



2025-26 OSEA Base Salary Schedule

Range	Step							
	A	B	C	D	E	F	G	H
3	15.06	15.66	16.29	16.94	17.62	18.32	19.06	19.82
4	15.70	16.33	16.98	17.66	18.37	19.10	19.87	20.66
5	16.45	17.11	17.79	18.50	19.24	20.01	20.81	21.65
6	17.22	17.91	18.63	19.37	20.14	20.95	21.79	22.66
7	18.01	18.73	19.48	20.26	21.07	21.91	22.79	23.70
8	18.87	19.62	20.41	21.23	22.08	22.96	23.88	24.83
9	19.75	20.54	21.36	22.22	23.10	24.03	24.99	25.99
10	20.65	21.48	22.34	23.23	24.16	25.12	26.13	27.17
11	21.63	22.50	23.40	24.33	25.30	26.32	27.37	28.46
12	22.66	23.57	24.51	25.49	26.51	27.57	28.67	29.82
13	23.71	24.66	25.64	26.67	27.74	28.85	30.00	31.20
14	24.87	25.86	26.90	27.98	29.09	30.26	31.47	32.73
15	26.03	27.07	28.15	29.28	30.45	31.67	32.94	34.25

Professional/Technical	A	B	C	D	E	F	G	H
Accountant II	26.03	27.07	28.15	29.28	30.45	31.67	32.94	34.25
Wellness Specialist	26.03	27.07	28.15	29.28	30.45	31.67	32.94	34.25
Journeyman	27.47	28.57	29.71	30.90	32.14	33.42	34.76	36.15
Electrical Specialist	28.89	30.05	31.25	32.50	33.80	35.15	36.56	38.02

This salary schedule includes an increase of 4.15% over 2024-25, and 4% between columns.

8/12/2025



2025-26 OSEA 10-Year Longevity

Range	Step							
	A	B	C	D	E	F	G	H
3	15.62	16.25	16.90	17.58	18.28	19.01	19.77	20.56
4	16.29	16.94	17.62	18.32	19.06	19.82	20.62	21.43
5	17.07	17.75	18.46	19.19	19.96	20.76	21.59	22.46
6	17.87	18.58	19.33	20.10	20.90	21.74	22.61	23.51
7	18.69	19.43	20.21	21.02	21.86	22.73	23.64	24.59
8	19.58	20.36	21.18	22.03	22.91	23.82	24.78	25.76
9	20.49	21.31	22.16	23.05	23.97	24.93	25.93	26.96
10	21.42	22.29	23.18	24.10	25.07	26.06	27.11	28.19
11	22.44	23.34	24.28	25.24	26.25	27.31	28.40	29.53
12	23.51	24.45	25.43	26.45	27.50	28.60	29.75	30.94
13	24.60	25.58	26.60	27.67	28.78	29.93	31.13	32.37
14	25.80	26.83	27.91	29.03	30.18	31.39	32.65	33.96
15	27.01	28.09	29.21	30.38	31.59	32.86	34.18	35.53

Professional/Technical	A	B	C	D	E	F	G	H
Accountant II	27.01	28.09	29.21	30.38	31.59	32.86	34.18	35.53
Wellness Specialist	27.01	28.09	29.21	30.38	31.59	32.85	34.18	35.53
Journeyman	28.50	29.64	30.82	32.06	33.35	34.67	36.06	37.51
Electrical Specialist	29.97	31.18	32.42	33.72	35.07	36.47	37.93	39.45

This salary schedule includes an increase of 4.15% over 2024-25, and 4% between columns.

8/12/2025



2025-26 OSEA 20-Year Longevity

Range	Step							
	A	B	C	D	E	F	G	H
3	16.19	16.83	17.51	18.21	18.94	19.69	20.49	21.31
4	16.88	17.55	18.25	18.98	19.75	20.53	21.36	22.21
5	17.68	18.39	19.12	19.89	20.68	21.51	22.37	23.27
6	18.51	19.25	20.03	20.82	21.65	22.52	23.42	24.36
7	19.36	20.13	20.94	21.78	22.65	23.55	24.50	25.48
8	20.29	21.09	21.94	22.82	23.74	24.68	25.67	26.69
9	21.23	22.08	22.96	23.89	24.83	25.83	26.86	27.94
10	22.20	23.09	24.02	24.97	25.97	27.00	28.09	29.21
11	23.25	24.19	25.16	26.15	27.20	28.29	29.42	30.59
12	24.36	25.34	26.35	27.40	28.50	29.64	30.82	32.06
13	25.49	26.51	27.56	28.67	29.82	31.01	32.25	33.54
14	26.74	27.80	28.92	30.08	31.27	32.53	33.83	35.18
15	27.98	29.10	30.26	31.48	32.73	34.05	35.41	36.82

Professional/Technical	A	B	C	D	E	F	G	H
Accountant II	27.98	29.10	30.26	31.48	32.73	34.05	35.41	36.82
Wellness Specialist	27.98	29.10	30.26	31.48	32.73	34.05	35.41	36.82
Journeyman	29.53	30.71	31.94	33.22	34.55	35.93	37.37	38.86
Electrical Specialist	31.06	32.30	33.59	34.94	36.34	37.79	39.30	40.87

This salary schedule includes an increase of 4.15% over 2024-25, and 4% between columns.

8/12/2025



2025-06 OSEA 25-Year Longevity

<u>Range</u>	Step							
	A	B	C	D	E	F	G	H
3	16.75	17.42	18.12	18.85	19.60	20.38	21.20	22.05
4	17.47	18.17	18.89	19.65	20.44	21.25	22.11	22.98
5	18.30	19.04	19.79	20.58	21.40	22.26	23.15	24.09
6	19.16	19.93	20.73	21.55	22.41	23.31	24.24	25.21
7	20.04	20.84	21.67	22.54	23.44	24.38	25.35	26.37
8	20.99	21.83	22.71	23.62	24.56	25.54	26.57	27.62
9	21.97	22.85	23.76	24.72	25.70	26.73	27.80	28.91
10	22.97	23.90	24.85	25.84	26.88	27.95	29.07	30.23
11	24.06	25.03	26.03	27.07	28.15	29.28	30.45	31.66
12	25.21	26.22	27.27	28.36	29.49	30.67	31.90	33.18
13	26.38	27.43	28.53	29.67	30.86	32.10	33.38	34.71
14	27.67	28.77	29.93	31.13	32.36	33.66	35.01	36.41
15	28.96	30.12	31.32	32.57	33.88	35.23	36.65	38.10

Professional/Technical	A	B	C	D	E	F	G	H
Accountant II	28.96	30.12	31.32	32.57	33.88	35.23	36.65	38.10
Wellness Specialist	28.96	30.12	31.32	32.57	33.88	35.23	36.65	38.10
Journeyman	30.56	31.78	33.05	34.38	35.76	37.18	38.67	40.22
Electrical Specialist	32.14	33.43	34.77	36.16	37.60	39.10	40.67	42.30

This salary schedule includes an increase of 4.15% over 2024-25, and 4% between columns.

8/12/2025