

**Non-Negotiated  
Salary Schedules  
and Part Time  
Hourly Rates  
Summary  
2023-2024  
2024-2025  
2025-2026**

**Mirrored to OEA Bargaining Unit**

S04_22B		Service Coordinator		
Step	23-24	24-25	25-26	
1	\$ 61,783.94	\$ 69,200.99	\$ 70,758.02	
2	\$ 62,578.90	\$ 70,074.06	\$ 71,650.73	
3	\$ 63,369.50	\$ 70,943.28	\$ 72,539.50	
4	\$ 64,155.85	\$ 71,808.76	\$ 73,424.46	
5	\$ 64,938.05	\$ 72,670.62	\$ 74,305.70	
6	\$ 65,716.19	\$ 73,528.94	\$ 75,183.34	
7	\$ 66,490.36	\$ 74,383.84	\$ 76,057.47	
8	\$ 67,260.65	\$ 75,235.40	\$ 76,928.20	
9	\$ 68,027.14	\$ 76,083.72	\$ 77,795.61	
10	\$ 68,789.91	\$ 76,928.89	\$ 78,659.79	
11	\$ 69,547.99	\$ 77,769.93	\$ 79,519.75	
12	\$ 70,301.91	\$ 78,607.37	\$ 80,376.03	
13	\$ 71,051.63	\$ 79,441.18	\$ 81,228.60	
14	\$ 71,797.13	\$ 80,271.35	\$ 82,077.46	
15	\$ 72,538.39	\$ 81,097.87	\$ 82,922.57	
16	\$ 73,271.40	\$ 81,916.64	\$ 83,759.76	
17	\$ 73,998.56	\$ 82,730.13	\$ 84,591.56	
18	\$ 74,719.67	\$ 83,538.14	\$ 85,417.75	
19	\$ 75,434.52	\$ 84,340.46	\$ 86,238.12	
20	\$ 76,142.91	\$ 85,136.89	\$ 87,052.47	

S36_95E		Trainer -- FT		
Step	23-24	24-25	25-26	
1	\$ 49,587.11	\$ 55,556.85	\$ 56,806.88	
2	\$ 50,225.13	\$ 56,257.74	\$ 57,523.54	
3	\$ 50,859.66	\$ 56,955.53	\$ 58,237.03	
4	\$ 51,490.78	\$ 57,650.33	\$ 58,947.46	
5	\$ 52,118.56	\$ 58,342.22	\$ 59,654.92	
6	\$ 52,743.09	\$ 59,031.28	\$ 60,359.48	
7	\$ 53,364.43	\$ 59,717.59	\$ 61,061.23	
8	\$ 53,982.65	\$ 60,401.22	\$ 61,760.25	
9	\$ 54,597.83	\$ 61,082.26	\$ 62,456.61	
10	\$ 55,210.02	\$ 61,760.76	\$ 63,150.38	
11	\$ 55,818.45	\$ 62,435.96	\$ 63,840.77	
12	\$ 56,423.54	\$ 63,108.26	\$ 64,528.19	
13	\$ 57,025.26	\$ 63,777.66	\$ 65,212.65	
14	\$ 57,623.59	\$ 64,444.13	\$ 65,894.13	
15	\$ 58,218.51	\$ 65,107.68	\$ 66,572.60	
16	\$ 58,806.81	\$ 65,765.01	\$ 67,244.72	
17	\$ 59,390.43	\$ 66,418.11	\$ 67,912.52	
18	\$ 59,969.18	\$ 67,066.80	\$ 68,575.81	
19	\$ 60,542.92	\$ 67,710.93	\$ 69,234.43	
20	\$ 61,111.46	\$ 68,350.34	\$ 69,888.23	

S51_04A		Audiologist MA/Board Certified Behavior Analyst		
Step	23-24	24-25	25-26	
1	\$ 53,954.60	\$ 60,431.76	\$ 61,791.47	
2	\$ 54,835.90	\$ 61,385.42	\$ 62,766.59	
3	\$ 55,717.18	\$ 62,339.60	\$ 63,742.24	
4	\$ 56,598.47	\$ 63,294.32	\$ 64,718.44	
5	\$ 57,479.77	\$ 64,249.58	\$ 65,695.19	
6	\$ 58,361.05	\$ 65,205.37	\$ 66,672.49	
7	\$ 59,242.35	\$ 66,161.72	\$ 67,650.36	
8	\$ 60,123.63	\$ 67,118.62	\$ 68,628.79	
9	\$ 61,004.93	\$ 68,076.09	\$ 69,607.80	
10	\$ 61,886.21	\$ 69,034.11	\$ 70,587.38	
11	\$ 62,767.50	\$ 69,992.72	\$ 71,567.55	
12	\$ 63,648.79	\$ 70,951.89	\$ 72,548.31	
13	\$ 64,530.08	\$ 71,911.65	\$ 73,529.67	
14	\$ 65,411.38	\$ 72,872.01	\$ 74,511.63	
15	\$ 66,292.66	\$ 73,832.95	\$ 75,494.19	
16	\$ 67,173.95	\$ 74,794.50	\$ 76,477.37	
17	\$ 68,055.24	\$ 75,756.64	\$ 77,461.17	
18	\$ 68,936.53	\$ 76,719.41	\$ 78,445.60	
19	\$ 69,817.82	\$ 77,682.79	\$ 79,430.65	
20	\$ 70,699.11	\$ 78,646.80	\$ 80,416.36	

