
I	\$63,142	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023
J	\$65,031	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023	\$92,723
K	\$66,983	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023	\$92,723	\$95,502
L	\$68,996	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023	\$92,723	\$95,502	\$98,374
M	\$71,072	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023	\$92,723	\$95,502	\$98,374	\$101,325
N	\$73,195	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023	\$92,723	\$95,502	\$98,374	\$101,325	\$104,368
O	\$75,396	\$77,660	\$79,986	\$82,390	\$84,856	\$87,400	\$90,023	\$92,723	\$95,502	\$98,374	\$101,325	\$104,368	\$107,490

FY 2028 EASMC ESP 11-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$26,537	\$27,333	\$28,160	\$29,003	\$29,862	\$30,767	\$31,688	\$32,641	\$33,624	\$34,623
B			\$27,333	\$28,160	\$29,003	\$29,862	\$30,767	\$31,688	\$32,641	\$33,624	\$34,623	\$35,669
C			\$28,160	\$29,003	\$29,862	\$30,767	\$31,688	\$32,641	\$33,624	\$34,623	\$35,669	\$36,730
D			\$29,003	\$29,862	\$30,767	\$31,688	\$32,641	\$33,624	\$34,623	\$35,669	\$36,730	\$37,839
E			\$29,862	\$30,767	\$31,688	\$32,641	\$33,624	\$34,623	\$35,669	\$36,730	\$37,839	\$38,978
F			\$30,767	\$31,688	\$32,641	\$33,624	\$34,623	\$35,669	\$36,730	\$37,839	\$38,978	\$40,133
G			\$31,688	\$32,641	\$33,624	\$34,623	\$35,669	\$36,730	\$37,839	\$38,978	\$40,133	\$41,351
H			\$32,641	\$33,624	\$34,623	\$35,669	\$36,730	\$37,839	\$38,978	\$40,133	\$41,351	\$42,584
I			\$33,624	\$34,623	\$35,669	\$36,730	\$37,839	\$38,978	\$40,133	\$41,351	\$42,584	\$43,864
J			\$34,623	\$35,669	\$36,730	\$37,839	\$38,978	\$40,133	\$41,351	\$42,584	\$43,864	\$45,175
K			\$35,669	\$36,730	\$37,839	\$38,978	\$40,133	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533
L			\$36,730	\$37,839	\$38,978	\$40,133	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923
M			\$37,839	\$38,978	\$40,133	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374
N			\$38,978	\$40,133	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374	\$50,842
O			\$40,133	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374	\$50,842	\$52,372

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$35,669	\$36,730	\$37,839	\$38,978	\$40,133	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374
B	\$36,730	\$37,839	\$38,978	\$40,133	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374	\$50,842
C	\$37,839	\$38,978	\$40,133	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374	\$50,842	\$52,372
D	\$38,978	\$40,133	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374	\$50,842	\$52,372	\$53,948
E	\$40,133	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374	\$50,842	\$52,372	\$53,948	\$55,556
F	\$41,351	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374	\$50,842	\$52,372	\$53,948	\$55,556	\$57,226
G	\$42,584	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374	\$50,842	\$52,372	\$53,948	\$55,556	\$57,226	\$58,943
H	\$43,864	\$45,175	\$46,533	\$47,923	\$49,374	\$50,842	\$52,372	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707
I	\$45,175	\$46,533	\$47,923	\$49,374	\$50,842	\$52,372	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534
J	\$46,533	\$47,923	\$49,374	\$50,842	\$52,372	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407
K	\$47,923	\$49,374	\$50,842	\$52,372	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343
L	\$49,374	\$50,842	\$52,372	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341
M	\$50,842	\$52,372	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385
N	\$52,372	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493
O	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493	\$74,678

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$50,842	\$52,372	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493
B	\$52,372	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493	\$74,678
C	\$53,948	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493	\$74,678	\$76,910
D	\$55,556	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493	\$74,678	\$76,910	\$79,221
E	\$57,226	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493	\$74,678	\$76,910	\$79,221	\$81,593
F	\$58,943	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493	\$74,678	\$76,910	\$79,221	\$81,593	\$84,044
G	\$60,707	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493	\$74,678	\$76,910	\$79,221	\$81,593	\$84,044	\$86,557
H	\$62,534	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493	\$74,678	\$76,910	\$79,221	\$81,593	\$84,044	\$86,557	\$89,164
I	\$64,407	\$66,343	\$68,341	\$70,385	\$72,493	\$74,678	\$76,910	\$79,221	\$81,593	\$84,044	\$86,557	\$89,164	\$91,834
J	\$66,343	\$68,341	\$70,385	\$72,493	\$74,678	\$76,910	\$79,221	\$81,593	\$84,044	\$86,557	\$89,164	\$91,834	\$94,597
K	\$68,341	\$70,385	\$72,493	\$74,678	\$76,910	\$79,221	\$81,593	\$84,044	\$86,557	\$89,164	\$91,834	\$94,597	\$97,422
L	\$70,385	\$72,493	\$74,678	\$76,910	\$79,221	\$81,593	\$84,044	\$86,557	\$89,164	\$91,834	\$94,597	\$97,422	\$100,357
M	\$72,493	\$74,678	\$76,910	\$79,221	\$81,593	\$84,044	\$86,557	\$89,164	\$91,834	\$94,597	\$97,422	\$100,357	\$103,369
N	\$74,678	\$76,910	\$79,221	\$81,593	\$84,044	\$86,557	\$89,164	\$91,834	\$94,597	\$97,422	\$100,357	\$103,369	\$106,460
O	\$76,910	\$79,221	\$81,593	\$84,044	\$86,557	\$89,164	\$91,834	\$94,597	\$97,422	\$100,357	\$103,369	\$106,460	\$109,660

FY 2025 EASMC ESP 10-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A		\$22,104	\$22,765	\$23,455	\$24,158	\$24,876	\$25,621	\$26,395	\$27,183	\$27,999	\$28,844	\$29,702
B		\$22,765	\$23,455	\$24,158	\$24,876	\$25,621	\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588
C		\$23,455	\$24,158	\$24,876	\$25,621	\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517
D		\$24,158	\$24,876	\$25,621	\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459
E		\$24,876	\$25,621	\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430
F		\$25,621	\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429
G		\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470
H		\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526
I		\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623
J		\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763
K		\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917
L		\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113
M		\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351
N		\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351	\$43,617
O		\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351
B	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351	\$43,617
C	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926
D	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276
E	\$34,429	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669
F	\$35,470	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090
G	\$36,526	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568
H	\$37,623	\$38,763	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087
I	\$38,763	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649
J	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253
K	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913
L	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616
M	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374
N	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189
O	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061

STEP	RANGE											
	25	26	27	28	29	30	31	32	33	34	35	36
A	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374
B	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189
C	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061
D	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974
E	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958
F	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998
G	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095
H	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261
I	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485
J	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778
K	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142
L	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142	\$83,576
M	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142	\$83,576	\$86,094
N	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142	\$83,576	\$86,094	\$88,669
O	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142	\$83,576	\$86,094	\$88,669	\$91,328

FY 2026 EASMC ESP 10-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$22,990	\$23,680	\$24,397	\$25,129	\$25,875	\$26,649	\$27,451	\$28,281	\$29,125	\$29,997
B			\$23,680	\$24,397	\$25,129	\$25,875	\$26,649	\$27,451	\$28,281	\$29,125	\$29,997	\$30,898
C			\$24,397	\$25,129	\$25,875	\$26,649	\$27,451	\$28,281	\$29,125	\$29,997	\$30,898	\$31,826
D			\$25,129	\$25,875	\$26,649	\$27,451	\$28,281	\$29,125	\$29,997	\$30,898	\$31,826	\$32,783
E			\$25,875	\$26,649	\$27,451	\$28,281	\$29,125	\$29,997	\$30,898	\$31,826	\$32,783	\$33,768
F			\$26,649	\$27,451	\$28,281	\$29,125	\$29,997	\$30,898	\$31,826	\$32,783	\$33,768	\$34,781
G			\$27,451	\$28,281	\$29,125	\$29,997	\$30,898	\$31,826	\$32,783	\$33,768	\$34,781	\$35,822
H			\$28,281	\$29,125	\$29,997	\$30,898	\$31,826	\$32,783	\$33,768	\$34,781	\$35,822	\$36,892
I			\$29,125	\$29,997	\$30,898	\$31,826	\$32,783	\$33,768	\$34,781	\$35,822	\$36,892	\$38,003
J			\$29,997	\$30,898	\$31,826	\$32,783	\$33,768	\$34,781	\$35,822	\$36,892	\$38,003	\$39,143
K			\$30,898	\$31,826	\$32,783	\$33,768	\$34,781	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311
L			\$31,826	\$32,783	\$33,768	\$34,781	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521
M			\$32,783	\$33,768	\$34,781	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773
N			\$33,768	\$34,781	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773	\$44,053
O			\$34,781	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773	\$44,053	\$45,376

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$30,898	\$31,826	\$32,783	\$33,768	\$34,781	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773
B	\$31,826	\$32,783	\$33,768	\$34,781	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773	\$44,053
C	\$32,783	\$33,768	\$34,781	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773	\$44,053	\$45,376
D	\$33,768	\$34,781	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773	\$44,053	\$45,376	\$46,741
E	\$34,781	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773	\$44,053	\$45,376	\$46,741	\$48,133
F	\$35,822	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773	\$44,053	\$45,376	\$46,741	\$48,133	\$49,583
G	\$36,892	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773	\$44,053	\$45,376	\$46,741	\$48,133	\$49,583	\$51,074
H	\$38,003	\$39,143	\$40,311	\$41,521	\$42,773	\$44,053	\$45,376	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608
I	\$39,143	\$40,311	\$41,521	\$42,773	\$44,053	\$45,376	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184
J	\$40,311	\$41,521	\$42,773	\$44,053	\$45,376	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802
K	\$41,521	\$42,773	\$44,053	\$45,376	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476
L	\$42,773	\$44,053	\$45,376	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207
M	\$44,053	\$45,376	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979
N	\$45,376	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808
O	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808	\$64,694

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$44,053	\$45,376	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808
B	\$45,376	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808	\$64,694
C	\$46,741	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808	\$64,694	\$66,636
D	\$48,133	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808	\$64,694	\$66,636	\$68,633
E	\$49,583	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808	\$64,694	\$66,636	\$68,633	\$70,688
F	\$51,074	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808	\$64,694	\$66,636	\$68,633	\$70,688	\$72,812
G	\$52,608	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808	\$64,694	\$66,636	\$68,633	\$70,688	\$72,812	\$74,993
H	\$54,184	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808	\$64,694	\$66,636	\$68,633	\$70,688	\$72,812	\$74,993	\$77,244
I	\$55,802	\$57,476	\$59,207	\$60,979	\$62,808	\$64,694	\$66,636	\$68,633	\$70,688	\$72,812	\$74,993	\$77,244	\$79,566
J	\$57,476	\$59,207	\$60,979	\$62,808	\$64,694	\$66,636	\$68,633	\$70,688	\$72,812	\$74,993	\$77,244	\$79,566	\$81,958
K	\$59,207	\$60,979	\$62,808	\$64,694	\$66,636	\$68,633	\$70,688	\$72,812	\$74,993	\$77,244	\$79,566	\$81,958	\$84,406
L	\$60,979	\$62,808	\$64,694	\$66,636	\$68,633	\$70,688	\$72,812	\$74,993	\$77,244	\$79,566	\$81,958	\$84,406	\$86,939
M	\$62,808	\$64,694	\$66,636	\$68,633	\$70,688	\$72,812	\$74,993	\$77,244	\$79,566	\$81,958	\$84,406	\$86,939	\$89,556
N	\$64,694	\$66,636	\$68,633	\$70,688	\$72,812	\$74,993	\$77,244	\$79,566	\$81,958	\$84,406	\$86,939	\$89,556	\$92,243
O	\$66,636	\$68,633	\$70,688	\$72,812	\$74,993	\$77,244	\$79,566	\$81,958	\$84,406	\$86,939	\$89,556	\$92,243	\$95,001

FY 2027 EASMC ESP 10-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$23,441	\$24,144	\$24,876	\$25,621	\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588
B			\$24,144	\$24,876	\$25,621	\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517
C			\$24,876	\$25,621	\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459
D			\$25,621	\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430
E			\$26,395	\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429
F			\$27,183	\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470
G			\$27,999	\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526
H			\$28,844	\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623
I			\$29,702	\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,749
J			\$30,588	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,749	\$39,917
K			\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113
L			\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351
M			\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617
N			\$34,429	\$35,470	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926
O			\$35,470	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$31,517	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617
B	\$32,459	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926
C	\$33,430	\$34,429	\$35,470	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276
D	\$34,429	\$35,470	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669
E	\$35,470	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090
F	\$36,526	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568
G	\$37,623	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087
H	\$38,749	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649
I	\$39,917	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253
J	\$41,113	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913
K	\$42,351	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616
L	\$43,617	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374
M	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189
N	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061
O	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$44,926	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061
B	\$46,276	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974
C	\$47,669	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958
D	\$49,090	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998
E	\$50,568	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095
F	\$52,087	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261
G	\$53,649	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485
H	\$55,253	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778
I	\$56,913	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142
J	\$58,616	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142	\$83,576
K	\$60,374	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142	\$83,576	\$86,080
L	\$62,189	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142	\$83,576	\$86,080	\$88,669
M	\$64,061	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142	\$83,576	\$86,080	\$88,669	\$91,328
N	\$65,974	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142	\$83,576	\$86,080	\$88,669	\$91,328	\$94,072
O	\$67,958	\$69,998	\$72,095	\$74,261	\$76,485	\$78,778	\$81,142	\$83,576	\$86,080	\$88,669	\$91,328	\$94,072	\$96,886

FY 2028 EASMC ESP 10-MONTH 7-HOUR EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$23,919	\$24,637	\$25,382	\$26,142	\$26,916	\$27,732	\$28,562	\$29,420	\$30,307	\$31,207
B			\$24,637	\$25,382	\$26,142	\$26,916	\$27,732	\$28,562	\$29,420	\$30,307	\$31,207	\$32,150
C			\$25,382	\$26,142	\$26,916	\$27,732	\$28,562	\$29,420	\$30,307	\$31,207	\$32,150	\$33,107
D			\$26,142	\$26,916	\$27,732	\$28,562	\$29,420	\$30,307	\$31,207	\$32,150	\$33,107	\$34,106
E			\$26,916	\$27,732	\$28,562	\$29,420	\$30,307	\$31,207	\$32,150	\$33,107	\$34,106	\$35,133
F			\$27,732	\$28,562	\$29,420	\$30,307	\$31,207	\$32,150	\$33,107	\$34,106	\$35,133	\$36,174
G			\$28,562	\$29,420	\$30,307	\$31,207	\$32,150	\$33,107	\$34,106	\$35,133	\$36,174	\$37,271
H			\$29,420	\$30,307	\$31,207	\$32,150	\$33,107	\$34,106	\$35,133	\$36,174	\$37,271	\$38,383
I			\$30,307	\$31,207	\$32,150	\$33,107	\$34,106	\$35,133	\$36,174	\$37,271	\$38,383	\$39,537
J			\$31,207	\$32,150	\$33,107	\$34,106	\$35,133	\$36,174	\$37,271	\$38,383	\$39,537	\$40,719
K			\$32,150	\$33,107	\$34,106	\$35,133	\$36,174	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943
L			\$33,107	\$34,106	\$35,133	\$36,174	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195
M			\$34,106	\$35,133	\$36,174	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503
N			\$35,133	\$36,174	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503	\$45,826
O			\$36,174	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503	\$45,826	\$47,205

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$32,150	\$33,107	\$34,106	\$35,133	\$36,174	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503
B	\$33,107	\$34,106	\$35,133	\$36,174	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503	\$45,826
C	\$34,106	\$35,133	\$36,174	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503	\$45,826	\$47,205
D	\$35,133	\$36,174	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503	\$45,826	\$47,205	\$48,626
E	\$36,174	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503	\$45,826	\$47,205	\$48,626	\$50,075
F	\$37,271	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503	\$45,826	\$47,205	\$48,626	\$50,075	\$51,581
G	\$38,383	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503	\$45,826	\$47,205	\$48,626	\$50,075	\$51,581	\$53,128
H	\$39,537	\$40,719	\$41,943	\$43,195	\$44,503	\$45,826	\$47,205	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718
I	\$40,719	\$41,943	\$43,195	\$44,503	\$45,826	\$47,205	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364
J	\$41,943	\$43,195	\$44,503	\$45,826	\$47,205	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053
K	\$43,195	\$44,503	\$45,826	\$47,205	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798
L	\$44,503	\$45,826	\$47,205	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598
M	\$45,826	\$47,205	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442
N	\$47,205	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341
O	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341	\$67,311

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$45,826	\$47,205	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341
B	\$47,205	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341	\$67,311
C	\$48,626	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341	\$67,311	\$69,323
D	\$50,075	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341	\$67,311	\$69,323	\$71,405
E	\$51,581	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341	\$67,311	\$69,323	\$71,405	\$73,544
F	\$53,128	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341	\$67,311	\$69,323	\$71,405	\$73,544	\$75,753
G	\$54,718	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341	\$67,311	\$69,323	\$71,405	\$73,544	\$75,753	\$78,018
H	\$56,364	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341	\$67,311	\$69,323	\$71,405	\$73,544	\$75,753	\$78,018	\$80,368
I	\$58,053	\$59,798	\$61,598	\$63,442	\$65,341	\$67,311	\$69,323	\$71,405	\$73,544	\$75,753	\$78,018	\$80,368	\$82,774
J	\$59,798	\$61,598	\$63,442	\$65,341	\$67,311	\$69,323	\$71,405	\$73,544	\$75,753	\$78,018	\$80,368	\$82,774	\$85,264
K	\$61,598	\$63,442	\$65,341	\$67,311	\$69,323	\$71,405	\$73,544	\$75,753	\$78,018	\$80,368	\$82,774	\$85,264	\$87,811
L	\$63,442	\$65,341	\$67,311	\$69,323	\$71,405	\$73,544	\$75,753	\$78,018	\$80,368	\$82,774	\$85,264	\$87,811	\$90,456
M	\$65,341	\$67,311	\$69,323	\$71,405	\$73,544	\$75,753	\$78,018	\$80,368	\$82,774	\$85,264	\$87,811	\$90,456	\$93,172
N	\$67,311	\$69,323	\$71,405	\$73,544	\$75,753	\$78,018	\$80,368	\$82,774	\$85,264	\$87,811	\$90,456	\$93,172	\$95,957
O	\$69,323	\$71,405	\$73,544	\$75,753	\$78,018	\$80,368	\$82,774	\$85,264	\$87,811	\$90,456	\$93,172	\$95,957	\$98,842

