## ARTICLE XIV Salaries and Retirement

## 14.1 Salaries

Salaries shall be paid in accordance with the tables set forth below. There will be a differential paid to the Lead Technician of \$3.00 per hour, as compensation for providing additional technical oversight of the Technology Department. The tables below reflect the acceptance between the Board and the Union for salary increases for the life of this Agreement. Employees shall receive an annual base salary increase of 4.00% for the 2024-2025 school year. Annual base salary increases for the remaining years of the Agreement are shown in the tables below. The December Consumer Price Index-All Urban percentage will be used to determine salary increases for the final three years of the Agreement subject to the ceilings and floors shown below:

Instructional Assistants who are assigned by their supervisor and directed to provide toileting support to students with disabilities as part of their regularly assigned duties shall receive a \$750 stipend per semester in addition to their regular hourly rate.

Hourly Wages for Employees Hired Before July 1, 2021 (Updated 1-16-25)					
Job Title	FY25	FY26	FY27	FY28	FY29
			Dec-24	Dec-25	Dec-26
Specialist Plus			CPI-U	CPI-U	CPI-U
(Secretary to Asst			Max: 4%	Max: 4%	Max: 4%
Principal for			Min: 3%	Min: 2.5%	Min: 2.25%
Student Services)	\$40.33	\$41.70	(\$42.95)		
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Specialist (District			Max: 4%	Max: 4%	Max: 4%
Communications			Min: 3%	Min: 2.5%	Min: 2.25%
Assistant)	\$38.03	\$39.32	(\$40.50)		
			Dec-24	Dec-25	Dec-26
Building Secretary			CPI-U	CPI-U	CPI-U
(10- or 12-			Max: 4%	Max: 4%	Max: 4%
Month)			Min: 3%	Min: 2.5%	Min: 2.25%
	\$36.37	\$37.61	(\$38.74)		
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Multimedia			Max: 4%	Max: 4%	Max: 4%
Specialist			Min: 3%	Min: 2.5%	Min: 2.25%
	\$35.00	\$36.19	(\$37.28)		
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
			Max: 4%	Max: 4%	Max: 4%
Computer Tech			Min: 3%	Min: 2.5%	Min: 2.25%
Level III	\$36.37	\$37.61	(\$38.74)		
Computer					
Systems			Dec-24	Dec-25	Dec-26
Specialist	\$40.33	\$41.70	CPI-U	CPI-U	CPI-U

			Max: 4%	Max: 4%	Max: 4%
			Min: 3%	Min: 2.5%	Min: 2.25%
			(\$42.95)		
			Dec-24	Dec-25	Dec-26
Instructional Aide			CPI-U	CPI-U	CPI-U
/			Max: 4%	Max: 4%	Max: 4%
Assistant			Min: 3%	Min: 2.5%	Min: 2.25%
	\$31.08	\$32.14	(\$33.10)		
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Student			Max: 4%	Max: 4%	Max: 4%
Supervisor			Min: 3%	Min: 2.5%	Min: 2.25%
	\$29.00	\$29.99	(\$30.89)		

Hourly Wages for Employees Hired On or After July 1, 2021

Job Title	FY25	FY26	FY27	FY28	FY29
			Dec-24	Dec-25	Dec-26
Specialist-Plus			CPI-U	CPI-U	CPI-U
(Secretary to			Max: 4%	Max: 4.25%	Max: 4.25%
Asst. Principal of			Min: 3.25%	Min: 2.5%	Min: 2.25%
Student Services)	\$40.33	\$41.70	(\$43.06)		
Specialist					
(Registrar,					
Secretary to Asst.					
Principal of					
Student					
Experiences and			Dec-24	Dec-25	Dec-26
Community			CPI-U	CPI-U	CPI-U
Engagement, and			Max: 4%	Max: 4.25%	Max: 4.25%
District			Min: 3.25%	Min: 2.5%	Min: 2.25%
Communications Asst.)	\$32.98	\$34.13	(\$35.24)	IVIIII. 2.3/0	IVIIII. 2.23/0
ASSL.)	\$32.98	\$34.13	Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Building Secretary			Max: 4%	Max: 4.25%	Max: 4.25%
(10- or 12-			Min: 3.25%	Min: 2.5%	Min: 2.25%
Month)	400.50	404.76		IVIIII. 2.5%	IVIIII. 2.25%
	\$30.69	\$31.76	(\$32.79)	D 25	D 3C
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
			Max: 4%	Max: 4%	Max: 4%
Computer Tech			Min: 3%	Min: 2.5%	Min: 2.25%
Level I	\$25.74	\$26.62	(\$27.42)		
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Computer Tech			Max: 4%	Max: 4%	Max: 4%
Level II			Min: 3%	Min: 2.5%	Min: 2.25%
	\$29.24	\$30.23	(\$31.14)		
Multimedia					
Specialist			Dec-24	Dec-25	Dec-26
	\$35.00	\$36.19	CPI-U	CPI-U	CPI-U

	1		N.4= 40/	N.4 40/	NA= 40/
			Max: 4%	Max: 4%	Max: 4%
			Min: 3%	Min: 2.5%	Min: 2.25%
			(\$37.28)		
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Graphic Designer/			Max: 4%	Max: 4%	Max: 4%
Webmaster			Min: 3%	Min: 2.5%	Min: 2.25%
	\$35.00	\$36.19	(\$37.28)		
				Dec-25	Dec-26
			Dec-24 CPI-U	CPI-U	CPI-U
Computer Tech			Max: 4%	Max: 4%	Max: 4%
Level III			Min: 3%	Min: 2.5%	Min: 2.25%
Level III	\$36.37	\$37.61	(\$38.74)	1 2.0,0	
	750.57	757.01	Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Computer			Max: 4%	Max: 4%	Max: 4%
Systems					
Specialist	4.0.00	4	Min: 3%	Min: 2.5%	Min: 2.25%
	\$40.33	\$41.70	(\$42.95)		
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Power School			Max: 4%	Max: 4%	Max: 4%
Operator			Min: 3%	Min: 2.5%	Min: 2.25%
-	\$35.00	\$36.19	(\$37.28)		
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
			Max: 4%	Max: 4%	Max: 4%
Health Aide			Min: 3%	Min: 2.5%	Min: 2.25%
Treater / wae	\$38.75	\$40.07	(\$41.27)		
	122	,	Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Inctional Aida			Max: 4%	Max: 4.25%	Max: 4.25%
Instructional Aide / Assistant			Min: 3.25%	Min: 2.5%	Min: 2.25%
	\$27.41	\$28.37	(\$29.29)	141111. 2.570	141111. 2.2370
	\$27.41	\$20.57	Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Student			Max: 4%	Max: 4.25%	Max: 4.25%
Supervisor	40000	4	Min: 3.25%	Min: 2.5%	Min: 2.25%
	\$26.08	\$27.00	(\$27.88)		
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
Main Entrance			Max: 4%	Max: 4%	Max: 4%
Receptionist			Min: 3%	Min: 2.5%	Min: 2.25%
•	\$28.39	\$29.38	(\$30.26)		
			Dec-24	Dec-25	Dec-26
			CPI-U	CPI-U	CPI-U
			Max: 4%	Max: 4%	Max: 4%
Athletic Trainer			Min: 3%	Min: 2.5%	Min: 2.25%
Admicae Hamer	\$36.26	\$37.49	(\$38.61)		
	730.20	757.75	(700.01)		1