S51_04B		Audiologist PhD		
Step	23-24	24-25	25-26	
1	\$ 60,466.34	\$ 67,725.22	\$ 69,249.04	
2	\$ 61,347.63	\$ 68,685.25	\$ 70,230.67	
3	\$ 62,228.93	\$ 69,645.87	\$ 71,212.90	
4	\$ 63,110.22	\$ 70,607.09	\$ 72,195.75	
5	\$ 63,991.50	\$ 71,568.90	\$ 73,179.20	
6	\$ 64,872.80	\$ 72,531.33	\$ 74,163.29	
7	\$ 65,754.09	\$ 73,494.38	\$ 75,148.01	
8	\$ 66,635.39	\$ 74,458.05	\$ 76,133.36	
9	\$ 67,516.67	\$ 75,422.34	\$ 77,119.34	
10	\$ 68,397.96	\$ 76,387.27	\$ 78,105.98	
11	\$ 69,279.26	\$ 77,352.84	\$ 79,093.28	
12	\$ 70,160.54	\$ 78,319.05	\$ 80,081.23	
13	\$ 71,041.84	\$ 79,285.92	\$ 81,069.86	
14	\$ 71,923.13	\$ 80,253.46	\$ 82,059.16	
15	\$ 72,804.43	\$ 81,221.65	\$ 83,049.14	
16	\$ 73,685.71	\$ 82,190.52	\$ 84,039.80	
17	\$ 74,567.00	\$ 83,160.07	\$ 85,031.17	
18	\$ 75,448.30	\$ 84,130.31	\$ 86,023.24	
19	\$ 76,329.59	\$ 85,101.24	\$ 87,016.02	
20	\$ 77,210.88	\$ 86,072.86	\$ 88,009.50	

S52_07A		Non-Degree Teacher		
Step	23-24	24-25	25-26	
1	\$ 41,182.99	\$ 46,678.46	\$ 47,728.72	
2	\$ 41,712.88	\$ 47,265.93	\$ 48,329.41	
3	\$ 42,239.87	\$ 47,850.89	\$ 48,927.54	
4	\$ 42,764.02	\$ 48,433.42	\$ 49,523.17	
5	\$ 43,285.41	\$ 49,013.58	\$ 50,116.39	
6	\$ 43,804.09	\$ 49,591.45	\$ 50,707.26	
7	\$ 44,320.12	\$ 50,167.09	\$ 51,295.85	
8	\$ 44,833.57	\$ 50,740.57	\$ 51,882.23	
9	\$ 45,344.48	\$ 51,311.94	\$ 52,466.46	
10	\$ 45,852.92	\$ 51,881.27	\$ 53,048.60	
11	\$ 46,358.23	\$ 52,447.91	\$ 53,627.99	
12	\$ 46,860.77	\$ 53,012.21	\$ 54,204.98	
13	\$ 47,360.51	\$ 53,574.15	\$ 54,779.57	
14	\$ 47,857.43	\$ 54,133.73	\$ 55,351.74	
15	\$ 48,351.52	\$ 54,690.93	\$ 55,921.48	
16	\$ 48,840.12	\$ 55,243.04	\$ 56,486.01	
17	\$ 49,324.82	\$ 55,791.69	\$ 57,047.00	
18	\$ 49,805.49	\$ 56,336.74	\$ 57,604.32	
19	\$ 50,281.99	\$ 56,878.07	\$ 58,157.83	
20	\$ 50,754.17	\$ 57,415.54	\$ 58,707.39	

S55_22A		Social Worker MA		
Step	23-24	24-25	25-26	
1	\$ 48,754.59	\$ 54,633.62	\$ 55,862.88	
2	\$ 50,450.38	\$ 56,415.06	\$ 57,684.40	
3	\$ 52,146.19	\$ 58,196.99	\$ 59,506.42	
4	\$ 53,842.03	\$ 59,979.43	\$ 61,328.97	
5	\$ 55,537.83	\$ 61,762.33	\$ 63,151.98	
6	\$ 57,233.63	\$ 63,545.71	\$ 64,975.49	
7	\$ 58,929.45	\$ 65,329.62	\$ 66,799.54	
8	\$ 60,625.26	\$ 67,114.02	\$ 68,624.09	
9	\$ 62,321.08	\$ 68,898.94	\$ 70,449.17	
10	\$ 64,016.89	\$ 70,684.36	\$ 72,274.76	
11	\$ 65,712.68	\$ 72,470.29	\$ 74,100.87	
12	\$ 67,408.52	\$ 74,256.78	\$ 75,927.56	
13	\$ 69,104.31	\$ 76,043.77	\$ 77,754.75	
14	\$ 70,800.12	\$ 77,831.29	\$ 79,582.50	
15	\$ 72,495.95	\$ 79,619.39	\$ 81,410.83	
16	\$ 74,191.75	\$ 81,408.00	\$ 83,239.68	
17	\$ 75,887.56	\$ 83,197.17	\$ 85,069.11	
18	\$ 77,583.36	\$ 84,986.89	\$ 86,899.10	
19	\$ 79,279.18	\$ 86,777.19	\$ 88,729.67	
20	\$ 80,974.98	\$ 88,568.04	\$ 90,560.82	

**Mirrored to OEA Bargaining Unit**

S62_05D		OT/PT MA		
Step	23-24	24-25	25-26	
1	\$ 51,852.90	\$ 58,077.75	\$ 59,384.50	
2	\$ 53,227.58	\$ 59,533.70	\$ 60,873.21	
3	\$ 54,602.25	\$ 60,990.16	\$ 62,362.44	
4	\$ 55,976.93	\$ 62,447.13	\$ 63,852.19	
5	\$ 57,351.61	\$ 63,904.62	\$ 65,342.48	
6	\$ 58,726.29	\$ 65,362.64	\$ 66,833.29	
7	\$ 60,100.98	\$ 66,821.19	\$ 68,324.66	
8	\$ 61,475.65	\$ 68,280.25	\$ 69,816.55	
9	\$ 62,850.32	\$ 69,739.86	\$ 71,309.01	
10	\$ 64,225.00	\$ 71,200.02	\$ 72,802.02	
11	\$ 65,599.69	\$ 72,660.73	\$ 74,295.60	
12	\$ 66,974.37	\$ 74,121.99	\$ 75,789.73	
13	\$ 68,349.05	\$ 75,583.81	\$ 77,284.45	
14	\$ 69,723.72	\$ 77,046.19	\$ 78,779.72	
15	\$ 71,098.39	\$ 78,509.14	\$ 80,275.60	
16	\$ 72,473.08	\$ 79,972.69	\$ 81,772.07	
17	\$ 73,847.76	\$ 81,436.81	\$ 83,269.13	
18	\$ 75,222.44	\$ 82,901.51	\$ 84,766.80	
19	\$ 76,597.11	\$ 84,366.80	\$ 86,265.06	
20	\$ 77,971.79	\$ 85,832.71	\$ 87,763.94	