FY 2025 EASMC-ESP 10-MONTH 7-HOUR BUS DRIVER & ATTENDANTS

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A		\$21,114	\$21,746	\$22,404	\$23,076	\$23,762	\$24,474	\$25,213	\$25,966	\$26,746	\$27,552	\$28,372
B		\$21,746	\$22,404	\$23,076	\$23,762	\$24,474	\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219
C		\$22,404	\$23,076	\$23,762	\$24,474	\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106
D		\$23,076	\$23,762	\$24,474	\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006
E		\$23,762	\$24,474	\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933
F		\$24,474	\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888
G		\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882
H		\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890
I		\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939
J		\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027
K		\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129
L		\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272
M		\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454
N		\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454	\$41,664
O		\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454
B	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454	\$41,664
C	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914
D	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204
E	\$32,888	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535
F	\$33,882	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892
G	\$34,890	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303
H	\$35,939	\$37,027	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755
I	\$37,027	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247
J	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779
K	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365
L	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991
M	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671
N	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405
O	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192

RANGE												
STEP	25	26	27	28	29	30	31	32	33	34	35	36
A	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671
B	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405
C	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192
D	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020
E	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915
F	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864
G	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867
H	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936
I	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060
J	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251
K	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508
L	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508	\$79,834
M	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508	\$79,834	\$82,239
N	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508	\$79,834	\$82,239	\$84,699
O	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508	\$79,834	\$82,239	\$84,699	\$87,239

FY 2026 EASMC-ESP 10-MONTH 7-HOUR BUS DRIVER & ATTENDANTS

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$21,961	\$22,620	\$23,305	\$24,004	\$24,716	\$25,455	\$26,221	\$27,014	\$27,821	\$28,654
B			\$22,620	\$23,305	\$24,004	\$24,716	\$25,455	\$26,221	\$27,014	\$27,821	\$28,654	\$29,514
C			\$23,305	\$24,004	\$24,716	\$25,455	\$26,221	\$27,014	\$27,821	\$28,654	\$29,514	\$30,401
D			\$24,004	\$24,716	\$25,455	\$26,221	\$27,014	\$27,821	\$28,654	\$29,514	\$30,401	\$31,315
E			\$24,716	\$25,455	\$26,221	\$27,014	\$27,821	\$28,654	\$29,514	\$30,401	\$31,315	\$32,256
F			\$25,455	\$26,221	\$27,014	\$27,821	\$28,654	\$29,514	\$30,401	\$31,315	\$32,256	\$33,224
G			\$26,221	\$27,014	\$27,821	\$28,654	\$29,514	\$30,401	\$31,315	\$32,256	\$33,224	\$34,218
H			\$27,014	\$27,821	\$28,654	\$29,514	\$30,401	\$31,315	\$32,256	\$33,224	\$34,218	\$35,240
I			\$27,821	\$28,654	\$29,514	\$30,401	\$31,315	\$32,256	\$33,224	\$34,218	\$35,240	\$36,301
J			\$28,654	\$29,514	\$30,401	\$31,315	\$32,256	\$33,224	\$34,218	\$35,240	\$36,301	\$37,390
K			\$29,514	\$30,401	\$31,315	\$32,256	\$33,224	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506
L			\$30,401	\$31,315	\$32,256	\$33,224	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661
M			\$31,315	\$32,256	\$33,224	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858
N			\$32,256	\$33,224	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858	\$42,081
O			\$33,224	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858	\$42,081	\$43,344

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$29,514	\$30,401	\$31,315	\$32,256	\$33,224	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858
B	\$30,401	\$31,315	\$32,256	\$33,224	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858	\$42,081
C	\$31,315	\$32,256	\$33,224	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858	\$42,081	\$43,344
D	\$32,256	\$33,224	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858	\$42,081	\$43,344	\$44,648
E	\$33,224	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858	\$42,081	\$43,344	\$44,648	\$45,978
F	\$34,218	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858	\$42,081	\$43,344	\$44,648	\$45,978	\$47,363
G	\$35,240	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858	\$42,081	\$43,344	\$44,648	\$45,978	\$47,363	\$48,787
H	\$36,301	\$37,390	\$38,506	\$39,661	\$40,858	\$42,081	\$43,344	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252
I	\$37,390	\$38,506	\$39,661	\$40,858	\$42,081	\$43,344	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757
J	\$38,506	\$39,661	\$40,858	\$42,081	\$43,344	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303
K	\$39,661	\$40,858	\$42,081	\$43,344	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902
L	\$40,858	\$42,081	\$43,344	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556
M	\$42,081	\$43,344	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249
N	\$43,344	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996
O	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996	\$61,797

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$42,081	\$43,344	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996
B	\$43,344	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996	\$61,797
C	\$44,648	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996	\$61,797	\$63,652
D	\$45,978	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996	\$61,797	\$63,652	\$65,560
E	\$47,363	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996	\$61,797	\$63,652	\$65,560	\$67,523
F	\$48,787	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996	\$61,797	\$63,652	\$65,560	\$67,523	\$69,552
G	\$50,252	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996	\$61,797	\$63,652	\$65,560	\$67,523	\$69,552	\$71,635
H	\$51,757	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996	\$61,797	\$63,652	\$65,560	\$67,523	\$69,552	\$71,635	\$73,786
I	\$53,303	\$54,902	\$56,556	\$58,249	\$59,996	\$61,797	\$63,652	\$65,560	\$67,523	\$69,552	\$71,635	\$73,786	\$76,003
J	\$54,902	\$56,556	\$58,249	\$59,996	\$61,797	\$63,652	\$65,560	\$67,523	\$69,552	\$71,635	\$73,786	\$76,003	\$78,288
K	\$56,556	\$58,249	\$59,996	\$61,797	\$63,652	\$65,560	\$67,523	\$69,552	\$71,635	\$73,786	\$76,003	\$78,288	\$80,627
L	\$58,249	\$59,996	\$61,797	\$63,652	\$65,560	\$67,523	\$69,552	\$71,635	\$73,786	\$76,003	\$78,288	\$80,627	\$83,046
M	\$59,996	\$61,797	\$63,652	\$65,560	\$67,523	\$69,552	\$71,635	\$73,786	\$76,003	\$78,288	\$80,627	\$83,046	\$85,546
N	\$61,797	\$63,652	\$65,560	\$67,523	\$69,552	\$71,635	\$73,786	\$76,003	\$78,288	\$80,627	\$83,046	\$85,546	\$88,113
O	\$63,652	\$65,560	\$67,523	\$69,552	\$71,635	\$73,786	\$76,003	\$78,288	\$80,627	\$83,046	\$85,546	\$88,113	\$90,747

FY 2027 EASMC-ESP 10-MONTH 7-HOUR BUS DRIVER & ATTENDANTS

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$22,391	\$23,063	\$23,762	\$24,474	\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219
B			\$23,063	\$23,762	\$24,474	\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106
C			\$23,762	\$24,474	\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006
D			\$24,474	\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933
E			\$25,213	\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888
F			\$25,966	\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882
G			\$26,746	\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890
H			\$27,552	\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939
I			\$28,372	\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,014
J			\$29,219	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,014	\$38,129
K			\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272
L			\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454
M			\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664
N			\$32,888	\$33,882	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914
O			\$33,882	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$30,106	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664
B	\$31,006	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914
C	\$31,933	\$32,888	\$33,882	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204
D	\$32,888	\$33,882	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535
E	\$33,882	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892
F	\$34,890	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303
G	\$35,939	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755
H	\$37,014	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247
I	\$38,129	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779
J	\$39,272	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365
K	\$40,454	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991
L	\$41,664	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671
M	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405
N	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192
O	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$42,914	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192
B	\$44,204	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020
C	\$45,535	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915
D	\$46,892	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864
E	\$48,303	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867
F	\$49,755	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936
G	\$51,247	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060
H	\$52,779	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251
I	\$54,365	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508
J	\$55,991	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508	\$79,834
K	\$57,671	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508	\$79,834	\$82,226
L	\$59,405	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508	\$79,834	\$82,226	\$84,699
M	\$61,192	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508	\$79,834	\$82,226	\$84,699	\$87,239
N	\$63,020	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508	\$79,834	\$82,226	\$84,699	\$87,239	\$89,860
O	\$64,915	\$66,864	\$68,867	\$70,936	\$73,060	\$75,251	\$77,508	\$79,834	\$82,226	\$84,699	\$87,239	\$89,860	\$92,548

FY 2028 EASMC-ESP 10-MONTH 7-HOUR BUS DRIVER & ATTENDANTS

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	12
A			\$22,848	\$23,533	\$24,246	\$24,972	\$25,711	\$26,490	\$27,283	\$28,103	\$28,950	\$29,810
B			\$23,533	\$24,246	\$24,972	\$25,711	\$26,490	\$27,283	\$28,103	\$28,950	\$29,810	\$30,710
C			\$24,246	\$24,972	\$25,711	\$26,490	\$27,283	\$28,103	\$28,950	\$29,810	\$30,710	\$31,624
D			\$24,972	\$25,711	\$26,490	\$27,283	\$28,103	\$28,950	\$29,810	\$30,710	\$31,624	\$32,579
E			\$25,711	\$26,490	\$27,283	\$28,103	\$28,950	\$29,810	\$30,710	\$31,624	\$32,579	\$33,560
F			\$26,490	\$27,283	\$28,103	\$28,950	\$29,810	\$30,710	\$31,624	\$32,579	\$33,560	\$34,554
G			\$27,283	\$28,103	\$28,950	\$29,810	\$30,710	\$31,624	\$32,579	\$33,560	\$34,554	\$35,603
H			\$28,103	\$28,950	\$29,810	\$30,710	\$31,624	\$32,579	\$33,560	\$34,554	\$35,603	\$36,664
I			\$28,950	\$29,810	\$30,710	\$31,624	\$32,579	\$33,560	\$34,554	\$35,603	\$36,664	\$37,766
J			\$29,810	\$30,710	\$31,624	\$32,579	\$33,560	\$34,554	\$35,603	\$36,664	\$37,766	\$38,895
K			\$30,710	\$31,624	\$32,579	\$33,560	\$34,554	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065
L			\$31,624	\$32,579	\$33,560	\$34,554	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261
M			\$32,579	\$33,560	\$34,554	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511
N			\$33,560	\$34,554	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511	\$43,774
O			\$34,554	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511	\$43,774	\$45,091

STEP	RANGE											
	13	14	15	16	17	18	19	20	21	22	23	24
A	\$30,710	\$31,624	\$32,579	\$33,560	\$34,554	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511
B	\$31,624	\$32,579	\$33,560	\$34,554	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511	\$43,774
C	\$32,579	\$33,560	\$34,554	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511	\$43,774	\$45,091
D	\$33,560	\$34,554	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511	\$43,774	\$45,091	\$46,449
E	\$34,554	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511	\$43,774	\$45,091	\$46,449	\$47,833
F	\$35,603	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511	\$43,774	\$45,091	\$46,449	\$47,833	\$49,271
G	\$36,664	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511	\$43,774	\$45,091	\$46,449	\$47,833	\$49,271	\$50,749
H	\$37,766	\$38,895	\$40,065	\$41,261	\$42,511	\$43,774	\$45,091	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268
I	\$38,895	\$40,065	\$41,261	\$42,511	\$43,774	\$45,091	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841
J	\$40,065	\$41,261	\$42,511	\$43,774	\$45,091	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453
K	\$41,261	\$42,511	\$43,774	\$45,091	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120
L	\$42,511	\$43,774	\$45,091	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840
M	\$43,774	\$45,091	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601
N	\$45,091	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415
O	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415	\$64,297

STEP	RANGE												
	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$43,774	\$45,091	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415
B	\$45,091	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415	\$64,297
C	\$46,449	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415	\$64,297	\$66,219
D	\$47,833	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415	\$64,297	\$66,219	\$68,208
E	\$49,271	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415	\$64,297	\$66,219	\$68,208	\$70,251
F	\$50,749	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415	\$64,297	\$66,219	\$68,208	\$70,251	\$72,361
G	\$52,268	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415	\$64,297	\$66,219	\$68,208	\$70,251	\$72,361	\$74,525
H	\$53,841	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415	\$64,297	\$66,219	\$68,208	\$70,251	\$72,361	\$74,525	\$76,769
I	\$55,453	\$57,120	\$58,840	\$60,601	\$62,415	\$64,297	\$66,219	\$68,208	\$70,251	\$72,361	\$74,525	\$76,769	\$79,068
J	\$57,120	\$58,840	\$60,601	\$62,415	\$64,297	\$66,219	\$68,208	\$70,251	\$72,361	\$74,525	\$76,769	\$79,068	\$81,446
K	\$58,840	\$60,601	\$62,415	\$64,297	\$66,219	\$68,208	\$70,251	\$72,361	\$74,525	\$76,769	\$79,068	\$81,446	\$83,879
L	\$60,601	\$62,415	\$64,297	\$66,219	\$68,208	\$70,251	\$72,361	\$74,525	\$76,769	\$79,068	\$81,446	\$83,879	\$86,406
M	\$62,415	\$64,297	\$66,219	\$68,208	\$70,251	\$72,361	\$74,525	\$76,769	\$79,068	\$81,446	\$83,879	\$86,406	\$89,000
N	\$64,297	\$66,219	\$68,208	\$70,251	\$72,361	\$74,525	\$76,769	\$79,068	\$81,446	\$83,879	\$86,406	\$89,000	\$91,661
O	\$66,219	\$68,208	\$70,251	\$72,361	\$74,525	\$76,769	\$79,068	\$81,446	\$83,879	\$86,406	\$89,000	\$91,661	\$94,416

FY 2025 EASMC-ESP 10-MONTH 8-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A		\$24,508	\$25,241	\$26,005	\$26,785	\$27,581	\$28,408	\$29,266	\$30,139	\$31,044	\$31,980	\$32,932
B		\$25,241	\$26,005	\$26,785	\$27,581	\$28,408	\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914
C		\$26,005	\$26,785	\$27,581	\$28,408	\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944
D		\$26,785	\$27,581	\$28,408	\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989
E		\$27,581	\$28,408	\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066
F		\$28,408	\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173
G		\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328
H		\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498
I		\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714
J		\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978
K		\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257
L		\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583
M		\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956
N		\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956	\$48,360
O		\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956
B	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956	\$48,360
C	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811
D	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308
E	\$38,173	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853
F	\$39,328	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428
G	\$40,498	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066
H	\$41,714	\$42,978	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751
I	\$42,978	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483
J	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261
K	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102
L	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990
M	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940
N	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952
O	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027

RANGE												
STEP	25	26	27	28	29	30	31	32	33	34	35	36
A	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940
B	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952
C	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027
D	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148
E	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348
F	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610
G	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934
H	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337
I	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802
J	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344
K	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965
L	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965	\$92,664
M	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965	\$92,664	\$95,456
N	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965	\$92,664	\$95,456	\$98,311
O	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965	\$92,664	\$95,456	\$98,311	\$101,260

FY 2026 EASMC-ESP 10-MONTH 8-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$25,490	\$26,255	\$27,050	\$27,862	\$28,688	\$29,546	\$30,436	\$31,356	\$32,292	\$33,259
B			\$26,255	\$27,050	\$27,862	\$28,688	\$29,546	\$30,436	\$31,356	\$32,292	\$33,259	\$34,258
C			\$27,050	\$27,862	\$28,688	\$29,546	\$30,436	\$31,356	\$32,292	\$33,259	\$34,258	\$35,287
D			\$27,862	\$28,688	\$29,546	\$30,436	\$31,356	\$32,292	\$33,259	\$34,258	\$35,287	\$36,348
E			\$28,688	\$29,546	\$30,436	\$31,356	\$32,292	\$33,259	\$34,258	\$35,287	\$36,348	\$37,440
F			\$29,546	\$30,436	\$31,356	\$32,292	\$33,259	\$34,258	\$35,287	\$36,348	\$37,440	\$38,563
G			\$30,436	\$31,356	\$32,292	\$33,259	\$34,258	\$35,287	\$36,348	\$37,440	\$38,563	\$39,718
H			\$31,356	\$32,292	\$33,259	\$34,258	\$35,287	\$36,348	\$37,440	\$38,563	\$39,718	\$40,903
I			\$32,292	\$33,259	\$34,258	\$35,287	\$36,348	\$37,440	\$38,563	\$39,718	\$40,903	\$42,136
J			\$33,259	\$34,258	\$35,287	\$36,348	\$37,440	\$38,563	\$39,718	\$40,903	\$42,136	\$43,399
K			\$34,258	\$35,287	\$36,348	\$37,440	\$38,563	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694
L			\$35,287	\$36,348	\$37,440	\$38,563	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036
M			\$36,348	\$37,440	\$38,563	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424
N			\$37,440	\$38,563	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424	\$48,844
O			\$38,563	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424	\$48,844	\$50,310

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$34,258	\$35,287	\$36,348	\$37,440	\$38,563	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424
B	\$35,287	\$36,348	\$37,440	\$38,563	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424	\$48,844
C	\$36,348	\$37,440	\$38,563	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424	\$48,844	\$50,310
D	\$37,440	\$38,563	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424	\$48,844	\$50,310	\$51,823
E	\$38,563	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424	\$48,844	\$50,310	\$51,823	\$53,368
F	\$39,718	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424	\$48,844	\$50,310	\$51,823	\$53,368	\$54,974
G	\$40,903	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424	\$48,844	\$50,310	\$51,823	\$53,368	\$54,974	\$56,628
H	\$42,136	\$43,399	\$44,694	\$46,036	\$47,424	\$48,844	\$50,310	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328
I	\$43,399	\$44,694	\$46,036	\$47,424	\$48,844	\$50,310	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076
J	\$44,694	\$46,036	\$47,424	\$48,844	\$50,310	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870
K	\$46,036	\$47,424	\$48,844	\$50,310	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726
L	\$47,424	\$48,844	\$50,310	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645
M	\$48,844	\$50,310	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610
N	\$50,310	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638
O	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638	\$71,729

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$48,844	\$50,310	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638
B	\$50,310	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638	\$71,729
C	\$51,823	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638	\$71,729	\$73,882
D	\$53,368	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638	\$71,729	\$73,882	\$76,097
E	\$54,974	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638	\$71,729	\$73,882	\$76,097	\$78,374
F	\$56,628	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638	\$71,729	\$73,882	\$76,097	\$78,374	\$80,730
G	\$58,328	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638	\$71,729	\$73,882	\$76,097	\$78,374	\$80,730	\$83,148
H	\$60,076	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638	\$71,729	\$73,882	\$76,097	\$78,374	\$80,730	\$83,148	\$85,644
I	\$61,870	\$63,726	\$65,645	\$67,610	\$69,638	\$71,729	\$73,882	\$76,097	\$78,374	\$80,730	\$83,148	\$85,644	\$88,218
J	\$63,726	\$65,645	\$67,610	\$69,638	\$71,729	\$73,882	\$76,097	\$78,374	\$80,730	\$83,148	\$85,644	\$88,218	\$90,870
K	\$65,645	\$67,610	\$69,638	\$71,729	\$73,882	\$76,097	\$78,374	\$80,730	\$83,148	\$85,644	\$88,218	\$90,870	\$93,584
L	\$67,610	\$69,638	\$71,729	\$73,882	\$76,097	\$78,374	\$80,730	\$83,148	\$85,644	\$88,218	\$90,870	\$93,584	\$96,392
M	\$69,638	\$71,729	\$73,882	\$76,097	\$78,374	\$80,730	\$83,148	\$85,644	\$88,218	\$90,870	\$93,584	\$96,392	\$99,294
N	\$71,729	\$73,882	\$76,097	\$78,374	\$80,730	\$83,148	\$85,644	\$88,218	\$90,870	\$93,584	\$96,392	\$99,294	\$102,274
O	\$73,882	\$76,097	\$78,374	\$80,730	\$83,148	\$85,644	\$88,218	\$90,870	\$93,584	\$96,392	\$99,294	\$102,274	\$105,331

