

TIE

APPENDIX A ENTRY LEVEL SALARY PLACEMENT

| Years of Experience | Entry Level Salary 2024-25 | Entry Level Salary 2025-26 |
|--|----------------------------|----------------------------|
| Occupational Therapist/Physical Therapist | | |
| 0 | \$54,688 | \$55,481 |
| 1 | \$55,990 | \$56,802 |
| 2 | \$57,292 | \$58,123 |
| 3 | \$58,594 | \$59,444 |
| 4 | \$59,896 | \$60,764 |
| 5 | \$61,459 | \$62,350 |
| Assistant | | |
| 0 | \$34,487 | \$34,987 |
| 1-5 | \$36,394 | \$36,922 |
| 6-10 | \$43,837 | \$44,473 |

ANNUAL INCREASES

| Fiscal Year | Salary Increases |
|--------------------|-------------------------|
| 2023-2024 | 4.25% |
| 2024-2025 | 4.0% |
| 2025-2026 | 2.9% |
| 2026-2027 | CPI (2.5% - 4%) |

Each returning bargaining unit member shall receive the annual wage increase as listed above. Starting salary will increase each year by half (.5) of the applicable percentage applied to returning bargaining unit members.