S62_05F		OT/PT PhD		
Step	23-24	24-25	25-26	
1	\$ 57,580.73	\$ 64,493.20	\$ 65,944.30	
2	\$ 58,817.95	\$ 65,814.24	\$ 67,295.06	
3	\$ 60,055.14	\$ 67,135.82	\$ 68,646.37	
4	\$ 61,292.35	\$ 68,457.98	\$ 69,998.29	
5	\$ 62,529.57	\$ 69,780.73	\$ 71,350.79	
6	\$ 63,766.78	\$ 71,104.05	\$ 72,703.89	
7	\$ 65,003.99	\$ 72,427.96	\$ 74,057.59	
8	\$ 66,241.20	\$ 73,752.45	\$ 75,411.88	
9	\$ 67,478.41	\$ 75,077.55	\$ 76,766.80	
10	\$ 68,715.62	\$ 76,403.25	\$ 78,122.33	
11	\$ 69,952.84	\$ 77,729.57	\$ 79,478.48	
12	\$ 71,190.05	\$ 79,056.50	\$ 80,835.27	
13	\$ 72,427.26	\$ 80,384.05	\$ 82,192.69	
14	\$ 73,664.48	\$ 81,712.23	\$ 83,550.75	
15	\$ 74,901.67	\$ 83,041.02	\$ 84,909.45	
16	\$ 76,138.89	\$ 84,370.48	\$ 86,268.82	
17	\$ 77,376.10	\$ 85,700.58	\$ 87,628.85	
18	\$ 78,613.31	\$ 87,031.34	\$ 88,989.55	
19	\$ 82,495.64	\$ 91,066.65	\$ 93,115.65	
20	\$ 83,879.80	\$ 92,548.95	\$ 94,631.30	

**Mirrored to Paraprofessional Bargaining Unit**

H20_13C		Accompanist		
Step	23-24	24-25	25-26	
1	\$ 21.16	\$ 24.92	\$ 25.48	
2	\$ 21.30	\$ 25.17	\$ 25.73	
3	\$ 21.42	\$ 25.42	\$ 25.99	
4	\$ 21.53	\$ 25.67	\$ 26.25	
5	\$ 21.64	\$ 25.93	\$ 26.51	
6	\$ 21.74	\$ 26.19	\$ 26.78	
7	\$ 21.86	\$ 26.45	\$ 27.05	
8	\$ 21.97	\$ 26.72	\$ 27.32	
9	\$ 22.08	\$ 26.98	\$ 27.59	
10	\$ 22.18	\$ 27.25	\$ 27.87	
11	\$ 22.30	\$ 27.53	\$ 28.15	
12	\$ 22.41	\$ 27.80	\$ 28.43	
13	\$ 22.51	\$ 28.08	\$ 28.71	
14	\$ 22.62	\$ 28.36	\$ 29.00	
15	\$ 22.74	\$ 28.64	\$ 29.29	
16	\$ 23.32	\$ 28.93	\$ 29.58	

H35_95D		ISS Specialist NE		
Step	23-24	24-25	25-26	
1	\$ 28.15	\$ 32.30	\$ 33.03	
2	\$ 28.55	\$ 32.75	\$ 33.49	
3	\$ 28.97	\$ 33.22	\$ 33.96	
4	\$ 29.38	\$ 33.67	\$ 34.43	
5	\$ 29.80	\$ 34.14	\$ 34.90	
6	\$ 30.21	\$ 34.59	\$ 35.37	
7	\$ 30.63	\$ 35.06	\$ 35.84	
8	\$ 31.04	\$ 35.51	\$ 36.31	
9	\$ 31.45	\$ 35.97	\$ 36.78	
10	\$ 31.87	\$ 36.43	\$ 37.25	
11	\$ 32.28	\$ 36.89	\$ 37.72	
12	\$ 32.70	\$ 37.36	\$ 38.20	
13	\$ 33.11	\$ 37.82	\$ 38.67	
14	\$ 33.53	\$ 38.28	\$ 39.15	
15	\$ 33.93	\$ 38.74	\$ 39.61	
16	\$ 34.35	\$ 39.21	\$ 40.09	

H68_68A		Registered Behavior Tech		
Step	23-24	24-25	25-26	
1	\$ 20.95	\$ 24.60	\$ 25.16	
2	\$ 21.36	\$ 25.06	\$ 25.63	
3	\$ 21.77	\$ 25.51	\$ 26.09	
4	\$ 22.18	\$ 25.97	\$ 26.55	
5	\$ 22.59	\$ 26.42	\$ 27.01	
6	\$ 23.01	\$ 26.88	\$ 27.48	
7	\$ 23.42	\$ 27.33	\$ 27.95	
8	\$ 23.83	\$ 27.78	\$ 28.41	
9	\$ 24.24	\$ 28.23	\$ 28.87	
10	\$ 24.66	\$ 28.70	\$ 29.34	
11	\$ 25.07	\$ 29.15	\$ 29.81	
12	\$ 25.48	\$ 29.60	\$ 30.27	
13	\$ 25.89	\$ 30.06	\$ 30.73	
14	\$ 26.30	\$ 30.52	\$ 31.21	
15	\$ 26.71	\$ 30.98	\$ 31.67	
16	\$ 27.12	\$ 31.43	\$ 32.14	

