

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
Specialist Plus (Secretary to Asst Principal for Student Services)	\$40.33	\$41.70	Dec-24 CPI-U Max: 4% Min: 3% (\$42.95)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Specialist (District Communications Assistant)	\$38.03	\$39.32	Dec-24 CPI-U Max: 4% Min: 3% (\$40.50)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Building Secretary (10- or 12- Month)	\$36.37	\$37.61	Dec-24 CPI-U Max: 4% Min: 3% (\$38.74)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Multimedia Specialist	\$35.00	\$36.19	Dec-24 CPI-U Max: 4% Min: 3% (\$37.28)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Computer Tech Level III	\$36.37	\$37.61	Dec-24 CPI-U Max: 4% Min: 3% (\$38.74)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Computer Systems Specialist	\$40.33	\$41.70	Dec-24 CPI-U	Dec-25 CPI-U	Dec-26 CPI-U

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

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

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

			Max: 4% Min: 3% (\$37.28)	Max: 4% Min: 2.5%	Max: 4% Min: 2.25%
Graphic Designer/ Webmaster	\$35.00	\$36.19	Dec-24 CPI-U Max: 4% Min: 3% (\$37.28)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Computer Tech Level III	\$36.37	\$37.61	Dec-24 CPI-U Max: 4% Min: 3% (\$38.74)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Computer Systems Specialist	\$40.33	\$41.70	Dec-24 CPI-U Max: 4% Min: 3% (\$42.95)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Power School Operator	\$35.00	\$36.19	Dec-24 CPI-U Max: 4% Min: 3% (\$37.28)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Health Aide	\$38.75	\$40.07	Dec-24 CPI-U Max: 4% Min: 3% (\$41.27)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Instructional Aide / Assistant	\$27.41	\$28.37	Dec-24 CPI-U Max: 4% Min: 3.25% (\$29.29)	Dec-25 CPI-U Max: 4.25% Min: 2.5%	Dec-26 CPI-U Max: 4.25% Min: 2.25%
Student Supervisor	\$26.08	\$27.00	Dec-24 CPI-U Max: 4% Min: 3.25% (\$27.88)	Dec-25 CPI-U Max: 4.25% Min: 2.5%	Dec-26 CPI-U Max: 4.25% Min: 2.25%
Main Entrance Receptionist	\$28.39	\$29.38	Dec-24 CPI-U Max: 4% Min: 3% (\$30.26)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%
Athletic Trainer	\$36.26	\$37.49	Dec-24 CPI-U Max: 4% Min: 3% (\$38.61)	Dec-25 CPI-U Max: 4% Min: 2.5%	Dec-26 CPI-U Max: 4% Min: 2.25%