FY 2027 EASMC-ESP 10-MONTH 8-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$25,990	\$26,770	\$27,581	\$28,408	\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914
B			\$26,770	\$27,581	\$28,408	\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944
C			\$27,581	\$28,408	\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989
D			\$28,408	\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066
E			\$29,266	\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173
F			\$30,139	\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328
G			\$31,044	\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498
H			\$31,980	\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714
I			\$32,932	\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,962
J			\$33,914	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,962	\$44,257
K			\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583
L			\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956
M			\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360
N			\$38,173	\$39,328	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811
O			\$39,328	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$34,944	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360
B	\$35,989	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811
C	\$37,066	\$38,173	\$39,328	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308
D	\$38,173	\$39,328	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853
E	\$39,328	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428
F	\$40,498	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066
G	\$41,714	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751
H	\$42,962	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483
I	\$44,257	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261
J	\$45,583	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102
K	\$46,956	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990
L	\$48,360	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940
M	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952
N	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027
O	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$49,811	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027
B	\$51,308	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148
C	\$52,853	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348
D	\$54,428	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610
E	\$56,066	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934
F	\$57,751	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337
G	\$59,483	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802
H	\$61,261	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344
I	\$63,102	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965
J	\$64,990	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965	\$92,664
K	\$66,940	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965	\$92,664	\$95,441
L	\$68,952	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965	\$92,664	\$95,441	\$98,311
M	\$71,027	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965	\$92,664	\$95,441	\$98,311	\$101,260
N	\$73,148	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965	\$92,664	\$95,441	\$98,311	\$101,260	\$104,302
O	\$75,348	\$77,610	\$79,934	\$82,337	\$84,802	\$87,344	\$89,965	\$92,664	\$95,441	\$98,311	\$101,260	\$104,302	\$107,422

FY 2028 EASMC-ESP 10-MONTH 8-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$26,520	\$27,316	\$28,142	\$28,985	\$29,843	\$30,748	\$31,668	\$32,620	\$33,602	\$34,601
B			\$27,316	\$28,142	\$28,985	\$29,843	\$30,748	\$31,668	\$32,620	\$33,602	\$34,601	\$35,646
C			\$28,142	\$28,985	\$29,843	\$30,748	\$31,668	\$32,620	\$33,602	\$34,601	\$35,646	\$36,707
D			\$28,985	\$29,843	\$30,748	\$31,668	\$32,620	\$33,602	\$34,601	\$35,646	\$36,707	\$37,814
E			\$29,843	\$30,748	\$31,668	\$32,620	\$33,602	\$34,601	\$35,646	\$36,707	\$37,814	\$38,953
F			\$30,748	\$31,668	\$32,620	\$33,602	\$34,601	\$35,646	\$36,707	\$37,814	\$38,953	\$40,108
G			\$31,668	\$32,620	\$33,602	\$34,601	\$35,646	\$36,707	\$37,814	\$38,953	\$40,108	\$41,324
H			\$32,620	\$33,602	\$34,601	\$35,646	\$36,707	\$37,814	\$38,953	\$40,108	\$41,324	\$42,557
I			\$33,602	\$34,601	\$35,646	\$36,707	\$37,814	\$38,953	\$40,108	\$41,324	\$42,557	\$43,836
J			\$34,601	\$35,646	\$36,707	\$37,814	\$38,953	\$40,108	\$41,324	\$42,557	\$43,836	\$45,146
K			\$35,646	\$36,707	\$37,814	\$38,953	\$40,108	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504
L			\$36,707	\$37,814	\$38,953	\$40,108	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892
M			\$37,814	\$38,953	\$40,108	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343
N			\$38,953	\$40,108	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343	\$50,809
O			\$40,108	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343	\$50,809	\$52,338

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$35,646	\$36,707	\$37,814	\$38,953	\$40,108	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343
B	\$36,707	\$37,814	\$38,953	\$40,108	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343	\$50,809
C	\$37,814	\$38,953	\$40,108	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343	\$50,809	\$52,338
D	\$38,953	\$40,108	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343	\$50,809	\$52,338	\$53,914
E	\$40,108	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343	\$50,809	\$52,338	\$53,914	\$55,520
F	\$41,324	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343	\$50,809	\$52,338	\$53,914	\$55,520	\$57,190
G	\$42,557	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343	\$50,809	\$52,338	\$53,914	\$55,520	\$57,190	\$58,906
H	\$43,836	\$45,146	\$46,504	\$47,892	\$49,343	\$50,809	\$52,338	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668
I	\$45,146	\$46,504	\$47,892	\$49,343	\$50,809	\$52,338	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494
J	\$46,504	\$47,892	\$49,343	\$50,809	\$52,338	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366
K	\$47,892	\$49,343	\$50,809	\$52,338	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300
L	\$49,343	\$50,809	\$52,338	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297
M	\$50,809	\$52,338	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340
N	\$52,338	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446
O	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446	\$74,630

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$50,809	\$52,338	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446
B	\$52,338	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446	\$74,630
C	\$53,914	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446	\$74,630	\$76,861
D	\$55,520	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446	\$74,630	\$76,861	\$79,170
E	\$57,190	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446	\$74,630	\$76,861	\$79,170	\$81,541
F	\$58,906	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446	\$74,630	\$76,861	\$79,170	\$81,541	\$83,990
G	\$60,668	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446	\$74,630	\$76,861	\$79,170	\$81,541	\$83,990	\$86,502
H	\$62,494	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446	\$74,630	\$76,861	\$79,170	\$81,541	\$83,990	\$86,502	\$89,107
I	\$64,366	\$66,300	\$68,297	\$70,340	\$72,446	\$74,630	\$76,861	\$79,170	\$81,541	\$83,990	\$86,502	\$89,107	\$91,775
J	\$66,300	\$68,297	\$70,340	\$72,446	\$74,630	\$76,861	\$79,170	\$81,541	\$83,990	\$86,502	\$89,107	\$91,775	\$94,536
K	\$68,297	\$70,340	\$72,446	\$74,630	\$76,861	\$79,170	\$81,541	\$83,990	\$86,502	\$89,107	\$91,775	\$94,536	\$97,360
L	\$70,340	\$72,446	\$74,630	\$76,861	\$79,170	\$81,541	\$83,990	\$86,502	\$89,107	\$91,775	\$94,536	\$97,360	\$100,292
M	\$72,446	\$74,630	\$76,861	\$79,170	\$81,541	\$83,990	\$86,502	\$89,107	\$91,775	\$94,536	\$97,360	\$100,292	\$103,303
N	\$74,630	\$76,861	\$79,170	\$81,541	\$83,990	\$86,502	\$89,107	\$91,775	\$94,536	\$97,360	\$100,292	\$103,303	\$106,392
O	\$76,861	\$79,170	\$81,541	\$83,990	\$86,502	\$89,107	\$91,775	\$94,536	\$97,360	#####	\$103,303	\$106,392	\$109,590

FY 2025 EASMC-ESP 10-MONTH 7-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A		\$21,444	\$22,086	\$22,755	\$23,437	\$24,133	\$24,857	\$25,607	\$26,372	\$27,164	\$27,983	\$28,815
B		\$22,086	\$22,755	\$23,437	\$24,133	\$24,857	\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675
C		\$22,755	\$23,437	\$24,133	\$24,857	\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576
D		\$23,437	\$24,133	\$24,857	\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491
E		\$24,133	\$24,857	\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432
F		\$24,857	\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402
G		\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412
H		\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435
I		\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500
J		\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606
K		\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725
L		\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885
M		\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087
N		\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087	\$42,315
O		\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087
B	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087	\$42,315
C	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584
D	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895
E	\$33,402	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246
F	\$34,412	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625
G	\$35,435	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058
H	\$36,500	\$37,606	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532
I	\$37,606	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047
J	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604
K	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214
L	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866
M	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572
N	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333
O	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148

RANGE												
STEP	25	26	27	28	29	30	31	32	33	34	35	36
A	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572
B	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333
C	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148
D	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005
E	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930
F	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909
G	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943
H	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045
I	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201
J	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426
K	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720
L	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720	\$81,081
M	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720	\$81,081	\$83,524
N	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720	\$81,081	\$83,524	\$86,022
O	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720	\$81,081	\$83,524	\$86,022	\$88,602

FY 2026 EASMC-ESP 10-MONTH 7-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$22,304	\$22,973	\$23,669	\$24,379	\$25,102	\$25,853	\$26,631	\$27,437	\$28,256	\$29,102
B			\$22,973	\$23,669	\$24,379	\$25,102	\$25,853	\$26,631	\$27,437	\$28,256	\$29,102	\$29,975
C			\$23,669	\$24,379	\$25,102	\$25,853	\$26,631	\$27,437	\$28,256	\$29,102	\$29,975	\$30,876
D			\$24,379	\$25,102	\$25,853	\$26,631	\$27,437	\$28,256	\$29,102	\$29,975	\$30,876	\$31,805
E			\$25,102	\$25,853	\$26,631	\$27,437	\$28,256	\$29,102	\$29,975	\$30,876	\$31,805	\$32,760
F			\$25,853	\$26,631	\$27,437	\$28,256	\$29,102	\$29,975	\$30,876	\$31,805	\$32,760	\$33,743
G			\$26,631	\$27,437	\$28,256	\$29,102	\$29,975	\$30,876	\$31,805	\$32,760	\$33,743	\$34,753
H			\$27,437	\$28,256	\$29,102	\$29,975	\$30,876	\$31,805	\$32,760	\$33,743	\$34,753	\$35,790
I			\$28,256	\$29,102	\$29,975	\$30,876	\$31,805	\$32,760	\$33,743	\$34,753	\$35,790	\$36,869
J			\$29,102	\$29,975	\$30,876	\$31,805	\$32,760	\$33,743	\$34,753	\$35,790	\$36,869	\$37,974
K			\$29,975	\$30,876	\$31,805	\$32,760	\$33,743	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107
L			\$30,876	\$31,805	\$32,760	\$33,743	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281
M			\$31,805	\$32,760	\$33,743	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496
N			\$32,760	\$33,743	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496	\$42,738
O			\$33,743	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496	\$42,738	\$44,021

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$29,975	\$30,876	\$31,805	\$32,760	\$33,743	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496
B	\$30,876	\$31,805	\$32,760	\$33,743	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496	\$42,738
C	\$31,805	\$32,760	\$33,743	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496	\$42,738	\$44,021
D	\$32,760	\$33,743	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496	\$42,738	\$44,021	\$45,345
E	\$33,743	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496	\$42,738	\$44,021	\$45,345	\$46,697
F	\$34,753	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496	\$42,738	\$44,021	\$45,345	\$46,697	\$48,103
G	\$35,790	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496	\$42,738	\$44,021	\$45,345	\$46,697	\$48,103	\$49,550
H	\$36,869	\$37,974	\$39,107	\$40,281	\$41,496	\$42,738	\$44,021	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037
I	\$37,974	\$39,107	\$40,281	\$41,496	\$42,738	\$44,021	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566
J	\$39,107	\$40,281	\$41,496	\$42,738	\$44,021	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136
K	\$40,281	\$41,496	\$42,738	\$44,021	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760
L	\$41,496	\$42,738	\$44,021	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439
M	\$42,738	\$44,021	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159
N	\$44,021	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934
O	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934	\$62,763

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$42,738	\$44,021	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934
B	\$44,021	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934	\$62,763
C	\$45,345	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934	\$62,763	\$64,646
D	\$46,697	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934	\$62,763	\$64,646	\$66,585
E	\$48,103	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934	\$62,763	\$64,646	\$66,585	\$68,578
F	\$49,550	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934	\$62,763	\$64,646	\$66,585	\$68,578	\$70,639
G	\$51,037	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934	\$62,763	\$64,646	\$66,585	\$68,578	\$70,639	\$72,755
H	\$52,566	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934	\$62,763	\$64,646	\$66,585	\$68,578	\$70,639	\$72,755	\$74,939
I	\$54,136	\$55,760	\$57,439	\$59,159	\$60,934	\$62,763	\$64,646	\$66,585	\$68,578	\$70,639	\$72,755	\$74,939	\$77,191
J	\$55,760	\$57,439	\$59,159	\$60,934	\$62,763	\$64,646	\$66,585	\$68,578	\$70,639	\$72,755	\$74,939	\$77,191	\$79,511
K	\$57,439	\$59,159	\$60,934	\$62,763	\$64,646	\$66,585	\$68,578	\$70,639	\$72,755	\$74,939	\$77,191	\$79,511	\$81,886
L	\$59,159	\$60,934	\$62,763	\$64,646	\$66,585	\$68,578	\$70,639	\$72,755	\$74,939	\$77,191	\$79,511	\$81,886	\$84,343
M	\$60,934	\$62,763	\$64,646	\$66,585	\$68,578	\$70,639	\$72,755	\$74,939	\$77,191	\$79,511	\$81,886	\$84,343	\$86,882
N	\$62,763	\$64,646	\$66,585	\$68,578	\$70,639	\$72,755	\$74,939	\$77,191	\$79,511	\$81,886	\$84,343	\$86,882	\$89,489
O	\$64,646	\$66,585	\$68,578	\$70,639	\$72,755	\$74,939	\$77,191	\$79,511	\$81,886	\$84,343	\$86,882	\$89,489	\$92,165

FY 2027 EASMC-ESP 10-MONTH 7-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$22,741	\$23,423	\$24,133	\$24,857	\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675
B			\$23,423	\$24,133	\$24,857	\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576
C			\$24,133	\$24,857	\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491
D			\$24,857	\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432
E			\$25,607	\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402
F			\$26,372	\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412
G			\$27,164	\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435
H			\$27,983	\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500
I			\$28,815	\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,592
J			\$29,675	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,592	\$38,725
K			\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885
L			\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087
M			\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315
N			\$33,402	\$34,412	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584
O			\$34,412	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$30,576	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315
B	\$31,491	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584
C	\$32,432	\$33,402	\$34,412	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895
D	\$33,402	\$34,412	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246
E	\$34,412	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625
F	\$35,435	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058
G	\$36,500	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532
H	\$37,592	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047
I	\$38,725	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604
J	\$39,885	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214
K	\$41,087	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866
L	\$42,315	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572
M	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333
N	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148
O	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$43,584	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148
B	\$44,895	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005
C	\$46,246	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930
D	\$47,625	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909
E	\$49,058	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943
F	\$50,532	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045
G	\$52,047	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201
H	\$53,604	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426
I	\$55,214	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720
J	\$56,866	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720	\$81,081
K	\$58,572	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720	\$81,081	\$83,511
L	\$60,333	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720	\$81,081	\$83,511	\$86,022
M	\$62,148	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720	\$81,081	\$83,511	\$86,022	\$88,602
N	\$64,005	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720	\$81,081	\$83,511	\$86,022	\$88,602	\$91,264
O	\$65,930	\$67,909	\$69,943	\$72,045	\$74,201	\$76,426	\$78,720	\$81,081	\$83,511	\$86,022	\$88,602	\$91,264	\$93,994

FY 2028 EASMC-ESP 10-MONTH 7-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$23,205	\$23,901	\$24,625	\$25,362	\$26,112	\$26,904	\$27,710	\$28,542	\$29,402	\$30,276
B			\$23,901	\$24,625	\$25,362	\$26,112	\$26,904	\$27,710	\$28,542	\$29,402	\$30,276	\$31,190
C			\$24,625	\$25,362	\$26,112	\$26,904	\$27,710	\$28,542	\$29,402	\$30,276	\$31,190	\$32,118
D			\$25,362	\$26,112	\$26,904	\$27,710	\$28,542	\$29,402	\$30,276	\$31,190	\$32,118	\$33,088
E			\$26,112	\$26,904	\$27,710	\$28,542	\$29,402	\$30,276	\$31,190	\$32,118	\$33,088	\$34,084
F			\$26,904	\$27,710	\$28,542	\$29,402	\$30,276	\$31,190	\$32,118	\$33,088	\$34,084	\$35,094
G			\$27,710	\$28,542	\$29,402	\$30,276	\$31,190	\$32,118	\$33,088	\$34,084	\$35,094	\$36,159
H			\$28,542	\$29,402	\$30,276	\$31,190	\$32,118	\$33,088	\$34,084	\$35,094	\$36,159	\$37,237
I			\$29,402	\$30,276	\$31,190	\$32,118	\$33,088	\$34,084	\$35,094	\$36,159	\$37,237	\$38,357
J			\$30,276	\$31,190	\$32,118	\$33,088	\$34,084	\$35,094	\$36,159	\$37,237	\$38,357	\$39,503
K			\$31,190	\$32,118	\$33,088	\$34,084	\$35,094	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691
L			\$32,118	\$33,088	\$34,084	\$35,094	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906
M			\$33,088	\$34,084	\$35,094	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175
N			\$34,084	\$35,094	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175	\$44,458
O			\$35,094	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175	\$44,458	\$45,796

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$31,190	\$32,118	\$33,088	\$34,084	\$35,094	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175
B	\$32,118	\$33,088	\$34,084	\$35,094	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175	\$44,458
C	\$33,088	\$34,084	\$35,094	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175	\$44,458	\$45,796
D	\$34,084	\$35,094	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175	\$44,458	\$45,796	\$47,174
E	\$35,094	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175	\$44,458	\$45,796	\$47,174	\$48,580
F	\$36,159	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175	\$44,458	\$45,796	\$47,174	\$48,580	\$50,041
G	\$37,237	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175	\$44,458	\$45,796	\$47,174	\$48,580	\$50,041	\$51,542
H	\$38,357	\$39,503	\$40,691	\$41,906	\$43,175	\$44,458	\$45,796	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085
I	\$39,503	\$40,691	\$41,906	\$43,175	\$44,458	\$45,796	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682
J	\$40,691	\$41,906	\$43,175	\$44,458	\$45,796	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320
K	\$41,906	\$43,175	\$44,458	\$45,796	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013
L	\$43,175	\$44,458	\$45,796	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760
M	\$44,458	\$45,796	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548
N	\$45,796	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391
O	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391	\$65,302