**Mirrored to Office Personnel Bargaining Unit**

H06_32M		Admin Sec B-2		
Step	23-24	24-25	25-26	
1	\$ 20.95	\$ 23.98	\$ 24.52	
2	\$ 21.36	\$ 24.43	\$ 24.98	
3	\$ 21.77	\$ 24.88	\$ 25.44	
4	\$ 22.19	\$ 25.33	\$ 25.90	
5	\$ 22.60	\$ 25.78	\$ 26.36	
6	\$ 23.01	\$ 26.22	\$ 26.81	
7	\$ 23.42	\$ 26.67	\$ 27.27	
8	\$ 23.84	\$ 27.12	\$ 27.73	
9	\$ 24.25	\$ 27.58	\$ 28.20	
10	\$ 24.67	\$ 28.03	\$ 28.66	
11	\$ 25.08	\$ 28.48	\$ 29.12	
12	\$ 25.49	\$ 28.93	\$ 29.58	
13	\$ 25.91	\$ 29.38	\$ 30.04	
14	\$ 26.32	\$ 29.83	\$ 30.51	
15	\$ 26.74	\$ 30.29	\$ 30.97	
16	\$ 27.14	\$ 30.73	\$ 31.42	

H06_32N		Admin Sec C-3		
Step	23-24	24-25	25-26	
1	\$ 22.70	\$ 25.86	\$ 26.44	
2	\$ 23.22	\$ 26.41	\$ 27.01	
3	\$ 23.73	\$ 26.96	\$ 27.57	
4	\$ 24.24	\$ 27.51	\$ 28.13	
5	\$ 24.75	\$ 28.06	\$ 28.69	
6	\$ 25.26	\$ 28.61	\$ 29.26	
7	\$ 25.77	\$ 29.16	\$ 29.82	
8	\$ 26.28	\$ 29.71	\$ 30.38	
9	\$ 26.80	\$ 30.26	\$ 30.95	
10	\$ 27.31	\$ 30.82	\$ 31.51	
11	\$ 27.82	\$ 31.37	\$ 32.07	
12	\$ 28.33	\$ 31.92	\$ 32.64	
13	\$ 28.84	\$ 32.47	\$ 33.20	
14	\$ 29.35	\$ 33.02	\$ 33.77	
15	\$ 29.86	\$ 33.58	\$ 34.33	
16	\$ 30.38	\$ 34.13	\$ 34.90	

H06_32O		Admin Sec D-4		
Step	23-24	24-25	25-26	
1	\$ 23.82	\$ 27.05	\$ 27.66	
2	\$ 24.29	\$ 27.56	\$ 28.18	
3	\$ 24.76	\$ 28.07	\$ 28.70	
4	\$ 25.23	\$ 28.58	\$ 29.22	
5	\$ 25.70	\$ 29.09	\$ 29.74	
6	\$ 26.17	\$ 29.59	\$ 30.26	
7	\$ 26.64	\$ 30.10	\$ 30.78	
8	\$ 27.11	\$ 30.61	\$ 31.30	
9	\$ 27.58	\$ 31.12	\$ 31.82	
10	\$ 28.05	\$ 31.63	\$ 32.34	
11	\$ 28.52	\$ 32.14	\$ 32.87	
12	\$ 28.99	\$ 32.65	\$ 33.39	
13	\$ 29.46	\$ 33.17	\$ 33.91	
14	\$ 29.93	\$ 33.68	\$ 34.44	
15	\$ 30.40	\$ 34.19	\$ 34.96	
16	\$ 30.87	\$ 34.69	\$ 35.48	

H06_32P		Admin Sec E-5		
Step	23-24	24-25	25-26	
1	\$ 28.96	\$ 32.55	\$ 33.28	
2	\$ 29.54	\$ 33.17	\$ 33.91	
3	\$ 30.11	\$ 33.78	\$ 34.54	
4	\$ 30.68	\$ 34.40	\$ 35.17	
5	\$ 31.25	\$ 35.01	\$ 35.80	
6	\$ 31.82	\$ 35.62	\$ 36.42	
7	\$ 32.39	\$ 36.24	\$ 37.05	
8	\$ 32.96	\$ 36.85	\$ 37.68	
9	\$ 33.54	\$ 37.47	\$ 38.31	
10	\$ 34.11	\$ 38.09	\$ 38.94	
11	\$ 34.68	\$ 38.70	\$ 39.57	
12	\$ 35.25	\$ 39.32	\$ 40.21	
13	\$ 35.83	\$ 39.94	\$ 40.84	
14	\$ 36.40	\$ 40.56	\$ 41.47	
15	\$ 36.97	\$ 41.18	\$ 42.10	
16	\$ 37.53	\$ 41.79	\$ 42.73	

H06_32Q		Admin Sec F-6		
Step	23-24	24-25	25-26	
1	\$ 31.33	\$ 35.07	\$ 35.86	
2	\$ 31.95	\$ 35.74	\$ 36.54	
3	\$ 32.57	\$ 36.41	\$ 37.23	
4	\$ 33.19	\$ 37.07	\$ 37.90	
5	\$ 33.81	\$ 37.73	\$ 38.58	
6	\$ 34.44	\$ 38.40	\$ 39.27	
7	\$ 35.05	\$ 39.06	\$ 39.94	
8	\$ 35.67	\$ 39.73	\$ 40.63	
9	\$ 36.30	\$ 40.40	\$ 41.31	
10	\$ 36.91	\$ 41.06	\$ 41.99	
11	\$ 37.53	\$ 41.74	\$ 42.67	
12	\$ 38.16	\$ 42.41	\$ 43.36	
13	\$ 38.77	\$ 43.07	\$ 44.04	
14	\$ 39.40	\$ 43.74	\$ 44.72	
15	\$ 40.02	\$ 44.41	\$ 45.41	
16	\$ 40.64	\$ 45.09	\$ 46.10	