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$44,458	\$45,796	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391
B	\$45,796	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391	\$65,302
C	\$47,174	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391	\$65,302	\$67,254
D	\$48,580	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391	\$65,302	\$67,254	\$69,274
E	\$50,041	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391	\$65,302	\$67,254	\$69,274	\$71,349
F	\$51,542	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391	\$65,302	\$67,254	\$69,274	\$71,349	\$73,492
G	\$53,085	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391	\$65,302	\$67,254	\$69,274	\$71,349	\$73,492	\$75,689
H	\$54,682	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391	\$65,302	\$67,254	\$69,274	\$71,349	\$73,492	\$75,689	\$77,969
I	\$56,320	\$58,013	\$59,760	\$61,548	\$63,391	\$65,302	\$67,254	\$69,274	\$71,349	\$73,492	\$75,689	\$77,969	\$80,303
J	\$58,013	\$59,760	\$61,548	\$63,391	\$65,302	\$67,254	\$69,274	\$71,349	\$73,492	\$75,689	\$77,969	\$80,303	\$82,719
K	\$59,760	\$61,548	\$63,391	\$65,302	\$67,254	\$69,274	\$71,349	\$73,492	\$75,689	\$77,969	\$80,303	\$82,719	\$85,190
L	\$61,548	\$63,391	\$65,302	\$67,254	\$69,274	\$71,349	\$73,492	\$75,689	\$77,969	\$80,303	\$82,719	\$85,190	\$87,756
M	\$63,391	\$65,302	\$67,254	\$69,274	\$71,349	\$73,492	\$75,689	\$77,969	\$80,303	\$82,719	\$85,190	\$87,756	\$90,390
N	\$65,302	\$67,254	\$69,274	\$71,349	\$73,492	\$75,689	\$77,969	\$80,303	\$82,719	\$85,190	\$87,756	\$90,390	\$93,093
O	\$67,254	\$69,274	\$71,349	\$73,492	\$75,689	\$77,969	\$80,303	\$82,719	\$85,190	\$87,756	\$90,390	\$93,093	\$95,891

FY 2025 EASMC-ESP 10-MONTH 6-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A		\$18,381	\$18,931	\$19,504	\$20,089	\$20,686	\$21,306	\$21,949	\$22,604	\$23,283	\$23,985	\$24,699
B		\$18,931	\$19,504	\$20,089	\$20,686	\$21,306	\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436
C		\$19,504	\$20,089	\$20,686	\$21,306	\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208
D		\$20,089	\$20,686	\$21,306	\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992
E		\$20,686	\$21,306	\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799
F		\$21,306	\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630
G		\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496
H		\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373
I		\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286
J		\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234
K		\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193
L		\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187
M		\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217
N		\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217	\$36,270
O		\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217
B	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217	\$36,270
C	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358
D	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481
E	\$28,630	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640
F	\$29,496	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821
G	\$30,373	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050
H	\$31,286	\$32,234	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313
I	\$32,234	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612
J	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946
K	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327
L	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742
M	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205
N	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714
O	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270

RANGE												
STEP	25	26	27	28	29	30	31	32	33	34	35	36
A	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205
B	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714
C	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270
D	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861
E	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511
F	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208
G	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951
H	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753
I	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601
J	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508
K	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474
L	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474	\$69,498
M	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474	\$69,498	\$71,592
N	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474	\$69,498	\$71,592	\$73,733
O	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474	\$69,498	\$71,592	\$73,733	\$75,945

FY 2026 EASMC-ESP 10-MONTH 6-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$19,118	\$19,691	\$20,288	\$20,896	\$21,516	\$22,160	\$22,827	\$23,517	\$24,219	\$24,944
B			\$19,691	\$20,288	\$20,896	\$21,516	\$22,160	\$22,827	\$23,517	\$24,219	\$24,944	\$25,693
C			\$20,288	\$20,896	\$21,516	\$22,160	\$22,827	\$23,517	\$24,219	\$24,944	\$25,693	\$26,465
D			\$20,896	\$21,516	\$22,160	\$22,827	\$23,517	\$24,219	\$24,944	\$25,693	\$26,465	\$27,261
E			\$21,516	\$22,160	\$22,827	\$23,517	\$24,219	\$24,944	\$25,693	\$26,465	\$27,261	\$28,080
F			\$22,160	\$22,827	\$23,517	\$24,219	\$24,944	\$25,693	\$26,465	\$27,261	\$28,080	\$28,922
G			\$22,827	\$23,517	\$24,219	\$24,944	\$25,693	\$26,465	\$27,261	\$28,080	\$28,922	\$29,788
H			\$23,517	\$24,219	\$24,944	\$25,693	\$26,465	\$27,261	\$28,080	\$28,922	\$29,788	\$30,677
I			\$24,219	\$24,944	\$25,693	\$26,465	\$27,261	\$28,080	\$28,922	\$29,788	\$30,677	\$31,602
J			\$24,944	\$25,693	\$26,465	\$27,261	\$28,080	\$28,922	\$29,788	\$30,677	\$31,602	\$32,549
K			\$25,693	\$26,465	\$27,261	\$28,080	\$28,922	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521
L			\$26,465	\$27,261	\$28,080	\$28,922	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527
M			\$27,261	\$28,080	\$28,922	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568
N			\$28,080	\$28,922	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568	\$36,633
O			\$28,922	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568	\$36,633	\$37,733

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$25,693	\$26,465	\$27,261	\$28,080	\$28,922	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568
B	\$26,465	\$27,261	\$28,080	\$28,922	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568	\$36,633
C	\$27,261	\$28,080	\$28,922	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568	\$36,633	\$37,733
D	\$28,080	\$28,922	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568	\$36,633	\$37,733	\$38,867
E	\$28,922	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568	\$36,633	\$37,733	\$38,867	\$40,026
F	\$29,788	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568	\$36,633	\$37,733	\$38,867	\$40,026	\$41,231
G	\$30,677	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568	\$36,633	\$37,733	\$38,867	\$40,026	\$41,231	\$42,471
H	\$31,602	\$32,549	\$33,521	\$34,527	\$35,568	\$36,633	\$37,733	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746
I	\$32,549	\$33,521	\$34,527	\$35,568	\$36,633	\$37,733	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057
J	\$33,521	\$34,527	\$35,568	\$36,633	\$37,733	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402
K	\$34,527	\$35,568	\$36,633	\$37,733	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795
L	\$35,568	\$36,633	\$37,733	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234
M	\$36,633	\$37,733	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708
N	\$37,733	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229
O	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229	\$53,797

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$36,633	\$37,733	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229
B	\$37,733	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229	\$53,797
C	\$38,867	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229	\$53,797	\$55,411
D	\$40,026	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229	\$53,797	\$55,411	\$57,073
E	\$41,231	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229	\$53,797	\$55,411	\$57,073	\$58,781
F	\$42,471	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229	\$53,797	\$55,411	\$57,073	\$58,781	\$60,548
G	\$43,746	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229	\$53,797	\$55,411	\$57,073	\$58,781	\$60,548	\$62,361
H	\$45,057	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229	\$53,797	\$55,411	\$57,073	\$58,781	\$60,548	\$62,361	\$64,233
I	\$46,402	\$47,795	\$49,234	\$50,708	\$52,229	\$53,797	\$55,411	\$57,073	\$58,781	\$60,548	\$62,361	\$64,233	\$66,164
J	\$47,795	\$49,234	\$50,708	\$52,229	\$53,797	\$55,411	\$57,073	\$58,781	\$60,548	\$62,361	\$64,233	\$66,164	\$68,153
K	\$49,234	\$50,708	\$52,229	\$53,797	\$55,411	\$57,073	\$58,781	\$60,548	\$62,361	\$64,233	\$66,164	\$68,153	\$70,188
L	\$50,708	\$52,229	\$53,797	\$55,411	\$57,073	\$58,781	\$60,548	\$62,361	\$64,233	\$66,164	\$68,153	\$70,188	\$72,294
M	\$52,229	\$53,797	\$55,411	\$57,073	\$58,781	\$60,548	\$62,361	\$64,233	\$66,164	\$68,153	\$70,188	\$72,294	\$74,471
N	\$53,797	\$55,411	\$57,073	\$58,781	\$60,548	\$62,361	\$64,233	\$66,164	\$68,153	\$70,188	\$72,294	\$74,471	\$76,705
O	\$55,411	\$57,073	\$58,781	\$60,548	\$62,361	\$64,233	\$66,164	\$68,153	\$70,188	\$72,294	\$74,471	\$76,705	\$78,998

FY 2027 EASMC-ESP 10-MONTH 6-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$19,492	\$20,077	\$20,686	\$21,306	\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436
B			\$20,077	\$20,686	\$21,306	\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208
C			\$20,686	\$21,306	\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992
D			\$21,306	\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799
E			\$21,949	\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630
F			\$22,604	\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496
G			\$23,283	\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373
H			\$23,985	\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286
I			\$24,699	\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,222
J			\$25,436	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,222	\$33,193
K			\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187
L			\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217
M			\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270
N			\$28,630	\$29,496	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358
O			\$29,496	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$26,208	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270
B	\$26,992	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358
C	\$27,799	\$28,630	\$29,496	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481
D	\$28,630	\$29,496	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640
E	\$29,496	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821
F	\$30,373	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050
G	\$31,286	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313
H	\$32,222	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612
I	\$33,193	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946
J	\$34,187	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327
K	\$35,217	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742
L	\$36,270	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205
M	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714
N	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270
O	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$37,358	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270
B	\$38,481	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861
C	\$39,640	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511
D	\$40,821	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208
E	\$42,050	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951
F	\$43,313	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753
G	\$44,612	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601
H	\$45,946	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508
I	\$47,327	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474
J	\$48,742	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474	\$69,498
K	\$50,205	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474	\$69,498	\$71,581
L	\$51,714	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474	\$69,498	\$71,581	\$73,733
M	\$53,270	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474	\$69,498	\$71,581	\$73,733	\$75,945
N	\$54,861	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474	\$69,498	\$71,581	\$73,733	\$75,945	\$78,226
O	\$56,511	\$58,208	\$59,951	\$61,753	\$63,601	\$65,508	\$67,474	\$69,498	\$71,581	\$73,733	\$75,945	\$78,226	\$80,566

FY 2028 EASMC-ESP 10-MONTH 6-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$19,890	\$20,487	\$21,107	\$21,739	\$22,382	\$23,061	\$23,751	\$24,465	\$25,202	\$25,951
B			\$20,487	\$21,107	\$21,739	\$22,382	\$23,061	\$23,751	\$24,465	\$25,202	\$25,951	\$26,735
C			\$21,107	\$21,739	\$22,382	\$23,061	\$23,751	\$24,465	\$25,202	\$25,951	\$26,735	\$27,530
D			\$21,739	\$22,382	\$23,061	\$23,751	\$24,465	\$25,202	\$25,951	\$26,735	\$27,530	\$28,361
E			\$22,382	\$23,061	\$23,751	\$24,465	\$25,202	\$25,951	\$26,735	\$27,530	\$28,361	\$29,215
F			\$23,061	\$23,751	\$24,465	\$25,202	\$25,951	\$26,735	\$27,530	\$28,361	\$29,215	\$30,081
G			\$23,751	\$24,465	\$25,202	\$25,951	\$26,735	\$27,530	\$28,361	\$29,215	\$30,081	\$30,993
H			\$24,465	\$25,202	\$25,951	\$26,735	\$27,530	\$28,361	\$29,215	\$30,081	\$30,993	\$31,918
I			\$25,202	\$25,951	\$26,735	\$27,530	\$28,361	\$29,215	\$30,081	\$30,993	\$31,918	\$32,877
J			\$25,951	\$26,735	\$27,530	\$28,361	\$29,215	\$30,081	\$30,993	\$31,918	\$32,877	\$33,860
K			\$26,735	\$27,530	\$28,361	\$29,215	\$30,081	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878
L			\$27,530	\$28,361	\$29,215	\$30,081	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919
M			\$28,361	\$29,215	\$30,081	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007
N			\$29,215	\$30,081	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007	\$38,107
O			\$30,081	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007	\$38,107	\$39,254

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$26,735	\$27,530	\$28,361	\$29,215	\$30,081	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007
B	\$27,530	\$28,361	\$29,215	\$30,081	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007	\$38,107
C	\$28,361	\$29,215	\$30,081	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007	\$38,107	\$39,254
D	\$29,215	\$30,081	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007	\$38,107	\$39,254	\$40,435
E	\$30,081	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007	\$38,107	\$39,254	\$40,435	\$41,640
F	\$30,993	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007	\$38,107	\$39,254	\$40,435	\$41,640	\$42,892
G	\$31,918	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007	\$38,107	\$39,254	\$40,435	\$41,640	\$42,892	\$44,179
H	\$32,877	\$33,860	\$34,878	\$35,919	\$37,007	\$38,107	\$39,254	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501
I	\$33,860	\$34,878	\$35,919	\$37,007	\$38,107	\$39,254	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870
J	\$34,878	\$35,919	\$37,007	\$38,107	\$39,254	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274
K	\$35,919	\$37,007	\$38,107	\$39,254	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725
L	\$37,007	\$38,107	\$39,254	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223
M	\$38,107	\$39,254	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755
N	\$39,254	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335
O	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335	\$55,973

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$38,107	\$39,254	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335
B	\$39,254	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335	\$55,973
C	\$40,435	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335	\$55,973	\$57,646
D	\$41,640	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335	\$55,973	\$57,646	\$59,378
E	\$42,892	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335	\$55,973	\$57,646	\$59,378	\$61,156
F	\$44,179	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335	\$55,973	\$57,646	\$59,378	\$61,156	\$62,993
G	\$45,501	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335	\$55,973	\$57,646	\$59,378	\$61,156	\$62,993	\$64,877
H	\$46,870	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335	\$55,973	\$57,646	\$59,378	\$61,156	\$62,993	\$64,877	\$66,830
I	\$48,274	\$49,725	\$51,223	\$52,755	\$54,335	\$55,973	\$57,646	\$59,378	\$61,156	\$62,993	\$64,877	\$66,830	\$68,831
J	\$49,725	\$51,223	\$52,755	\$54,335	\$55,973	\$57,646	\$59,378	\$61,156	\$62,993	\$64,877	\$66,830	\$68,831	\$70,902
K	\$51,223	\$52,755	\$54,335	\$55,973	\$57,646	\$59,378	\$61,156	\$62,993	\$64,877	\$66,830	\$68,831	\$70,902	\$73,020
L	\$52,755	\$54,335	\$55,973	\$57,646	\$59,378	\$61,156	\$62,993	\$64,877	\$66,830	\$68,831	\$70,902	\$73,020	\$75,219
M	\$54,335	\$55,973	\$57,646	\$59,378	\$61,156	\$62,993	\$64,877	\$66,830	\$68,831	\$70,902	\$73,020	\$75,219	\$77,477
N	\$55,973	\$57,646	\$59,378	\$61,156	\$62,993	\$64,877	\$66,830	\$68,831	\$70,902	\$73,020	\$75,219	\$77,477	\$79,794
O	\$57,646	\$59,378	\$61,156	\$62,993	\$64,877	\$66,830	\$68,831	\$70,902	\$73,020	\$75,219	\$77,477	\$79,794	\$82,193

FY 2025 EASMC-ESP 10-MONTH 4-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A		\$12,254	\$12,620	\$13,003	\$13,393	\$13,790	\$14,204	\$14,633	\$15,070	\$15,522	\$15,990	\$16,466
B		\$12,620	\$13,003	\$13,393	\$13,790	\$14,204	\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957
C		\$13,003	\$13,393	\$13,790	\$14,204	\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472
D		\$13,393	\$13,790	\$14,204	\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995
E		\$13,790	\$14,204	\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533
F		\$14,204	\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087
G		\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664
H		\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249
I		\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857
J		\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489
K		\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129
L		\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792
M		\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478
N		\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478	\$24,180
O		\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478
B	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478	\$24,180
C	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905
D	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654
E	\$19,087	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426
F	\$19,664	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214
G	\$20,249	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033
H	\$20,857	\$21,489	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876
I	\$21,489	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741
J	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631
K	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551
L	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495
M	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470
N	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476
O	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513

RANGE												
STEP	25	26	27	28	29	30	31	32	33	34	35	36
A	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470
B	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476
C	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513
D	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574
E	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674
F	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805
G	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967
H	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168
I	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401
J	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672
K	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983
L	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983	\$46,332
M	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983	\$46,332	\$47,728
N	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983	\$46,332	\$47,728	\$49,156
O	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983	\$46,332	\$47,728	\$49,156	\$50,630

FY 2026 EASMC-ESP 10-MONTH 4-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$12,745	\$13,127	\$13,525	\$13,931	\$14,344	\$14,773	\$15,218	\$15,678	\$16,146	\$16,630
B			\$13,127	\$13,525	\$13,931	\$14,344	\$14,773	\$15,218	\$15,678	\$16,146	\$16,630	\$17,129
C			\$13,525	\$13,931	\$14,344	\$14,773	\$15,218	\$15,678	\$16,146	\$16,630	\$17,129	\$17,644
D			\$13,931	\$14,344	\$14,773	\$15,218	\$15,678	\$16,146	\$16,630	\$17,129	\$17,644	\$18,174
E			\$14,344	\$14,773	\$15,218	\$15,678	\$16,146	\$16,630	\$17,129	\$17,644	\$18,174	\$18,720
F			\$14,773	\$15,218	\$15,678	\$16,146	\$16,630	\$17,129	\$17,644	\$18,174	\$18,720	\$19,282
G			\$15,218	\$15,678	\$16,146	\$16,630	\$17,129	\$17,644	\$18,174	\$18,720	\$19,282	\$19,859
H			\$15,678	\$16,146	\$16,630	\$17,129	\$17,644	\$18,174	\$18,720	\$19,282	\$19,859	\$20,452
I			\$16,146	\$16,630	\$17,129	\$17,644	\$18,174	\$18,720	\$19,282	\$19,859	\$20,452	\$21,068
J			\$16,630	\$17,129	\$17,644	\$18,174	\$18,720	\$19,282	\$19,859	\$20,452	\$21,068	\$21,700
K			\$17,129	\$17,644	\$18,174	\$18,720	\$19,282	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347
L			\$17,644	\$18,174	\$18,720	\$19,282	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018
M			\$18,174	\$18,720	\$19,282	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712
N			\$18,720	\$19,282	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712	\$24,422
O			\$19,282	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712	\$24,422	\$25,155

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$17,129	\$17,644	\$18,174	\$18,720	\$19,282	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712
B	\$17,644	\$18,174	\$18,720	\$19,282	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712	\$24,422
C	\$18,174	\$18,720	\$19,282	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712	\$24,422	\$25,155
D	\$18,720	\$19,282	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712	\$24,422	\$25,155	\$25,912
E	\$19,282	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712	\$24,422	\$25,155	\$25,912	\$26,684
F	\$19,859	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712	\$24,422	\$25,155	\$25,912	\$26,684	\$27,487
G	\$20,452	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712	\$24,422	\$25,155	\$25,912	\$26,684	\$27,487	\$28,314
H	\$21,068	\$21,700	\$22,347	\$23,018	\$23,712	\$24,422	\$25,155	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164
I	\$21,700	\$22,347	\$23,018	\$23,712	\$24,422	\$25,155	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038
J	\$22,347	\$23,018	\$23,712	\$24,422	\$25,155	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935
K	\$23,018	\$23,712	\$24,422	\$25,155	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863
L	\$23,712	\$24,422	\$25,155	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822
M	\$24,422	\$25,155	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805
N	\$25,155	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819
O	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819	\$35,864

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$24,422	\$25,155	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819
B	\$25,155	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819	\$35,864
C	\$25,912	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819	\$35,864	\$36,941
D	\$26,684	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819	\$35,864	\$36,941	\$38,048
E	\$27,487	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819	\$35,864	\$36,941	\$38,048	\$39,187
F	\$28,314	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819	\$35,864	\$36,941	\$38,048	\$39,187	\$40,365
G	\$29,164	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819	\$35,864	\$36,941	\$38,048	\$39,187	\$40,365	\$41,574
H	\$30,038	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819	\$35,864	\$36,941	\$38,048	\$39,187	\$40,365	\$41,574	\$42,822
I	\$30,935	\$31,863	\$32,822	\$33,805	\$34,819	\$35,864	\$36,941	\$38,048	\$39,187	\$40,365	\$41,574	\$42,822	\$44,109
J	\$31,863	\$32,822	\$33,805	\$34,819	\$35,864	\$36,941	\$38,048	\$39,187	\$40,365	\$41,574	\$42,822	\$44,109	\$45,435
K	\$32,822	\$33,805	\$34,819	\$35,864	\$36,941	\$38,048	\$39,187	\$40,365	\$41,574	\$42,822	\$44,109	\$45,435	\$46,792
L	\$33,805	\$34,819	\$35,864	\$36,941	\$38,048	\$39,187	\$40,365	\$41,574	\$42,822	\$44,109	\$45,435	\$46,792	\$48,196
M	\$34,819	\$35,864	\$36,941	\$38,048	\$39,187	\$40,365	\$41,574	\$42,822	\$44,109	\$45,435	\$46,792	\$48,196	\$49,647
N	\$35,864	\$36,941	\$38,048	\$39,187	\$40,365	\$41,574	\$42,822	\$44,109	\$45,435	\$46,792	\$48,196	\$49,647	\$51,137
O	\$36,941	\$38,048	\$39,187	\$40,365	\$41,574	\$42,822	\$44,109	\$45,435	\$46,792	\$48,196	\$49,647	\$51,137	\$52,666

FY 2027 EASMC-ESP 10-MONTH 4-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$12,995	\$13,385	\$13,790	\$14,204	\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957
B			\$13,385	\$13,790	\$14,204	\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472
C			\$13,790	\$14,204	\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995
D			\$14,204	\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533
E			\$14,633	\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087
F			\$15,070	\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664
G			\$15,522	\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249
H			\$15,990	\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857
I			\$16,466	\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,481
J			\$16,957	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,481	\$22,129
K			\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792
L			\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478
M			\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180
N			\$19,087	\$19,664	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905
O			\$19,664	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$17,472	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180
B	\$17,995	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905
C	\$18,533	\$19,087	\$19,664	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654
D	\$19,087	\$19,664	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426
E	\$19,664	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214
F	\$20,249	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033
G	\$20,857	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876
H	\$21,481	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741
I	\$22,129	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631
J	\$22,792	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551
K	\$23,478	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495
L	\$24,180	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470
M	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476
N	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513
O	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$24,905	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513
B	\$25,654	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574
C	\$26,426	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674
D	\$27,214	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805
E	\$28,033	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967
F	\$28,876	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168
G	\$29,741	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401
H	\$30,631	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672
I	\$31,551	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983
J	\$32,495	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983	\$46,332
K	\$33,470	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983	\$46,332	\$47,720
L	\$34,476	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983	\$46,332	\$47,720	\$49,156
M	\$35,513	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983	\$46,332	\$47,720	\$49,156	\$50,630
N	\$36,574	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983	\$46,332	\$47,720	\$49,156	\$50,630	\$52,151
O	\$37,674	\$38,805	\$39,967	\$41,168	\$42,401	\$43,672	\$44,983	\$46,332	\$47,720	\$49,156	\$50,630	\$52,151	\$53,711

FY 2028 EASMC-ESP 10-MONTH 4-HOUR FOOD SERVICE EMPLOYEES

***Steps are not necessarily reflective of years of experience due to scale restructuring.**

RANGE												
STEP	01	02	03	04	05	06	07	08	09	10	11	12
A			\$13,260	\$13,658	\$14,071	\$14,492	\$14,921	\$15,374	\$15,834	\$16,310	\$16,801	\$17,300
B			\$13,658	\$14,071	\$14,492	\$14,921	\$15,374	\$15,834	\$16,310	\$16,801	\$17,300	\$17,823
C			\$14,071	\$14,492	\$14,921	\$15,374	\$15,834	\$16,310	\$16,801	\$17,300	\$17,823	\$18,353
D			\$14,492	\$14,921	\$15,374	\$15,834	\$16,310	\$16,801	\$17,300	\$17,823	\$18,353	\$18,907
E			\$14,921	\$15,374	\$15,834	\$16,310	\$16,801	\$17,300	\$17,823	\$18,353	\$18,907	\$19,477
F			\$15,374	\$15,834	\$16,310	\$16,801	\$17,300	\$17,823	\$18,353	\$18,907	\$19,477	\$20,054
G			\$15,834	\$16,310	\$16,801	\$17,300	\$17,823	\$18,353	\$18,907	\$19,477	\$20,054	\$20,662
H			\$16,310	\$16,801	\$17,300	\$17,823	\$18,353	\$18,907	\$19,477	\$20,054	\$20,662	\$21,278
I			\$16,801	\$17,300	\$17,823	\$18,353	\$18,907	\$19,477	\$20,054	\$20,662	\$21,278	\$21,918
J			\$17,300	\$17,823	\$18,353	\$18,907	\$19,477	\$20,054	\$20,662	\$21,278	\$21,918	\$22,573
K			\$17,823	\$18,353	\$18,907	\$19,477	\$20,054	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252
L			\$18,353	\$18,907	\$19,477	\$20,054	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946
M			\$18,907	\$19,477	\$20,054	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671
N			\$19,477	\$20,054	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671	\$25,405
O			\$20,054	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671	\$25,405	\$26,169

RANGE												
STEP	13	14	15	16	17	18	19	20	21	22	23	24
A	\$17,823	\$18,353	\$18,907	\$19,477	\$20,054	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671
B	\$18,353	\$18,907	\$19,477	\$20,054	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671	\$25,405
C	\$18,907	\$19,477	\$20,054	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671	\$25,405	\$26,169
D	\$19,477	\$20,054	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671	\$25,405	\$26,169	\$26,957
E	\$20,054	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671	\$25,405	\$26,169	\$26,957	\$27,760
F	\$20,662	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671	\$25,405	\$26,169	\$26,957	\$27,760	\$28,595
G	\$21,278	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671	\$25,405	\$26,169	\$26,957	\$27,760	\$28,595	\$29,453
H	\$21,918	\$22,573	\$23,252	\$23,946	\$24,671	\$25,405	\$26,169	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334
I	\$22,573	\$23,252	\$23,946	\$24,671	\$25,405	\$26,169	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247
J	\$23,252	\$23,946	\$24,671	\$25,405	\$26,169	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183
K	\$23,946	\$24,671	\$25,405	\$26,169	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150
L	\$24,671	\$25,405	\$26,169	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148
M	\$25,405	\$26,169	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170
N	\$26,169	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223
O	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223	\$37,315

RANGE													
STEP	25	26	27	28	29	30	31	32	33	34	35	36	37
A	\$25,405	\$26,169	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223
B	\$26,169	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223	\$37,315
C	\$26,957	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223	\$37,315	\$38,431
D	\$27,760	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223	\$37,315	\$38,431	\$39,585
E	\$28,595	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223	\$37,315	\$38,431	\$39,585	\$40,771
F	\$29,453	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223	\$37,315	\$38,431	\$39,585	\$40,771	\$41,995
G	\$30,334	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223	\$37,315	\$38,431	\$39,585	\$40,771	\$41,995	\$43,251
H	\$31,247	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223	\$37,315	\$38,431	\$39,585	\$40,771	\$41,995	\$43,251	\$44,554
I	\$32,183	\$33,150	\$34,148	\$35,170	\$36,223	\$37,315	\$38,431	\$39,585	\$40,771	\$41,995	\$43,251	\$44,554	\$45,887
J	\$33,150	\$34,148	\$35,170	\$36,223	\$37,315	\$38,431	\$39,585	\$40,771	\$41,995	\$43,251	\$44,554	\$45,887	\$47,268
K	\$34,148	\$35,170	\$36,223	\$37,315	\$38,431	\$39,585	\$40,771	\$41,995	\$43,251	\$44,554	\$45,887	\$47,268	\$48,680
L	\$35,170	\$36,223	\$37,315	\$38,431	\$39,585	\$40,771	\$41,995	\$43,251	\$44,554	\$45,887	\$47,268	\$48,680	\$50,146
M	\$36,223	\$37,315	\$38,431	\$39,585	\$40,771	\$41,995	\$43,251	\$44,554	\$45,887	\$47,268	\$48,680	\$50,146	\$51,652
N	\$37,315	\$38,431	\$39,585	\$40,771	\$41,995	\$43,251	\$44,554	\$45,887	\$47,268	\$48,680	\$50,146	\$51,652	\$53,196
O	\$38,431	\$39,585	\$40,771	\$41,995	\$43,251	\$44,554	\$45,887	\$47,268	\$48,680	\$50,146	\$51,652	\$53,196	\$54,795

Appendix C – Extra Pay for Extra Duty Payment Schedule

FY 2025 Rates

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Academic Competition Coordinator - E.S/M.S. (1)	4	\$1,060	\$1,120	\$1,180	\$1,240
Advanced Placement Coordinator – H.S.	6	\$1,590	\$1,680	\$1,770	\$1,860
Auditorium Coordinator	6	\$1,590	\$1,680	\$1,770	\$1,860
Baseball Assistant Coach (3)	6	\$1,590	\$1,680	\$1,770	\$1,860
Baseball Coach (1)	10	\$2,650	\$2,800	\$2,950	\$3,100
Basketball Assistant Coach (4)	6.6	\$1,749	\$1,848	\$1,947	\$2,046
Basketball Coach (2)	11	\$2,915	\$3,080	\$3,245	\$3,410
Basketball Freshman Coach Winter (1)	6.6	\$1,749	\$1,848	\$1,947	\$2,046
Best Buddies - H.S. (2)	5	\$1,325	\$1,400	\$1,475	\$1,550
Bocce Ball Head Coach - Corollary Sports Program (Spring) (1)	3.5	\$928	\$980	\$1,033	\$1,085
Bocce Ball Assistant Coach - Corollary Sports Program (Spring) (1)	3	\$795	\$840	\$885	\$930
Bowling Head Coach- Corollary Sports Program (Winter) (1)	3.5	\$928	\$980	\$1,033	\$1,085
Bowling Assistant Coach- Corollary Sports Program (Winter) (1)	3	\$795	\$840	\$885	\$930
Cheerleaders (Fall) Assistant Coach (1)	5.9	\$1,564	\$1,652	\$1,741	\$1,829
Cheerleaders (Fall) Coach (1)	9	\$2,385	\$2,520	\$2,655	\$2,790
Cheerleaders (Fall) Freshman Coach (1)	5.9	\$1,564	\$1,652	\$1,741	\$1,829
Cheerleaders (Winter) Assistant Coach (1)	5.9	\$1,564	\$1,652	\$1,741	\$1,829
Cheerleaders (Winter) Freshman Coach (1)	5.9	\$1,564	\$1,652	\$1,741	\$1,829
Cheerleaders (Winter) Coach (1)	9	\$2,385	\$2,520	\$2,655	\$2,790
Chorus Director - Chorus Programs & Competitions - H.S. (1)	11	\$2,915	\$3,080	\$3,245	\$3,410
Chorus Director - Chorus Programs & Competitions - M.S. (1)	10	\$2,650	\$2,800	\$2,950	\$3,100
Class Sponsor, 11th and 12th Grades (2)	10	\$2,650	\$2,800	\$2,950	\$3,100
Class Sponsor, 9th and 10th Grades (2)	10	\$2,650	\$2,800	\$2,950	\$3,100
Cross Country Assistant Coach (2)	6	\$1,590	\$1,680	\$1,770	\$1,860
Cross Country Coach (1)	9	\$2,385	\$2,520	\$2,655	\$2,790
Cycling Coach - Corollary Sports Program (1)	3.5	\$928	\$980	\$1,033	\$1,085
Cycling Assistant Coach - Corollary Sports Program (1)	3	\$795	\$840	\$885	\$930
DECA Sponsor - H.S. (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
Destination Imagination - E.S/M.S.	7	\$1,855	\$1,960	\$2,065	\$2,170
Drama Director - M.S. (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
Event Chef - JFCTC (1)	9	\$2,385	\$2,520	\$2,655	\$2,790
Environthon Sponsor - H.S. (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
FBLA Sponsor - M.S. (1)	7	\$1,855	\$1,960	\$2,065	\$2,170
FBLA Sponsor - H.S. (1)	8	\$2,120	\$2,240	\$2,360	\$2,480
Field Hockey Assistant Coach (2)	6	\$1,590	\$1,680	\$1,770	\$1,860

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Field Hockey Coach (1)	10	\$2,650	\$2,800	\$2,950	\$3,100
Flags/Majorettes Sponsor (1)	7	\$1,855	\$1,960	\$2,065	\$2,170
Football Assistant Coach (5)	7.2	\$1,908	\$2,016	\$2,124	\$2,232
Football Coach (1)	12	\$3,180	\$3,360	\$3,540	\$3,720
Foreign Language Club Sponsor - H.S. (1)	7	\$1,855	\$1,960	\$2,065	\$2,170
Future Educators - H.S. (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
Future Educators - M.S. (1)	4	\$1,060	\$1,120	\$1,180	\$1,240
Future Farmers of America (FFA) - JFCTC (1)	6	\$1,590	\$1,680	\$1,770	\$1,860
Future Homemakers of America Sponsor (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
Golf Coach (1)	7	\$1,855	\$1,960	\$2,065	\$2,170
Indoor Track (1)	8	\$2,120	\$2,240	\$2,360	\$2,480
Indoor Track, Assistant Coach (2)	6	\$1,590	\$1,680	\$1,770	\$1,860
Intramural Coach - M.S. (12)	4	\$1,060	\$1,120	\$1,180	\$1,240
JROTC Drill Team Assistant Coach - H.S. (1)	7	\$1,855	\$1,960	\$2,065	\$2,170
JROTC Drill Team Head Coach - H.S. (1)	8	\$2,120	\$2,240	\$2,360	\$2,480
Lacrosse Assistant Coach (4)	6	\$1,590	\$1,680	\$1,770	\$1,860
Lacrosse Coach	10	\$2,650	\$2,800	\$2,950	\$3,100
MESA Sponsor - H.S. (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
MESA Sponsor - M.S. (1)	4	\$1,060	\$1,120	\$1,180	\$1,240
MGA/MUN Sponsor - H.S.(1)	6	\$1,590	\$1,680	\$1,770	\$1,860
Mock Trial Sponsor - H.S.(1)	6	\$1,590	\$1,680	\$1,770	\$1,860
Music Programs & Competitions Elementary (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
Musical Programs & Competitions High School (1)	9	\$2,385	\$2,520	\$2,655	\$2,790
Music Programs & Competitions, Middle School (1)	7	\$1,855	\$1,960	\$2,065	\$2,170
Musical Pit Coordinator - H.S. (1)	4	\$1,060	\$1,120	\$1,180	\$1,240
Musical Rehearsal Pianist/Vocal Director - H.S. (1)	6	\$1,590	\$1,680	\$1,770	\$1,860
National Honor Society Advisor - H.S.(1)	9	\$2,385	\$2,520	\$2,655	\$2,790
National Jr. Honor Society Advisor - M.S. (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
Newspaper Advisor (1) - JFCTC	6	\$1,590	\$1,680	\$1,770	\$1,860
Newspaper Sponsor - H.S. (1)	6	\$1,590	\$1,680	\$1,770	\$1,860
Ninth Grade Scholars Sponsor (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
Peer Mediator Sponsor - H.S. (1)	2	\$530	\$560	\$590	\$620
Physics Olympic Team Sponsor - H.S. (1)	4	\$1,060	\$1,120	\$1,180	\$1,240
Pom Pons Coach - H.S. (1)	7	\$1,855	\$1,960	\$2,065	\$2,170
Quadcopter Coach – M.S./H.S.	5	\$1,325	\$1,400	\$1,475	\$1,550
Robotics Team Advisor - JFCTC/GMHS (1)	11	\$2,915	\$3,080	\$3,245	\$3,410
SGA/SCA Sponsor - H.S. (1)	14	\$3,710	\$3,920	\$4,130	\$4,340
Science Fair Club Sponsor - M.S./H.S. (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
SkillsUSA Advisor - JFCTC (2)	12	\$3,180	\$3,360	\$3,540	\$3,720
Soccer Assistant Coach (4)	6	\$1,590	\$1,680	\$1,770	\$1,860
Soccer Coach (2)	10	\$2,650	\$2,800	\$2,950	\$3,100

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Softball Assistant Coach	6	\$1,590	\$1,680	\$1,770	\$1,860
Softball Coach (1)	10	\$2,650	\$2,800	\$2,950	\$3,100
Strength and Conditioning Coach- (Fall) (1)	9	\$2,385	\$2,520	\$2,655	\$2,790
Strength and Conditioning Coach- (Winter) (1)	9	\$2,385	\$2,520	\$2,655	\$2,790
Student Council Sponsor - M.S. (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
Swimming Assistant Coach (1)	5	\$1,325	\$1,400	\$1,475	\$1,550
Swimming Coach (1)	7	\$1,855	\$1,960	\$2,065	\$2,170
Swimming Head Coach – H.S.	10	\$2,650	\$2,800	\$2,950	\$3,100
Tennis Assistant Coach (1)	6	\$1,590	\$1,680	\$1,770	\$1,860
Tennis Coach (1)	9	\$2,385	\$2,520	\$2,655	\$2,790
Theatre Programs & Competitions	10	\$2,650	\$2,800	\$2,950	\$3,100
Theatre Programs & Competitions, Assistant Director - H.S.	6	\$1,590	\$1,680	\$1,770	\$1,860
Track Assistant Coach (4)	6	\$1,590	\$1,680	\$1,770	\$1,860
Track Coach (2)	10	\$2,650	\$2,800	\$2,950	\$3,100
Tutoring Our Peers (T.O.P.) Sponsor - H.S. (1)	3	\$795	\$840	\$885	\$930
Volleyball Assistant Coach (1)	6	\$1,590	\$1,680	\$1,770	\$1,860
Volleyball Coach (1)	10	\$2,650	\$2,800	\$2,950	\$3,100
Wrestling Assistant Coach (1)	6.6	\$1,749	\$1,848	\$1,947	\$2,046
Wrestling Coach (1)	11	\$2,915	\$3,080	\$3,245	\$3,410
Yearbook Advisor - H.S. (1)	6	\$1,590	\$1,680	\$1,770	\$1,860
Yearbook Advisor - M.S. (1)	4	\$1,060	\$1,120	\$1,180	\$1,240
Year Book Advisor - E.S. (1)	3	\$795	\$840	\$885	\$930