H06_32S		Admin Sec G-7		
Step	23-24	24-25	25-26	
1	\$ 33.90	\$ 37.75	\$ 38.60	
2	\$ 34.56	\$ 38.45	\$ 39.31	
3	\$ 35.21	\$ 39.15	\$ 40.03	
4	\$ 35.87	\$ 39.85	\$ 40.74	
5	\$ 36.52	\$ 40.55	\$ 41.46	
6	\$ 37.18	\$ 41.25	\$ 42.18	
7	\$ 37.83	\$ 41.95	\$ 42.90	
8	\$ 38.50	\$ 42.66	\$ 43.62	
9	\$ 39.15	\$ 43.37	\$ 44.34	
10	\$ 39.80	\$ 44.07	\$ 45.06	
11	\$ 40.46	\$ 44.77	\$ 45.78	
12	\$ 41.11	\$ 45.47	\$ 46.50	
13	\$ 41.77	\$ 46.18	\$ 47.22	
14	\$ 42.42	\$ 46.88	\$ 47.94	
15	\$ 43.09	\$ 47.60	\$ 48.67	
16	\$ 43.74	\$ 48.30	\$ 49.39	

**Mirrored to Office Personnel Bargaining Unit**

H06_91A		Tech I -NX		
Step	23-24	24-25	25-26	
1	\$ 23.95	\$ 27.20	\$ 27.81	
2	\$ 24.43	\$ 27.71	\$ 28.33	
3	\$ 24.90	\$ 28.22	\$ 28.85	
4	\$ 25.37	\$ 28.73	\$ 29.38	
5	\$ 25.85	\$ 29.24	\$ 29.90	
6	\$ 26.31	\$ 29.75	\$ 30.42	
7	\$ 26.79	\$ 30.26	\$ 30.94	
8	\$ 27.26	\$ 30.77	\$ 31.46	
9	\$ 27.73	\$ 31.29	\$ 31.99	
10	\$ 28.21	\$ 31.80	\$ 32.51	
11	\$ 28.68	\$ 32.31	\$ 33.04	
12	\$ 29.15	\$ 32.83	\$ 33.57	
13	\$ 29.63	\$ 33.34	\$ 34.09	
14	\$ 30.10	\$ 33.86	\$ 34.62	
15	\$ 30.57	\$ 34.37	\$ 35.14	
16	\$ 31.04	\$ 34.88	\$ 35.66	

H06_91B		Tech II -NX		
Step	23-24	24-25	25-26	
1	\$ 27.55	\$ 31.04	\$ 31.74	
2	\$ 28.10	\$ 31.63	\$ 32.34	
3	\$ 28.64	\$ 32.22	\$ 32.94	
4	\$ 29.19	\$ 32.80	\$ 33.54	
5	\$ 29.73	\$ 33.39	\$ 34.14	
6	\$ 30.27	\$ 33.97	\$ 34.73	
7	\$ 30.81	\$ 34.55	\$ 35.33	
8	\$ 31.36	\$ 35.14	\$ 35.93	
9	\$ 31.90	\$ 35.73	\$ 36.53	
10	\$ 32.45	\$ 36.32	\$ 37.13	
11	\$ 32.99	\$ 36.90	\$ 37.73	
12	\$ 33.54	\$ 37.49	\$ 38.34	
13	\$ 34.08	\$ 38.08	\$ 38.94	
14	\$ 34.63	\$ 38.67	\$ 39.54	
15	\$ 35.17	\$ 39.26	\$ 40.14	
16	\$ 35.71	\$ 39.84	\$ 40.74	

H06_91C		Tech III -NX		
Step	23-24	24-25	25-26	
1	\$ 28.64	\$ 32.20	\$ 32.93	
2	\$ 29.20	\$ 32.81	\$ 33.55	
3	\$ 29.77	\$ 33.42	\$ 34.17	
4	\$ 30.34	\$ 34.03	\$ 34.79	
5	\$ 30.90	\$ 34.64	\$ 35.42	
6	\$ 31.46	\$ 35.24	\$ 36.03	
7	\$ 32.02	\$ 35.85	\$ 36.65	
8	\$ 32.59	\$ 36.46	\$ 37.28	
9	\$ 33.16	\$ 37.07	\$ 37.90	
10	\$ 33.72	\$ 37.68	\$ 38.52	
11	\$ 34.29	\$ 38.29	\$ 39.15	
12	\$ 34.86	\$ 38.90	\$ 39.77	
13	\$ 35.42	\$ 39.51	\$ 40.40	
14	\$ 35.99	\$ 40.12	\$ 41.02	
15	\$ 36.55	\$ 40.73	\$ 41.65	
16	\$ 37.11	\$ 41.34	\$ 42.27	

H06_91D		Tech IV -NX		
Step	23-24	24-25	25-26	
1	\$ 34.35	\$ 38.21	\$ 39.07	
2	\$ 34.98	\$ 38.89	\$ 39.77	
3	\$ 35.62	\$ 39.57	\$ 40.46	
4	\$ 36.24	\$ 40.24	\$ 41.15	
5	\$ 36.87	\$ 40.92	\$ 41.84	
6	\$ 37.49	\$ 41.58	\$ 42.51	
7	\$ 38.12	\$ 42.25	\$ 43.20	
8	\$ 38.74	\$ 42.93	\$ 43.89	
9	\$ 39.37	\$ 43.60	\$ 44.58	
10	\$ 39.99	\$ 44.27	\$ 45.27	
11	\$ 40.62	\$ 44.94	\$ 45.95	
12	\$ 41.24	\$ 45.61	\$ 46.64	
13	\$ 41.87	\$ 46.29	\$ 47.33	
14	\$ 42.49	\$ 46.96	\$ 48.01	
15	\$ 43.11	\$ 47.63	\$ 48.70	
16	\$ 43.72	\$ 48.29	\$ 49.37	