FY 2026 Rates

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Academic Competition Coordinator - E.S/M.S. (1)	4	\$1,080	\$1,144	\$1,204	\$1,264
Advanced Placement Coordinator – H.S.	6	\$1,620	\$1,716	\$1,806	\$1,896
Auditorium Coordinator	6	\$1,620	\$1,716	\$1,806	\$1,896
Baseball Assistant Coach (3)	6	\$1,620	\$1,716	\$1,806	\$1,896
Baseball Coach (1)	10	\$2,700	\$2,860	\$3,010	\$3,160
Basketball Assistant Coach (4)	6.6	\$1,782	\$1,888	\$1,987	\$2,086
Basketball Coach (2)	11	\$2,970	\$3,146	\$3,311	\$3,476
Basketball Freshman Coach Winter (1)	6.6	\$1,782	\$1,888	\$1,987	\$2,086
Best Buddies - H.S. (2)	5	\$1,350	\$1,430	\$1,505	\$1,580
Bocce Ball Head Coach - Corollary Sports Program (Spring) (1)	3.5	\$945	\$1,001	\$1,054	\$1,106
Bocce Ball Assistant Coach - Corollary Sports Program (Spring) (1)	3	\$810	\$858	\$903	\$948
Bowling Head Coach- Corollary Sports Program (Winter) (1)	3.5	\$945	\$1,001	\$1,054	\$1,106
Bowling Assistant Coach- Corollary Sports Program (Winter) (1)	3	\$810	\$858	\$903	\$948
Cheerleaders (Fall) Assistant Coach (1)	5.9	\$1,593	\$1,687	\$1,776	\$1,864

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Cheerleaders (Fall) Coach (1)	9	\$2,430	\$2,574	\$2,709	\$2,844
Cheerleaders (Fall) Freshman Coach (1)	5.9	\$1,593	\$1,687	\$1,776	\$1,864
Cheerleaders (Winter) Assistant Coach (1)	5.9	\$1,593	\$1,687	\$1,776	\$1,864
Cheerleaders (Winter) Freshman Coach (1)	5.9	\$1,593	\$1,687	\$1,776	\$1,864
Cheerleaders (Winter) Coach (1)	9	\$2,430	\$2,574	\$2,709	\$2,844
Chorus Director - Chorus Programs & Competitions - H.S. (1)	11	\$2,970	\$3,146	\$3,311	\$3,476
Chorus Director - Chorus Programs & Competitions - M.S. (1)	10	\$2,700	\$2,860	\$3,010	\$3,160
Class Sponsor, 11th and 12th Grades (2)	10	\$2,700	\$2,860	\$3,010	\$3,160
Class Sponsor, 9th and 10th Grades (2)	10	\$2,700	\$2,860	\$3,010	\$3,160
Cross Country Assistant Coach (2)	6	\$1,620	\$1,716	\$1,806	\$1,896
Cross Country Coach (1)	9	\$2,430	\$2,574	\$2,709	\$2,844
Cycling Coach - Corollary Sports Program (1)	3.5	\$945	\$1,001	\$1,054	\$1,106
Cycling Assistant Coach - Corollary Sports Program (1)	3	\$810	\$858	\$903	\$948
DECA Sponsor - H.S. (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
Destination Imagination - E.S/M.S.	7	\$1,890	\$2,002	\$2,107	\$2,212
Drama Director - M.S. (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
Event Chef - JFCTC (1)	9	\$2,430	\$2,574	\$2,709	\$2,844
Environthon Sponsor - H.S. (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
FBLA Sponsor - M.S. (1)	7	\$1,890	\$2,002	\$2,107	\$2,212
FBLA Sponsor - H.S. (1)	8	\$2,160	\$2,288	\$2,408	\$2,528
Field Hockey Assistant Coach (2)	6	\$1,620	\$1,716	\$1,806	\$1,896
Field Hockey Coach (1)	10	\$2,700	\$2,860	\$3,010	\$3,160
Flags/Majorettes Sponsor (1)	7	\$1,890	\$2,002	\$2,107	\$2,212
Football Assistant Coach (5)	7.2	\$1,944	\$2,059	\$2,167	\$2,275
Football Coach (1)	12	\$3,240	\$3,432	\$3,612	\$3,792
Foreign Language Club Sponsor - H.S. (1)	7	\$1,890	\$2,002	\$2,107	\$2,212
Future Educators - H.S. (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
Future Educators - M.S. (1)	4	\$1,080	\$1,144	\$1,204	\$1,264
Future Farmers of America (FFA) - JFCTC (1)	6	\$1,620	\$1,716	\$1,806	\$1,896
Future Homemakers of America Sponsor (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
Golf Coach (1)	7	\$1,890	\$2,002	\$2,107	\$2,212
Indoor Track (1)	8	\$2,160	\$2,288	\$2,408	\$2,528
Indoor Track, Assistant Coach (2)	6	\$1,620	\$1,716	\$1,806	\$1,896
Intramural Coach - M.S. (12)	4	\$1,080	\$1,144	\$1,204	\$1,264
JROTC Drill Team Assistant Coach - H.S. (1)	7	\$1,890	\$2,002	\$2,107	\$2,212
JROTC Drill Team Head Coach - H.S. (1)	8	\$2,160	\$2,288	\$2,408	\$2,528
Lacrosse Assistant Coach (4)	6	\$1,620	\$1,716	\$1,806	\$1,896
Lacrosse Coach	10	\$2,700	\$2,860	\$3,010	\$3,160
MESA Sponsor - H.S. (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
MESA Sponsor - M.S. (1)	4	\$1,080	\$1,144	\$1,204	\$1,264
MGA/MUN Sponsor - H.S.(1)	6	\$1,620	\$1,716	\$1,806	\$1,896

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Mock Trial Sponsor - H.S.(1)	6	\$1,620	\$1,716	\$1,806	\$1,896
Music Programs & Competitions Elementary (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
Musical Programs & Competitions High School (1)	9	\$2,430	\$2,574	\$2,709	\$2,844
Music Programs & Competitions, Middle School (1)	7	\$1,890	\$2,002	\$2,107	\$2,212
Musical Pit Coordinator - H.S. (1)	4	\$1,080	\$1,144	\$1,204	\$1,264
Musical Rehearsal Pianist/Vocal Director - H.S. (1)	6	\$1,620	\$1,716	\$1,806	\$1,896
National Honor Society Advisor - H.S.(1)	9	\$2,430	\$2,574	\$2,709	\$2,844
National Jr. Honor Society Advisor - M.S. (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
Newspaper Advisor (1) - JFCTC	6	\$1,620	\$1,716	\$1,806	\$1,896
Newspaper Sponsor - H.S. (1)	6	\$1,620	\$1,716	\$1,806	\$1,896
Ninth Grade Scholars Sponsor (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
Peer Mediator Sponsor - H.S. (1)	2	\$540	\$572	\$602	\$632
Physics Olympic Team Sponsor - H.S. (1)	4	\$1,080	\$1,144	\$1,204	\$1,264
Pom Pons Coach - H.S. (1)	7	\$1,890	\$2,002	\$2,107	\$2,212
Quadcopter Coach – M.S./H.S.	5	\$1,350	\$1,430	\$1,505	\$1,580
Robotics Team Advisor - JFCTC/GMHS (1)	11	\$2,970	\$3,146	\$3,311	\$3,476
SGA/SCA Sponsor - H.S. (1)	14	\$3,780	\$4,004	\$4,214	\$4,424
Science Fair Club Sponsor - M.S./H.S. (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
SkillsUSA Advisor - JFCTC (2)	12	\$3,240	\$3,432	\$3,612	\$3,792
Soccer Assistant Coach (4)	6	\$1,620	\$1,716	\$1,806	\$1,896
Soccer Coach (2)	10	\$2,700	\$2,860	\$3,010	\$3,160
Softball Assistant Coach	6	\$1,620	\$1,716	\$1,806	\$1,896
Softball Coach (1)	10	\$2,700	\$2,860	\$3,010	\$3,160
Strength and Conditioning Coach- (Fall) (1)	9	\$2,430	\$2,574	\$2,709	\$2,844
Strength and Conditioning Coach- (Winter) (1)	9	\$2,430	\$2,574	\$2,709	\$2,844
Student Council Sponsor - M.S. (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
Swimming Assistant Coach (1)	5	\$1,350	\$1,430	\$1,505	\$1,580
Swimming Coach (1)	7	\$1,890	\$2,002	\$2,107	\$2,212
Swimming Head Coach – H.S.	10	\$2,700	\$2,860	\$3,010	\$3,160
Tennis Assistant Coach (1)	6	\$1,620	\$1,716	\$1,806	\$1,896
Tennis Coach (1)	9	\$2,430	\$2,574	\$2,709	\$2,844
Theatre Programs & Competitions	10	\$2,700	\$2,860	\$3,010	\$3,160
Theatre Programs & Competitions, Assistant Director - H.S.	6	\$1,620	\$1,716	\$1,806	\$1,896
Track Assistant Coach (4)	6	\$1,620	\$1,716	\$1,806	\$1,896
Track Coach (2)	10	\$2,700	\$2,860	\$3,010	\$3,160
Tutoring Our Peers (T.O.P.) Sponsor - H.S. (1)	3	\$810	\$858	\$903	\$948
Volleyball Assistant Coach (1)	6	\$1,620	\$1,716	\$1,806	\$1,896
Volleyball Coach (1)	10	\$2,700	\$2,860	\$3,010	\$3,160
Wrestling Assistant Coach (1)	6.6	\$1,782	\$1,888	\$1,987	\$2,086
Wrestling Coach (1)	11	\$2,970	\$3,146	\$3,311	\$3,476

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Yearbook Advisor - H.S. (1)	6	\$1,620	\$1,716	\$1,806	\$1,896
Yearbook Advisor - M.S. (1)	4	\$1,080	\$1,144	\$1,204	\$1,264
Year Book Advisor - E.S. (1)	3	\$810	\$858	\$903	\$948

FY 2027 Rates

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Academic Competition Coordinator - E.S/M.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
Advanced Placement Coordinator – H.S.	6	\$1,650	\$1,752	\$1,842	\$1,932
Auditorium Coordinator	6	\$1,650	\$1,752	\$1,842	\$1,932
Baseball Assistant Coach (3)	6	\$1,650	\$1,752	\$1,842	\$1,932
Baseball Coach (1)	10	\$2,750	\$2,920	\$3,070	\$3,220
Basketball Assistant Coach (4)	6.6	\$1,815	\$1,927	\$2,026	\$2,125
Basketball Coach (2)	11	\$3,025	\$3,212	\$3,377	\$3,542
Basketball Freshman Coach Winter (1)	6.6	\$1,815	\$1,927	\$2,026	\$2,125
Best Buddies - H.S. (2)	5	\$1,375	\$1,460	\$1,535	\$1,610
Bocce Ball Head Coach - Corollary Sports Program (Spring) (1)	3.5	\$963	\$1,022	\$1,075	\$1,127
Bocce Ball Assistant Coach - Corollary Sports Program (Spring) (1)	3	\$825	\$876	\$921	\$966
Bowling Head Coach- Corollary Sports Program (Winter) (1)	3.5	\$963	\$1,022	\$1,075	\$1,127
Bowling Assistant Coach- Corollary Sports Program (Winter) (1)	3	\$825	\$876	\$921	\$966
Cheerleaders (Fall) Assistant Coach (1)	5.9	\$1,623	\$1,723	\$1,811	\$1,900
Cheerleaders (Fall) Coach (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Cheerleaders (Fall) Freshman Coach (1)	5.9	\$1,623	\$1,723	\$1,811	\$1,900
Cheerleaders (Winter) Assistant Coach (1)	5.9	\$1,623	\$1,723	\$1,811	\$1,900
Cheerleaders (Winter) Freshman Coach (1)	5.9	\$1,623	\$1,723	\$1,811	\$1,900
Cheerleaders (Winter) Coach (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Chorus Director - Chorus Programs & Competitions - H.S. (1)	11	\$3,025	\$3,212	\$3,377	\$3,542
Chorus Director - Chorus Programs & Competitions - M.S. (1)	10	\$2,750	\$2,920	\$3,070	\$3,220
Class Sponsor, 11th and 12th Grades (2)	10	\$2,750	\$2,920	\$3,070	\$3,220
Class Sponsor, 9th and 10th Grades (2)	10	\$2,750	\$2,920	\$3,070	\$3,220
Cross Country Assistant Coach (2)	6	\$1,650	\$1,752	\$1,842	\$1,932
Cross Country Coach (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Cycling Coach - Corollary Sports Program (1)	3.5	\$963	\$1,022	\$1,075	\$1,127
Cycling Assistant Coach - Corollary Sports Program (1)	3	\$825	\$876	\$921	\$966
DECA Sponsor - H.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Destination Imagination - E.S/M.S.	7	\$1,925	\$2,044	\$2,149	\$2,254
Drama Director - M.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Event Chef - JFCTC (1)	9	\$2,475	\$2,628	\$2,763	\$2,898

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Environthon Sponsor - H.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
FBLA Sponsor - M.S. (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
FBLA Sponsor - H.S. (1)	8	\$2,200	\$2,336	\$2,456	\$2,576
Field Hockey Assistant Coach (2)	6	\$1,650	\$1,752	\$1,842	\$1,932
Field Hockey Coach (1)	10	\$2,750	\$2,920	\$3,070	\$3,220
Flags/Majorettes Sponsor (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Football Assistant Coach (5)	7.2	\$1,980	\$2,102	\$2,210	\$2,318
Football Coach (1)	12	\$3,300	\$3,504	\$3,684	\$3,864
Foreign Language Club Sponsor - H.S. (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Future Educators - H.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Future Educators - M.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
Future Farmers of America (FFA) - JFCTC (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Future Homemakers of America Sponsor (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Golf Coach (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Indoor Track (1)	8	\$2,200	\$2,336	\$2,456	\$2,576
Indoor Track, Assistant Coach (2)	6	\$1,650	\$1,752	\$1,842	\$1,932
Intramural Coach - M.S. (12)	4	\$1,100	\$1,168	\$1,228	\$1,288
JROTC Drill Team Assistant Coach - H.S. (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
JROTC Drill Team Head Coach - H.S. (1)	8	\$2,200	\$2,336	\$2,456	\$2,576
Lacrosse Assistant Coach (4)	6	\$1,650	\$1,752	\$1,842	\$1,932
Lacrosse Coach	10	\$2,750	\$2,920	\$3,070	\$3,220
MESA Sponsor - H.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
MESA Sponsor - M.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
MGA/MUN Sponsor - H.S.(1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Mock Trial Sponsor - H.S.(1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Music Programs & Competitions Elementary (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Musical Programs & Competitions High School (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Music Programs & Competitions, Middle School (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Musical Pit Coordinator - H.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
Musical Rehearsal Pianist/Vocal Director - H.S. (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
National Honor Society Advisor - H.S.(1)	9	\$2,475	\$2,628	\$2,763	\$2,898
National Jr. Honor Society Advisor - M.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Newspaper Advisor (1) - JFCTC	6	\$1,650	\$1,752	\$1,842	\$1,932
Newspaper Sponsor - H.S. (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Ninth Grade Scholars Sponsor (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Peer Mediator Sponsor - H.S. (1)	2	\$550	\$584	\$614	\$644
Physics Olympic Team Sponsor - H.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
Pom Pons Coach - H.S. (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Quadcopter Coach – M.S./H.S.	5	\$1,375	\$1,460	\$1,535	\$1,610
Robotics Team Advisor - JFCTC/GMHS (1)	11	\$3,025	\$3,212	\$3,377	\$3,542
SGA/SCA Sponsor - H.S. (1)	14	\$3,850	\$4,088	\$4,298	\$4,508

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Science Fair Club Sponsor - M.S./H.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
SkillsUSA Advisor - JFCTC (2)	12	\$3,300	\$3,504	\$3,684	\$3,864
Soccer Assistant Coach (4)	6	\$1,650	\$1,752	\$1,842	\$1,932
Soccer Coach (2)	10	\$2,750	\$2,920	\$3,070	\$3,220
Softball Assistant Coach	6	\$1,650	\$1,752	\$1,842	\$1,932
Softball Coach (1)	10	\$2,750	\$2,920	\$3,070	\$3,220
Strength and Conditioning Coach- (Fall) (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Strength and Conditioning Coach- (Winter) (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Student Council Sponsor - M.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Swimming Assistant Coach (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Swimming Coach (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Swimming Head Coach – H.S.	10	\$2,750	\$2,920	\$3,070	\$3,220
Tennis Assistant Coach (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Tennis Coach (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Theatre Programs & Competitions	10	\$2,750	\$2,920	\$3,070	\$3,220
Theatre Programs & Competitions, Assistant Director - H.S.	6	\$1,650	\$1,752	\$1,842	\$1,932
Track Assistant Coach (4)	6	\$1,650	\$1,752	\$1,842	\$1,932
Track Coach (2)	10	\$2,750	\$2,920	\$3,070	\$3,220
Tutoring Our Peers (T.O.P.) Sponsor - H.S. (1)	3	\$825	\$876	\$921	\$966
Volleyball Assistant Coach (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Volleyball Coach (1)	10	\$2,750	\$2,920	\$3,070	\$3,220
Wrestling Assistant Coach (1)	6.6	\$1,815	\$1,927	\$2,026	\$2,125
Wrestling Coach (1)	11	\$3,025	\$3,212	\$3,377	\$3,542
Yearbook Advisor - H.S. (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Yearbook Advisor - M.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
Year Book Advisor - E.S. (1)	3	\$825	\$876	\$921	\$966

FY 2028 Rates

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Academic Competition Coordinator - E.S/M.S. (1)	4	\$1,124	\$1,192	\$1,252	\$1,312
Advanced Placement Coordinator – H.S.	6	\$1,650	\$1,752	\$1,842	\$1,932
Auditorium Coordinator	6	\$1,650	\$1,752	\$1,842	\$1,932
Baseball Assistant Coach (3)	6	\$1,650	\$1,752	\$1,842	\$1,932
Baseball Coach (1)	10	\$2,750	\$2,920	\$3,070	\$3,220
Basketball Assistant Coach (4)	6.6	\$1,815	\$1,927	\$2,026	\$2,125
Basketball Coach (2)	11	\$3,025	\$3,212	\$3,377	\$3,542
Basketball Freshman Coach Winter (1)	6.6	\$1,815	\$1,927	\$2,026	\$2,125
Best Buddies - H.S. (2)	5	\$1,375	\$1,460	\$1,535	\$1,610
Bocce Ball Head Coach - Corollary Sports Program (Spring) (1)	3.5	\$963	\$1,022	\$1,075	\$1,127

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Bocce Ball Assistant Coach - Corollary Sports Program (Spring) (1)	3	\$825	\$876	\$921	\$966
Bowling Head Coach- Corollary Sports Program (Winter) (1)	3.5	\$963	\$1,022	\$1,075	\$1,127
Bowling Assistant Coach- Corollary Sports Program (Winter) (1)	3	\$825	\$876	\$921	\$966
Cheerleaders (Fall) Assistant Coach (1)	5.9	\$1,623	\$1,723	\$1,811	\$1,900
Cheerleaders (Fall) Coach (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Cheerleaders (Fall) Freshman Coach (1)	5.9	\$1,623	\$1,723	\$1,811	\$1,900
Cheerleaders (Winter) Assistant Coach (1)	5.9	\$1,623	\$1,723	\$1,811	\$1,900
Cheerleaders (Winter) Freshman Coach (1)	5.9	\$1,623	\$1,723	\$1,811	\$1,900
Cheerleaders (Winter) Coach (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Chorus Director - Chorus Programs & Competitions - H.S. (1)	11	\$3,025	\$3,212	\$3,377	\$3,542
Chorus Director - Chorus Programs & Competitions - M.S. (1)	10	\$2,750	\$2,920	\$3,070	\$3,220
Class Sponsor, 11th and 12th Grades (2)	10	\$2,750	\$2,920	\$3,070	\$3,220
Class Sponsor, 9th and 10th Grades (2)	10	\$2,750	\$2,920	\$3,070	\$3,220
Cross Country Assistant Coach (2)	6	\$1,650	\$1,752	\$1,842	\$1,932
Cross Country Coach (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Cycling Coach - Corollary Sports Program (1)	3.5	\$963	\$1,022	\$1,075	\$1,127
Cycling Assistant Coach - Corollary Sports Program (1)	3	\$825	\$876	\$921	\$966
DECA Sponsor - H.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Destination Imagination - E.S/M.S.	7	\$1,925	\$2,044	\$2,149	\$2,254
Drama Director - M.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Event Chef - JFCTC (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Environthon Sponsor - H.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
FBLA Sponsor - M.S. (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
FBLA Sponsor - H.S. (1)	8	\$2,200	\$2,336	\$2,456	\$2,576
Field Hockey Assistant Coach (2)	6	\$1,650	\$1,752	\$1,842	\$1,932
Field Hockey Coach (1)	10	\$2,750	\$2,920	\$3,070	\$3,220
Flags/Majorettes Sponsor (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Football Assistant Coach (5)	7.2	\$1,980	\$2,102	\$2,210	\$2,318
Football Coach (1)	12	\$3,300	\$3,504	\$3,684	\$3,864
Foreign Language Club Sponsor - H.S. (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Future Educators - H.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Future Educators - M.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
Future Farmers of America (FFA) - JFCTC (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Future Homemakers of America Sponsor (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Golf Coach (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Indoor Track (1)	8	\$2,200	\$2,336	\$2,456	\$2,576
Indoor Track, Assistant Coach (2)	6	\$1,650	\$1,752	\$1,842	\$1,932
Intramural Coach - M.S. (12)	4	\$1,100	\$1,168	\$1,228	\$1,288
JROTC Drill Team Assistant Coach - H.S. (1)	7	\$1,925	\$2,044	\$2,149	\$2,254

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
JROTC Drill Team Head Coach - H.S. (1)	8	\$2,200	\$2,336	\$2,456	\$2,576
Lacrosse Assistant Coach (4)	6	\$1,650	\$1,752	\$1,842	\$1,932
Lacrosse Coach	10	\$2,750	\$2,920	\$3,070	\$3,220
MESA Sponsor - H.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
MESA Sponsor - M.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
MGA/MUN Sponsor - H.S.(1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Mock Trial Sponsor - H.S.(1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Music Programs & Competitions Elementary (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Musical Programs & Competitions High School (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Music Programs & Competitions, Middle School (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Musical Pit Coordinator - H.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
Musical Rehearsal Pianist/Vocal Director - H.S. (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
National Honor Society Advisor - H.S.(1)	9	\$2,475	\$2,628	\$2,763	\$2,898
National Jr. Honor Society Advisor - M.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Newspaper Advisor (1) - JFCTC	6	\$1,650	\$1,752	\$1,842	\$1,932
Newspaper Sponsor - H.S. (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Ninth Grade Scholars Sponsor (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Peer Mediator Sponsor - H.S. (1)	2	\$550	\$584	\$614	\$644
Physics Olympic Team Sponsor - H.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
Pom Pons Coach - H.S. (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Quadcopter Coach – M.S./H.S.	5	\$1,375	\$1,460	\$1,535	\$1,610
Robotics Team Advisor - JFCTC/GMHS (1)	11	\$3,025	\$3,212	\$3,377	\$3,542
SGA/SCA Sponsor - H.S. (1)	14	\$3,850	\$4,088	\$4,298	\$4,508
Science Fair Club Sponsor - M.S./H.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
SkillsUSA Advisor - JFCTC (2)	12	\$3,300	\$3,504	\$3,684	\$3,864
Soccer Assistant Coach (4)	6	\$1,650	\$1,752	\$1,842	\$1,932
Soccer Coach (2)	10	\$2,750	\$2,920	\$3,070	\$3,220
Softball Assistant Coach	6	\$1,650	\$1,752	\$1,842	\$1,932
Softball Coach (1)	10	\$2,750	\$2,920	\$3,070	\$3,220
Strength and Conditioning Coach- (Fall) (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Strength and Conditioning Coach- (Winter) (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Student Council Sponsor - M.S. (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Swimming Assistant Coach (1)	5	\$1,375	\$1,460	\$1,535	\$1,610
Swimming Coach (1)	7	\$1,925	\$2,044	\$2,149	\$2,254
Swimming Head Coach – H.S.	10	\$2,750	\$2,920	\$3,070	\$3,220
Tennis Assistant Coach (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Tennis Coach (1)	9	\$2,475	\$2,628	\$2,763	\$2,898
Theatre Programs & Competitions	10	\$2,750	\$2,920	\$3,070	\$3,220
Theatre Programs & Competitions, Assistant Director - H.S.	6	\$1,650	\$1,752	\$1,842	\$1,932
Track Assistant Coach (4)	6	\$1,650	\$1,752	\$1,842	\$1,932

EPED Position	Points	1 – 3 Yrs	4 – 6 Yrs	7 – 9 Yrs	10+ Yrs
Track Coach (2)	10	\$2,750	\$2,920	\$3,070	\$3,220
Tutoring Our Peers (T.O.P.) Sponsor - H.S. (1)	3	\$825	\$876	\$921	\$966
Volleyball Assistant Coach (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Volleyball Coach (1)	10	\$2,750	\$2,920	\$3,070	\$3,220
Wrestling Assistant Coach (1)	6.6	\$1,815	\$1,927	\$2,026	\$2,125
Wrestling Coach (1)	11	\$3,025	\$3,212	\$3,377	\$3,542
Yearbook Advisor - H.S. (1)	6	\$1,650	\$1,752	\$1,842	\$1,932
Yearbook Advisor - M.S. (1)	4	\$1,100	\$1,168	\$1,228	\$1,288
Year Book Advisor - E.S. (1)	3	\$825	\$876	\$921	\$966

Appendix D – EASMC, SMASA, and SMCPS Joint Sick Leave Bank and Exchange Operational Guidelines



Joint Sick Leave Bank and Exchange Operational Guidelines (Revised August 2021)

1. HISTORY AND MAINTENANCE

A Joint Sick Leave Bank for employees was jointly established by representatives of St. Mary's County Public Schools (SMCPS), the Education Association of St. Mary's County (EASMC), and the Collective Education of St. Mary's County (CEASMC) as a result of collective bargaining for the 2002-2003 negotiated agreements.

Through collective bargaining for the 2015-2016 negotiated agreements, CEASMC, EASMC, SMASA, and SMCPS agreed to enhance the Sick Leave Bank by adding an option to exchange sick leave among bank members, resulting in the current Joint Sick Leave Bank and Exchange. The exchange was implemented during the 2015-2016 school year beginning with open enrollment during the month of September 2015. Requests for eligibility to receive sick leave allocations through the exchange are approved by the current Joint Sick Leave Bank and Exchange Approval Committee. In 2017, EASMC and CEASMC merged into one association as EASMC with two units, certificated (EASMC-Certificated) and educational support professionals (EASMC-ESP).

The Joint Sick Leave Bank and Exchange Steering Committee includes the Joint Sick Leave Bank and Exchange Approval Committee; EASMC President/Certificated Designee, EASMC President/ESP Designee, and SMASA Presidents; one SMCPS chief negotiator; one Maryland State Education Association (MSEA) UniServ Director representing EASMC; and one MSEA UniServ Director representing SMASA. The steering committee will meet no less than annually for a Joint Sick Leave Bank and Exchange Procedural Review. If the SMCPS chief negotiator is not a current SMCPS employee, then SMCPS will appoint a designee to participate in the annual review in place of the SMCPS chief negotiator. The purpose of the meeting will be to review Joint Sick Leave Bank and Exchange guidelines and update them if deemed necessary by the majority of the review attendees.

The latest approved operational guidelines will be available on the SMCPS, EASMC, and SMASA web sites, and in the appendices of the EASMC, EASMC-ESP, and SMASA negotiated agreements. Employees desiring to apply for Joint Sick Leave Bank and Exchange benefits should request an SMCPS Joint Sick Leave Bank and Exchange Request and Waiver of Medical Records form from the SMCPS Department of Human Resources.

2. MEMBERSHIP

2.1 Membership Eligibility

Participation in the Joint Sick Leave Bank and Exchange is on a voluntary basis. Joint Sick Leave Bank and Exchange benefits are available to all SMCPs employees who are eligible to earn leave and have an accrued leave balance (consisting of sick, personal or annual leave) of at least ten (10) days, with a minimum of five (5) days of accrued sick leave. Pre-allocated leave, acquired hours and compensatory time will not be considered for purposes of membership eligibility. New employees may elect to enroll in the Joint Sick Leave Bank and Exchange within 30 calendar days of initial employment (if they have at least one day of sick leave to donate, regardless of their date of employment) or during the open enrollment held annually from August 15 – September 15.

The purpose of the Joint Sick Leave Bank and Exchange is to allow continuation of salary and benefits for the employee. The Joint Sick Leave Bank and Exchange operates independently, and is not governed by and does not impact the employee's rights under the Family and Medical Leave Act (FMLA). The use of leave allocated under the Joint Sick Leave Bank and Exchange does not guarantee that an employee will maintain his or her position.

2.2 Membership Enrollment

Employees may elect to enroll in the Joint Sick Leave Bank and Exchange within 30 calendar days of initial employment or during the open enrollment in September. Employees returning from a leave of absence in the following school year who were not previously members of the Joint Sick Leave Bank and Exchange may enroll within 30 days of their date of return. SMCPs will indicate on each employee's personal pay statement whether or not that employee is a member of the Joint Sick Leave Bank and Exchange.

2.3 Required Leave Contributions for Members

In order to participate in the Joint Sick Leave Bank and Exchange, an employee must contribute one day of sick leave to the bank. In order to remain a member, an employee must contribute an additional day of sick leave to the bank each time there is a replenishment request (see Paragraph 7.2, Ongoing Donations, below). Donated sick leave will not be returned. All members who utilize Sick Leave Bank benefits in a given year will be required to donate one day back to the bank from the sick days they are granted in the following school year.

2.4 Membership Cancellation

Members may cancel membership in or opt out of the Joint Sick Leave Bank and Exchange by sending a written notice to the Department of Human Resources or by choosing not to donate another day during a replenishment request.

3. SICK LEAVE BANK BENEFITS

3.1 Sick Leave Bank Benefits Waiting Period

Employees who have been employed by SMCPs for a year or more must be enrolled in the Joint Sick Leave Bank and Exchange for a period of three months prior to receiving Sick Leave Bank benefits. Employees who have been employed by SMCPs for less than a year are exempt from the three-month waiting period requirement.

3.2 Sick Leave Bank Benefits Eligibility

Sick Leave Bank days may be awarded to Joint Sick Leave Bank and Exchange members for use on regularly scheduled duty days for temporarily incapacitating and debilitating personal illness, or injury, **of the member** that is not likely to result in permanent disability of that employee. In order to be eligible for sick leave bank benefits, a member must qualify for approved leave under personal illness. Terminal illness of the employee is a covered benefit if the employee is filing for disability retirement through Maryland State Retirement Agency. Once an employee is eligible for disability retirement, all Joint Sick Leave Bank and Exchange benefits will cease.

The purpose of the Joint Sick Leave Bank and Exchange is to allow continuation of salary and benefits for the employee. The Joint Sick Leave Bank and Exchange operates independently, and is not governed by and does not impact the employee's rights under the FMLA. The use of leave allocated under the Joint Sick Leave Bank and Exchange does not guarantee that an employee will maintain his or her position.

3.3 Sick Leave Bank Benefit Exclusions

Exclusions from Sick Leave Bank benefits include but are not limited to the following.

- a. Any illness, injury, or quarantine of anyone other than the Joint Sick Leave Bank and Exchange member.
- b. Any employee eligible for Worker's Compensation is not eligible for Sick Leave Bank benefits.
- c. Once an employee is eligible for disability retirement, all Joint Sick Leave Bank and Exchange benefits will cease.
- d. An employee who at the time of Joint Sick Leave Bank and Exchange application is on an approved leave of absence, suspended, or terminated from SMCPS is not eligible for Joint Sick Leave Bank and Exchange benefits.
- e. Normal pregnancies and childbirth are not considered eligible reasons for Sick Leave Bank benefits.
- f. Members with available accumulated leave (Examples: sick, personal, annual, compensatory time, etc.) are not eligible for Joint Sick Leave Bank and Exchange benefits. Members must use all accumulated leave (Examples: sick, personal, annual, compensatory time, etc.) before being eligible for awards from the bank. **Members eligible for direct sick leave exchange from other employees must exhaust those options first. (Refer to the appropriate negotiated agreement: EASMC-ESP Article 8.3, f, 1, 6th bullet – EASMC Article VIII, C, 1, a, 6 – SMASA Article VIII, C, 1, a, 4.)**
- g. Donated Sick Leave Bank days granted in one school year cannot be carried over and used in a subsequent school year. Unused Sick Leave Bank days will be returned to the bank.
- h. A member who is receiving benefits from the Joint Sick Leave Bank and Exchange may not work secondary employment. A member who is receiving benefits from the Joint Sick Leave Bank and Exchange may not perform actions contrary to the limitations set forth in the medical documentation provided in the application and supporting documents. To do so may result in disciplinary action, immediate termination of Joint Sick Leave Bank and Exchange benefits, and/or revocation of any previously granted days.

3.4 Leave Limits

The maximum number of Sick Leave Bank days available per employee per school year is 50 days with a maximum of no more than 120 days in any five-year period. Leave donations for other than full-time members will be proportionate to the hours worked of the individual requesting leave. Utilization will conform to the appropriate negotiated agreements. Total salary and Joint Sick Leave Bank and Exchange benefits shall not exceed a member's annual SMCPs salary.

4. **SICK LEAVE EXCHANGE BENEFITS**

4.1 Sick Leave Exchange Benefits Waiting Period

Excluding the requirement to utilize any available leave to the employee, there is no waiting period to request Sick Leave Exchange benefits.

4.2 Sick Leave Exchange Benefits Eligibility

Sick Leave Exchange days may be awarded to Joint Sick Leave Bank and Exchange members for use on regularly scheduled duty days for (1) temporarily incapacitating and debilitating personal illness, injury, isolation, or quarantine **of the member** that is not likely to result in permanent disability of that employee or (2) to allow the member to care for an immediate family member (adopted, foster, or natural child, grandchild, parent, brother, sister, spouse/life partner, or anyone who has lived regularly in the household) facing temporarily incapacitating and debilitating personal illness, injury, terminal illness or quarantine. In order to be eligible for Sick Leave Bank benefits, a member must qualify for approved leave under personal illness.

The purpose of the Joint Sick Leave Bank and Exchange is to allow continuation of salary and benefits for the employee. The Joint Sick Leave Bank and Exchange operates independently, and is not governed by and does not impact the employee's rights under the FMLA. The use of leave allocated under the Joint Sick Leave Bank and Exchange does not guarantee that an employee will maintain his or her position.

4.3 Sick Leave Exchange Benefit Exclusions

Exclusions from Sick Leave Exchange benefits include but are not limited to the following.

- a. Employees may not request Sick Leave Exchange benefits to care for anyone other than themselves or immediate family members (adopted, foster, or natural child, grandchild, parent, brother, sister, spouse/life partner, or anyone who has lived regularly in the household).
- b. Any employee eligible for Worker's Compensation is not eligible for Sick Leave Exchange benefits.
- c. Once an employee is eligible for disability retirement, all Joint Sick Leave Bank and Exchange benefits will cease.
- d. An employee who at the time of Joint Sick Leave Bank and Exchange application is on an approved leave of absence, suspended, or terminated from SMCPs is not eligible for Joint Sick Leave Bank and Exchange benefits.
- i. Members with available accumulated leave (Examples: sick, personal, annual, compensatory time, etc.) are not eligible for Joint Sick Leave Bank and Exchange benefits. Members must use all available accumulated leave (Examples: sick, personal, annual, compensatory time, etc.) before being eligible for awards from the bank. **Members eligible for direct sick leave exchange from other employees must exhaust those options first.**

(Refer to the appropriate negotiated agreement: EASMC-ESP Article 8.3, f, 1, 6th bullet – EASMC Article VIII, C, 1, a, 6 – SMASA Article VIII, C, 1, a, 4.)

- e. Donated sick leave exchange days, once granted, cannot be returned to the donor and remain available to the employee for use for the purposes stated in the application form until June 30 of that year, but shall not be applied to the sick leave balance reported at time of retirement, termination or resignation. All unused Sick Leave Exchange days not utilized by the employee by June 30 for the purposes stated in the application form shall be transferred to the Sick Leave Bank.
- f. A member who is receiving benefits from the Joint Sick Leave Bank and Exchange may not work secondary employment. A member who is receiving benefits from the Joint Sick Leave Bank and Exchange may not perform actions contrary to the limitations set forth in the medical documentation provided in the application and supporting documents. To do so may result in disciplinary action, immediate termination of Joint Sick Leave Bank and Exchange benefits. And/or revocation of any previously granted days.