S26_91C		Tech III X		
Step	23-24	24-25	25-26	
1	\$ 61,436.30	\$ 68,811.63	\$ 70,359.89	
2	\$ 62,257.01	\$ 69,711.27	\$ 71,279.78	
3	\$ 63,077.49	\$ 70,611.30	\$ 72,200.05	
4	\$ 63,897.76	\$ 71,511.73	\$ 73,120.75	
5	\$ 64,717.82	\$ 72,412.58	\$ 74,041.86	
6	\$ 65,537.69	\$ 73,313.86	\$ 74,963.42	
7	\$ 66,357.37	\$ 74,215.58	\$ 75,885.43	
8	\$ 67,176.87	\$ 75,117.77	\$ 76,807.92	
9	\$ 67,996.19	\$ 76,020.42	\$ 77,730.88	
10	\$ 68,815.35	\$ 76,923.57	\$ 78,654.35	
11	\$ 69,634.35	\$ 77,827.21	\$ 79,578.33	
12	\$ 70,453.19	\$ 78,731.37	\$ 80,502.83	
13	\$ 71,271.89	\$ 79,636.06	\$ 81,427.87	
14	\$ 72,090.44	\$ 80,541.28	\$ 82,353.46	
15	\$ 72,908.85	\$ 81,447.06	\$ 83,279.62	
16	\$ 73,727.14	\$ 82,353.40	\$ 84,206.35	

S26_91D		Tech IV X		
Step	23-24	24-25	25-26	
1	\$ 71,723.73	\$ 79,783.94	\$ 81,579.08	
2	\$ 72,681.86	\$ 80,828.68	\$ 82,647.33	
3	\$ 73,639.73	\$ 81,873.80	\$ 83,715.96	
4	\$ 74,597.36	\$ 82,919.34	\$ 84,785.03	
5	\$ 75,554.74	\$ 83,965.31	\$ 85,854.53	
6	\$ 76,511.89	\$ 85,011.73	\$ 86,924.49	
7	\$ 77,468.82	\$ 86,058.60	\$ 87,994.91	
8	\$ 78,425.55	\$ 87,105.95	\$ 89,065.83	
9	\$ 79,382.07	\$ 88,153.80	\$ 90,137.26	
10	\$ 80,338.39	\$ 89,202.15	\$ 91,209.19	
11	\$ 81,294.53	\$ 90,251.03	\$ 92,281.67	
12	\$ 82,250.49	\$ 91,300.44	\$ 93,354.70	
13	\$ 83,206.27	\$ 92,350.41	\$ 94,428.30	
14	\$ 84,161.89	\$ 93,400.94	\$ 95,502.47	
15	\$ 85,117.35	\$ 94,452.06	\$ 96,577.23	
16	\$ 86,072.65	\$ 95,503.77	\$ 97,652.61	

**Mirrored to Office Personnel Bargaining Unit**

S26_91E		Tech V X		
Step	23-24	24-25	25-26	
1	\$ 88,930.33	\$ 97,656.78	\$ 99,854.05	
2	\$ 90,416.44	\$ 99,244.09	\$ 101,477.08	
3	\$ 91,902.56	\$ 100,832.10	\$ 103,100.82	
4	\$ 93,388.67	\$ 102,420.80	\$ 104,725.27	
5	\$ 94,874.79	\$ 104,010.20	\$ 106,350.43	
6	\$ 96,360.90	\$ 105,600.32	\$ 107,976.32	
7	\$ 97,847.02	\$ 107,191.15	\$ 109,602.95	
8	\$ 99,333.13	\$ 108,782.70	\$ 111,230.31	
9	\$ 100,819.25	\$ 110,374.98	\$ 112,858.42	
10	\$ 102,305.36	\$ 111,968.01	\$ 114,487.29	
11	\$ 103,791.48	\$ 113,561.78	\$ 116,116.92	
12	\$ 105,277.59	\$ 115,156.30	\$ 117,747.32	
13	\$ 106,763.71	\$ 116,751.59	\$ 119,378.50	
14	\$ 108,249.82	\$ 118,347.64	\$ 121,010.47	
15	\$ 109,735.94	\$ 119,944.48	\$ 122,643.23	
16	\$ 111,222.05	\$ 121,542.09	\$ 124,276.79	

S26_91F		Tech VI X		
Step	23-24	24-25	25-26	
1	\$ 109,004.70	\$ 118,524.20	\$ 121,191.00	
2	\$ 110,460.86	\$ 120,084.40	\$ 122,786.30	
3	\$ 111,916.61	\$ 121,644.91	\$ 124,381.92	
4	\$ 113,371.99	\$ 123,205.77	\$ 125,977.90	
5	\$ 114,827.01	\$ 124,767.00	\$ 127,574.26	
6	\$ 116,281.68	\$ 126,328.62	\$ 129,171.01	
7	\$ 117,736.01	\$ 127,890.64	\$ 130,768.18	
8	\$ 119,190.02	\$ 129,453.10	\$ 132,365.80	
9	\$ 120,643.73	\$ 131,016.02	\$ 133,963.88	
10	\$ 122,097.13	\$ 132,579.40	\$ 135,562.44	
11	\$ 123,550.26	\$ 134,143.29	\$ 137,161.51	
12	\$ 125,003.11	\$ 135,707.69	\$ 138,761.11	
13	\$ 126,455.70	\$ 137,272.62	\$ 140,361.25	
14	\$ 127,908.03	\$ 138,838.09	\$ 141,961.95	
15	\$ 129,360.12	\$ 140,404.14	\$ 143,563.23	
16	\$ 130,811.98	\$ 141,970.77	\$ 145,165.11	

**Mirrored to OSAA Bargaining Unit**

H65_92H		Spec I 10M NX		
Step	23-24	24-25	25-26	
1	\$ 24.01	\$ 27.75	\$ 28.37	
2	\$ 24.25	\$ 28.03	\$ 28.66	
3	\$ 24.50	\$ 28.31	\$ 28.94	
4	\$ 24.74	\$ 28.59	\$ 29.23	
5	\$ 24.99	\$ 28.88	\$ 29.53	
6	\$ 25.24	\$ 29.17	\$ 29.82	
7	\$ 25.49	\$ 29.46	\$ 30.12	
8	\$ 25.75	\$ 29.75	\$ 30.42	
9	\$ 26.00	\$ 30.05	\$ 30.72	
10	\$ 26.26	\$ 30.35	\$ 31.03	
11	\$ 26.53	\$ 30.65	\$ 31.34	
12	\$ 26.79	\$ 30.96	\$ 31.66	
13	\$ 27.06	\$ 31.27	\$ 31.97	
14	\$ 27.33	\$ 31.58	\$ 32.29	
15	\$ 27.60	\$ 31.90	\$ 32.62	
16	\$ 27.88	\$ 32.22	\$ 32.94	
17	\$ 28.16	\$ 32.54	\$ 33.27	
18	\$ 28.44	\$ 32.86	\$ 33.60	
19	\$ 28.72	\$ 33.19	\$ 33.94	
20	\$ 29.01	\$ 33.52	\$ 34.28	
21	\$ 29.30	\$ 33.86	\$ 34.62	

H65_92I		Spec II 10M NX		
Step	23-24	24-25	25-26	
1	\$ 24.92	\$ 28.72	\$ 29.37	
2	\$ 25.17	\$ 29.01	\$ 29.66	
3	\$ 25.42	\$ 29.30	\$ 29.96	
4	\$ 25.68	\$ 29.59	\$ 30.26	
5	\$ 25.94	\$ 29.89	\$ 30.56	
6	\$ 26.20	\$ 30.19	\$ 30.87	
7	\$ 26.46	\$ 30.49	\$ 31.18	
8	\$ 26.72	\$ 30.79	\$ 31.49	
9	\$ 26.99	\$ 31.10	\$ 31.80	
10	\$ 27.26	\$ 31.41	\$ 32.12	
11	\$ 27.53	\$ 31.73	\$ 32.44	
12	\$ 27.81	\$ 32.04	\$ 32.77	
13	\$ 28.08	\$ 32.37	\$ 33.09	
14	\$ 28.37	\$ 32.69	\$ 33.42	
15	\$ 28.65	\$ 33.02	\$ 33.76	
16	\$ 28.94	\$ 33.35	\$ 34.10	
17	\$ 29.23	\$ 33.68	\$ 34.44	
18	\$ 29.52	\$ 34.02	\$ 34.78	
19	\$ 29.81	\$ 34.36	\$ 35.13	
20	\$ 30.11	\$ 34.70	\$ 35.48	
21	\$ 30.41	\$ 35.05	\$ 35.84	

H65_92J		Spec III 10M NX		
Step	23-24	24-25	25-26	
1	\$ 29.79	\$ 33.92	\$ 34.69	
2	\$ 30.09	\$ 34.26	\$ 35.04	
3	\$ 30.39	\$ 34.61	\$ 35.39	
4	\$ 30.69	\$ 34.95	\$ 35.74	
5	\$ 31.00	\$ 35.30	\$ 36.10	
6	\$ 31.31	\$ 35.66	\$ 36.46	
7	\$ 31.62	\$ 36.01	\$ 36.82	
8	\$ 31.94	\$ 36.37	\$ 37.19	
9	\$ 32.26	\$ 36.74	\$ 37.56	
10	\$ 32.58	\$ 37.10	\$ 37.94	
11	\$ 32.91	\$ 37.47	\$ 38.32	
12	\$ 33.24	\$ 37.85	\$ 38.70	
13	\$ 33.57	\$ 38.23	\$ 39.09	
14	\$ 33.91	\$ 38.61	\$ 39.48	
15	\$ 34.25	\$ 39.00	\$ 39.87	
16	\$ 34.59	\$ 39.39	\$ 40.27	
17	\$ 34.93	\$ 39.78	\$ 40.67	
18	\$ 35.28	\$ 40.18	\$ 41.08	
19	\$ 35.64	\$ 40.58	\$ 41.49	
20	\$ 35.99	\$ 40.98	\$ 41.91	
21	\$ 36.35	\$ 41.39	\$ 42.33	

H65_92K		Spec IV 10M		
Step	23-24	24-25	25-26	
1	\$ 37.03	\$ 41.66	\$ 42.60	
2	\$ 37.49	\$ 42.17	\$ 43.12	
3	\$ 37.95	\$ 42.68	\$ 43.64	
4	\$ 38.41	\$ 43.19	\$ 44.16	
5	\$ 38.87	\$ 43.70	\$ 44.68	
6	\$ 39.33	\$ 44.21	\$ 45.20	
7	\$ 39.79	\$ 44.72	\$ 45.73	
8	\$ 40.25	\$ 45.23	\$ 46.25	
9	\$ 40.73	\$ 45.75	\$ 46.78	
10	\$ 41.19	\$ 46.26	\$ 47.31	
11	\$ 41.65	\$ 46.78	\$ 47.83	
12	\$ 42.11	\$ 47.29	\$ 48.35	
13	\$ 42.57	\$ 47.80	\$ 48.88	
14	\$ 43.03	\$ 48.32	\$ 49.40	
15	\$ 43.49	\$ 48.83	\$ 49.93	
16	\$ 43.95	\$ 49.34	\$ 50.45	
17	\$ 44.41	\$ 49.86	\$ 50.98	
18	\$ 44.87	\$ 50.37	\$ 51.51	
19	\$ 45.33	\$ 50.89	\$ 52.03	
20	\$ 45.80	\$ 51.42	\$ 52.57	
21	\$ 46.26	\$ 51.93	\$ 53.10	

S04_21X		Lead		
Step	23-24	24-25	25-26	
1	\$ 107,311.53	\$ 116,763.48	\$ 119,390.65	
2	\$ 108,384.65	\$ 117,931.11	\$ 120,584.56	
3	\$ 109,468.49	\$ 119,110.42	\$ 121,790.41	
4	\$ 110,563.18	\$ 120,301.53	\$ 123,008.31	
5	\$ 111,668.81	\$ 121,504.54	\$ 124,238.39	
6	\$ 112,785.50	\$ 122,719.59	\$ 125,480.78	
7	\$ 113,913.35	\$ 123,946.78	\$ 126,735.59	
8	\$ 115,052.49	\$ 125,186.25	\$ 128,002.94	
9	\$ 116,203.01	\$ 126,438.11	\$ 129,282.97	
10	\$ 117,365.04	\$ 127,702.49	\$ 130,575.80	
11	\$ 118,538.69	\$ 128,979.52	\$ 131,881.56	
12	\$ 119,724.08	\$ 130,269.31	\$ 133,200.37	
13	\$ 120,921.32	\$ 131,572.01	\$ 134,532.38	
14	\$ 122,130.53	\$ 132,887.73	\$ 135,877.70	
15	\$ 123,351.84	\$ 134,216.61	\$ 137,236.48	
16	\$ 124,585.36	\$ 135,558.77	\$ 138,608.84	
17	\$ 125,831.21	\$ 136,914.36	\$ 139,994.93	
18	\$ 127,089.52	\$ 138,283.50	\$ 141,394.88	
19	\$ 128,360.42	\$ 139,666.34	\$ 142,808.83	
20	\$ 129,644.02	\$ 141,063.00	\$ 144,236.92	
21	\$ 130,940.46	\$ 142,473.63	\$ 145,679.29	