4.4 Leave Limits

The maximum number of Sick Leave Exchange days available per employee per school year is 30 days if the employee has also been granted Sick Leave Bank days. The maximum number of Sick Leave Exchange days available per employee per school year is 60 days if the employee was ineligible for Sick Leave Bank days, but is eligible for Sick Leave Exchange Days. The maximum number of Sick Leave Exchange days that an employee may receive is no more than 120 in any five-year period. The maximum combined total of Sick Leave Bank and Exchange days is limited to 180 days in any five-year period. Leave donations for other than full-time members will be proportionate to the hours worked of the individual requesting leave. Utilization will conform to the appropriate negotiated agreements. Total salary and Joint Sick Leave Bank and Exchange benefits shall not exceed a member's annual SMCPSS salary.

5. **APPLICATION REQUIREMENTS**

5.1 Application Timeline

When possible, all leave requests should be made within the 30 calendar days prior to the first date Joint Sick Leave Bank and Exchange usage is requested. (In extreme and unusual cases, an exception for retroactive days may be approved.)

5.2 Required Documentation

Requests for and allocation of sick leave days shall be in full day increments. A complete SMCPSS Joint Sick Leave Bank and Exchange Request and Waiver of Medical Records form must be submitted prior to consideration of a request. If the request for Sick Leave Exchange is to care for an immediate family member, the family member must also sign a waiver allowing SMCPSS to access medical records necessary to make a determination of benefits. Among other information, this form must include the following.

- History of the illness
- Date the illness began or that treatment was first administered
- A diagnosis and prognosis
- The physician's signature and stamp
- Any other related information that supports the benefits eligibility
- Detailed plan of treatment including any prescribed medications or therapies
- Anticipated return to work release date

5.3 Ethics

Any violation, withholding of information, or false representation of information may result in disciplinary action or termination of Joint Sick Leave Bank and Exchange benefits and may require repayment.

6. **APPLICATION REVIEW**

6.1 Joint Sick Leave Bank and Exchange Approval Committee Members

The Joint Sick Leave Bank and Exchange Approval Committee will be comprised of a representative of the Department of Human Resources, one SMASA representative appointed by the SMASA President, two EASMC-Certificated representatives appointed by the EASMC President, two EASMC-ESP representatives appointed by the EASMC President, and one non-voting member who would be the Supervisor of Health Services or an SMCPS registered nurse. The respective organizations will submit the name of their appointees annually on July 1 to the Superintendent. One of the SMCPS appointees and one of the EASMC-Certificated, EASMC-ESP, or SMASA appointees will serve as co-chairpersons, as determined by the Joint Sick Leave Bank and Exchange Committee. The respective presidents will appoint replacements. All parties recognize that due to the personal and sensitive nature of sick leave donation review, the complete confidentiality by the Joint Sick Leave Bank and Exchange Approval Committee members is essential. All correspondence pertaining to the Joint Sick Leave Bank and Exchange will be issued by the Director of Human Resources. A quorum of the committee will be four members and will be required to make official decisions relative to leave requests.

6.2 Joint Sick Leave Bank and Exchange Approval Review Process

The six-member Joint Sick Leave Bank and Exchange Approval Committee will review all applications for the donation of sick leave in accordance with the following process. The Joint Sick Leave Bank and Exchange Approval Committee will meet regularly each month to consider any complete application packages that have been received. The Joint Sick Leave Bank and Exchange application allows a Joint Sick Leave Bank and Exchange co-chairperson or designee to contact the physician(s) who provided the necessary documentation. The committee may also confer with the SMCPS Insurance Specialist. The committee may also review and request additional documentation during the course of the eligibility period. Decision of the committee will be by consensus.

6.3 Final Decision

The Joint Sick Leave Bank and Exchange Approval Committee's decision and reason will be communicated in writing to the employee within seven business days following the decision of the Joint Sick Leave Bank and Exchange Approval Committee. The decision of the Joint Sick Leave Bank and Exchange Approval Committee is final. **There is no process to appeal a decision of the Joint Sick Leave Bank and Exchange Approval Committee.** If employees believe it would be advantageous, they may reapply with additional information within 15 days of the notice of denial for the same condition considered in the original application. If leave is granted, allocation will be equal to the normal work day of the individual requesting leave. Utilization will conform to the appropriate negotiated agreements.

7. MAINTENANCE OF JOINT SICK LEAVE BANK AND EXCHANGE

7.1 Initial Donations

New employees may elect to join the Joint Sick Leave Bank and Exchange within 30 calendar days of initial employment or during the open enrollment in September. Joint Sick Leave Bank and Exchange membership requires an initial donation of one sick leave day per member. To participate, current employees (those not new to SMCPS) must have at least 10 days of accrued sick leave. New Joint Sick Leave Bank and Exchange members cannot be asked to donate more than one sick leave day in their initial year of enrollment.

7.2 Ongoing Donations

When the Joint Sick Leave Bank and Exchange balance drops to 25% of the membership, then EASMC-Certificated, EASMC-ESP, SMASA and SMCPS representatives will convene to review the status of the bank and determine if a request for replenishment is necessary.

7.2.1 Replenishment

If the sick leave bank needs to be replenished, all members will be requested to donate an additional day. Members with a current sick leave balance of at least 50 days may contribute a maximum of two days during open enrollment, or a request to replenish the sick leave bank. Members with a current sick leave balance of at least 100 days may contribute a maximum of three days during open enrollment or a request to replenish the sick leave bank. Members with a current sick leave balance of at least 150 days may contribute a maximum of four days during open enrollment or a request to replenish the sick leave bank. Members with a current sick leave balance of at least 200 days may contribute a maximum of five days during open enrollment or a request to replenish the sick leave bank. Members who cannot or do not donate another day during a replenishment request will be removed from Joint Sick Leave Bank and Exchange membership. A Joint Sick Leave Bank and Exchange member returning from a leave of absence has 30 days to make the required donation to maintain Joint Sick Leave Bank and Exchange membership.

7.2.2 Repayment

Members who utilized Sick Leave Bank benefits in a given year will be required to donate one day back to the bank from the new sick days they are granted by SMCPS in the following school year. Members who cannot or do not donate another day during the following year will be removed from Joint Sick Leave Bank and Exchange membership.

7.2.3 Voluntary Donations

Members with a current sick leave balance of at least 50 days may contribute a maximum of two days during open enrollment, or a request to replenish the sick leave bank. Members with a current sick leave balance of at least 100 days may contribute a maximum of three days during open enrollment or a request to replenish the sick leave bank. Members with a current sick leave balance of at least 150 days may contribute a maximum of four days during open enrollment or a request to replenish the sick leave bank. Members with a current sick leave balance of at least 200 days may contribute a maximum of five days during open enrollment or a request to replenish the sick leave bank. Current Joint Sick Leave Bank and Exchange Members, at time of retirement, may contribute no more than ten days of their current sick leave balance to the sick leave bank.

Appendix E - Stipend Payment Schedule

The approved stipends are listed below. This is an evolving table since changes can be recommended by the EPED/Stipend Review Committee and approved by the Superintendent outside of the official opening of negotiations in accordance with this CBA. Article 9, Stipends, of this CBA includes additional clarifying and qualifying information on stipends, where appropriate. A description of expectations for each stipend is available from the Department of Human Resources. These stipends do not count towards pension accrual.

FY 2025

Stipend	Amount
Administrative Office Personnel Liaison	\$1,400
CPR/AED/FA	\$820
Department Chair (working with 11 or more staff)	\$1,400
Elementary School Intermediate (3-5) Chair (working with 3-5 staff)	\$1,000
Elementary School Primary (PreK-2) Chair (working with 3-5 staff)	\$1,000
Energy Coordinator	\$500
Game Manager – H.S.	\$800
High School Department Chair (working with 3-5 staff)	\$1,000
High School Department Chair or Team Lead (working with 6-10 staff)	\$1,200
MD Certified School Psychologist Mentor of School Psychologist Intern	\$2,250
Mentor of Certificated Teachers (1 mentee)	\$700
Mentors of Certificated Teachers (each additional mentee)	\$300
MGA/MUN/MC Sponsor - Organizational Committee	\$2,600
Middle School Department Chair (working with 3-5 staff)	\$1,000
Middle School Department Chair or Teal Lead (working with 6-10 staff)	1200
MTSS/PBIS Team Leader	\$500
Robotics Club Advisor	\$400
School Wellness Coordinator	\$300
Special Education Department Chair (working with 3-5 staff)	\$1,000
Teacher-in-Charge	2250
Webmaster Elementary	\$300
Webmaster High	\$800
Webmaster Middle	\$600

FY 2026

Stipend Position	Points	1-3	4-6	7-10	10+
Administrative Office Personnel Liaison	TBD	TBD	TBD	TBD	TBD
CPR/AED/FA	TBD	TBD	TBD	TBD	TBD
Department Chair (working with 11 or more staff)	TBD	TBD	TBD	TBD	TBD
Elementary School Intermediate (3-5) Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Elementary School Primary (PreK-2) Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Energy Coordinator	TBD	TBD	TBD	TBD	TBD
Game Manager – H.S.	TBD	TBD	TBD	TBD	TBD
High School Department Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
High School Department Chair or Team Lead (working with 6-10 staff)	TBD	TBD	TBD	TBD	TBD
MD Certified School Psychologist Mentor of School Psychologist Intern	TBD	TBD	TBD	TBD	TBD
Mentor of Certificated Teachers (1 mentee)	TBD	TBD	TBD	TBD	TBD
Mentors of Certificated Teachers (each additional mentee)	TBD	TBD	TBD	TBD	TBD
MGA/MUN/MC Sponsor - Organizational Committee	TBD	TBD	TBD	TBD	TBD
Middle School Department Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Middle School Department Chair or Teal Lead (working with 6-10 staff)	TBD	TBD	TBD	TBD	TBD
MTSS/PBIS Team Leader	TBD	TBD	TBD	TBD	TBD
Robotics Club Advisor	TBD	TBD	TBD	TBD	TBD
School Wellness Coordinator	TBD	TBD	TBD	TBD	TBD
Special Education Department Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Teacher-in-Charge	TBD	TBD	TBD	TBD	TBD
Webmaster Elementary	TBD	TBD	TBD	TBD	TBD
Webmaster High	TBD	TBD	TBD	TBD	TBD
Webmaster Middle	TBD	TBD	TBD	TBD	TBD

FY 2027

Stipend Position	Points	1-3	4-6	7-10	10+
Administrative Office Personnel Liaison	TBD	TBD	TBD	TBD	TBD
CPR/AED/FA	TBD	TBD	TBD	TBD	TBD
Department Chair (working with 11 or more staff)	TBD	TBD	TBD	TBD	TBD
Elementary School Intermediate (3-5) Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Elementary School Primary (PreK-2) Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Energy Coordinator	TBD	TBD	TBD	TBD	TBD
Game Manager – H.S.	TBD	TBD	TBD	TBD	TBD
High School Department Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
High School Department Chair or Team Lead (working with 6-10 staff)	TBD	TBD	TBD	TBD	TBD
MD Certified School Psychologist Mentor of School Psychologist Intern	TBD	TBD	TBD	TBD	TBD
Mentor of Certificated Teachers (1 mentee)	TBD	TBD	TBD	TBD	TBD
Mentors of Certificated Teachers (each additional mentee)	TBD	TBD	TBD	TBD	TBD
MGA/MUN/MC Sponsor - Organizational Committee	TBD	TBD	TBD	TBD	TBD
Middle School Department Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Middle School Department Chair or Teal Lead (working with 6-10 staff)	TBD	TBD	TBD	TBD	TBD
MTSS/PBIS Team Leader	TBD	TBD	TBD	TBD	TBD
Robotics Club Advisor	TBD	TBD	TBD	TBD	TBD
School Wellness Coordinator	TBD	TBD	TBD	TBD	TBD
Special Education Department Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Teacher-in-Charge	TBD	TBD	TBD	TBD	TBD
Webmaster Elementary	TBD	TBD	TBD	TBD	TBD
Webmaster High	TBD	TBD	TBD	TBD	TBD
Webmaster Middle	TBD	TBD	TBD	TBD	TBD

FY 2028

Stipend Position	Points	1-3	4-6	7-10	10+
Administrative Office Personnel Liaison	TBD	TBD	TBD	TBD	TBD
CPR/AED/FA	TBD	TBD	TBD	TBD	TBD
Department Chair (working with 11 or more staff)	TBD	TBD	TBD	TBD	TBD
Elementary School Intermediate (3-5) Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Elementary School Primary (PreK-2) Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Energy Coordinator	TBD	TBD	TBD	TBD	TBD
Game Manager – H.S.	TBD	TBD	TBD	TBD	TBD
High School Department Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
High School Department Chair or Team Lead (working with 6-10 staff)	TBD	TBD	TBD	TBD	TBD
MD Certified School Psychologist Mentor of School Psychologist Intern	TBD	TBD	TBD	TBD	TBD
Mentor of Certificated Teachers (1 mentee)	TBD	TBD	TBD	TBD	TBD
Mentors of Certificated Teachers (each additional mentee)	TBD	TBD	TBD	TBD	TBD
MGA/MUN/MC Sponsor - Organizational Committee	TBD	TBD	TBD	TBD	TBD
Middle School Department Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Middle School Department Chair or Teal Lead (working with 6-10 staff)	TBD	TBD	TBD	TBD	TBD
MTSS/PBIS Team Leader	TBD	TBD	TBD	TBD	TBD
Robotics Club Advisor	TBD	TBD	TBD	TBD	TBD
School Wellness Coordinator	TBD	TBD	TBD	TBD	TBD
Special Education Department Chair (working with 3-5 staff)	TBD	TBD	TBD	TBD	TBD
Teacher-in-Charge	TBD	TBD	TBD	TBD	TBD
Webmaster Elementary	TBD	TBD	TBD	TBD	TBD
Webmaster High	TBD	TBD	TBD	TBD	TBD
Webmaster Middle	TBD	TBD	TBD	TBD	TBD

Appendix F – Mobile Phone Allocation

The following categories of employees will be provided an annual mobile phone allocation as defined in Article 9.11.

Category or Position	Mobile Phone Allocation Amount
Assistant Building Service Manager	\$400
Building Service Manager	\$400
Department of Information Technology	\$400
Pupil Personnel Worker	\$500

Appendix G – Placement on Salary Scale

Effective July 1, 2020 - Placement on EASMC Certificated or EASMC ESP Salary Schedules

New Hires

1. For FY25, the Board will place new hires on the FY2024 salary scale based on verified experience and credentials. They will then be placed on the career ladder/specialist salary scale at the next immediate step where the dollar amount is higher than the dollar amount from their placement on the FY2024 salary scale. Any employee who will be placed as a classroom teacher at a Blueprint school with current National Board Certification under the National Board for Professional Teaching Standards (NBPTS) will have an additional \$3,000 included in the base salary used to determine their placement on the new career ladder salary scale.
2. Except for JROTC instructors and Professional Technical Education (PTE) instructors, employees hired by the Board will be credited with verified related previous experience as compared to the job description and placed accordingly on the appropriate step and range of the applicable salary scale for the assignment based on a 1:1 ratio of years of experience to steps, as determined by the Board.
3. JROTC instructors and PTE instructors hired by the Board will be credited with verified related previous experience as compared to the job description (active military experience for JROTC instructors and industry-specific experience for PTE instructors) and placed accordingly on the appropriate step and range of the applicable salary scale for the assignment based on a 2-to-1 ratio of years of experience to steps, as determined by the Board. JROTC instructors' placement on the salary scale shall comply with the Minimum Instructor Pay (MIP) required by Cadet Command. If at any time the MIP exceeds the current salary for a current JROTC instructor, then the JROTC instructor shall receive a MIP salary differential adjustment to allow for the step range plus differential adjustment be equal to the MIP. The MIP salary differential will be adjusted accordingly in future years as step/COLA adjustments are provided in the same manner as for others on the same scale.

EASMC ESP Unit - Movement between Ranges

The value of the employee's salary will be computed based on the number of months of the new assignment and the number of hours worked per day for the new assignment, as compared to their current assignment to obtain the hourly wage equivalent. Based on this hourly wage equivalent, employees moving up or down ranges within the EASMC-ESP scale shall be placed on the salary scale utilizing the one method below that results in the highest employee salary.

1. Employees moving up ranges shall be placed at the next highest step, plus one step. Employees moving down ranges shall be placed at the next lower step, minus one step. (Does not apply to employees changing ranges due solely to obtaining advanced credentials. Ex: Para I moving to Para II due to passing the ParaPro assessment. Instead, these employees shall maintain their step on the salary scale).

2. Employees moving from one position classification to another position classification for which they have previous verified experience in the new position classification (as determined by the Board and not previously included in original placement) shall have their previous verified experience for the new position be used for the calculation of placement on the salary scale.
3. Employees who have moved to a higher placement and decide to return to their previous placement, will be placed on the appropriate scale/range at the step where they would have otherwise been had they not accepted the last assignment change.

EASMC Certificated Unit - Movement between Ranges

Employees moving between ranges due to additional credits earned or changes in certification shall maintain their step on the salary scale.

Movement from Another SMCPS Bargaining Unit

1. A current SMCPS Education Support Professional (ESP) Unit employee who is hired by the Board as a certificated teacher shall be granted service credit for up to ten years of ESP experience with SMCPS for the purpose of placement on the teacher's salary scale. For every two years of Education Support Professional service to the Board, the employee shall be given one step credit on the teacher's salary scale (a maximum of five step credits based on a maximum of ten years of Board Education Support Professional service).
2. A current SMCPS employee in either the EASMC Certificated Unit or the Administrative and Supervisory Unit moving to an EASMC-ESP position shall receive one step on the EASMC-ESP salary scale for every year of verified certificated/licensed full-time school-system work experience, or previous verified experience in the new position classification (as determined by the Board and not previously included in their original salary placement), whichever is higher.
3. A current SMCPS employee in the Administrative and Supervisory Unit moving to an EASMC-ESP or EASMC Certificated Unit position shall receive one step on the EASMC-ESP or EASMC Certificated Unit salary scale for every year of verified certificated/licensed full-time school-system work experience.

If the Superintendent determines that a salary placement does not meet any of the above criteria, the Superintendent and EASMC shall meet to reach consensus on salary placements prior to the employee's placement in a new position.

Appendix H – Record of Changes

Agreement Between
The Education Association of St. Mary’s County
for Education Support Professionals
and
The Board of Education of St. Mary’s County
July 1, 2024 – June 30, 2028
Record of Changes

Change Sequence	Date	Original Pages	Reference	Summary of Changes