S04_26Z		Administrator		
Step	23-24	24-25	25-26	
1	\$ 118,333.95	\$ 128,228.05	\$ 131,113.18	
2	\$ 119,517.29	\$ 129,510.33	\$ 132,424.31	
3	\$ 120,712.47	\$ 130,805.43	\$ 133,748.55	
4	\$ 121,919.59	\$ 132,113.48	\$ 135,086.04	
5	\$ 123,138.79	\$ 133,434.62	\$ 136,436.90	
6	\$ 124,370.17	\$ 134,768.96	\$ 137,801.27	
7	\$ 125,613.88	\$ 136,116.65	\$ 139,179.28	
8	\$ 126,870.01	\$ 137,477.82	\$ 140,571.07	
9	\$ 128,138.71	\$ 138,852.60	\$ 141,976.78	
10	\$ 129,420.10	\$ 140,241.13	\$ 143,396.55	
11	\$ 130,714.30	\$ 141,643.54	\$ 144,830.52	
12	\$ 132,021.45	\$ 143,059.97	\$ 146,278.82	
13	\$ 133,341.66	\$ 144,490.57	\$ 147,741.61	
14	\$ 134,675.08	\$ 145,935.48	\$ 149,219.03	
15	\$ 136,021.83	\$ 147,394.83	\$ 150,711.22	
16	\$ 137,382.05	\$ 148,868.78	\$ 152,218.33	
17	\$ 138,755.87	\$ 150,357.47	\$ 153,740.51	
18	\$ 140,143.43	\$ 151,861.04	\$ 155,277.92	
19	\$ 141,544.86	\$ 153,379.65	\$ 156,830.70	
20	\$ 142,960.31	\$ 154,913.45	\$ 158,399.00	
21	\$ 144,389.91	\$ 156,462.58	\$ 159,982.99	

**Mirrored to OSAA Bargaining Unit**

S04_27C		Coordinator		
Step	23-24	24-25	25-26	
1	\$ 140,417.50	\$ 152,042.40	\$ 155,463.35	
2	\$ 141,821.67	\$ 153,562.82	\$ 157,017.98	
3	\$ 143,239.89	\$ 155,098.45	\$ 158,588.16	
4	\$ 144,672.29	\$ 156,649.43	\$ 160,174.05	
5	\$ 146,119.01	\$ 158,215.93	\$ 161,775.79	
6	\$ 147,580.20	\$ 159,798.09	\$ 163,393.54	
7	\$ 149,056.00	\$ 161,396.07	\$ 165,027.48	
8	\$ 150,546.56	\$ 163,010.03	\$ 166,677.75	
9	\$ 152,052.03	\$ 164,640.13	\$ 168,344.53	
10	\$ 153,572.55	\$ 166,286.53	\$ 170,027.98	
11	\$ 155,108.28	\$ 167,949.40	\$ 171,728.26	
12	\$ 156,659.36	\$ 169,628.89	\$ 173,445.54	
13	\$ 158,225.95	\$ 171,325.18	\$ 175,180.00	
14	\$ 159,808.21	\$ 173,038.43	\$ 176,931.80	
15	\$ 161,406.29	\$ 174,768.81	\$ 178,701.11	
16	\$ 163,020.36	\$ 176,516.50	\$ 180,488.12	
17	\$ 164,650.56	\$ 178,281.67	\$ 182,293.01	
18	\$ 166,297.07	\$ 180,064.48	\$ 184,115.94	
19	\$ 167,960.04	\$ 181,865.13	\$ 185,957.09	
20	\$ 169,639.64	\$ 183,683.78	\$ 187,816.67	
21	\$ 171,336.03	\$ 185,520.62	\$ 189,694.83	

S04_27E		Executive Director		
Step	23-24	24-25	25-26	
1	\$ 160,453.91	\$ 173,737.59	\$ 177,646.68	
2	\$ 162,058.45	\$ 175,474.96	\$ 179,423.15	
3	\$ 163,679.04	\$ 177,229.71	\$ 181,217.38	
4	\$ 165,315.83	\$ 179,002.01	\$ 183,029.56	
5	\$ 166,968.98	\$ 180,792.03	\$ 184,859.85	
6	\$ 168,638.67	\$ 182,599.95	\$ 186,708.45	
7	\$ 170,325.06	\$ 184,425.95	\$ 188,575.53	
8	\$ 172,028.31	\$ 186,270.21	\$ 190,461.29	
9	\$ 173,748.60	\$ 188,132.91	\$ 192,365.90	
10	\$ 175,486.08	\$ 190,014.24	\$ 194,289.56	
11	\$ 177,240.94	\$ 191,914.38	\$ 196,232.46	
12	\$ 179,013.35	\$ 193,833.53	\$ 198,194.78	
13	\$ 180,803.48	\$ 195,771.86	\$ 200,176.73	
14	\$ 182,611.52	\$ 197,729.58	\$ 202,178.50	
15	\$ 184,437.63	\$ 199,706.88	\$ 204,200.28	
16	\$ 186,282.01	\$ 201,703.95	\$ 206,242.28	
17	\$ 188,144.83	\$ 203,720.98	\$ 208,304.71	
18	\$ 190,026.28	\$ 205,758.19	\$ 210,387.75	
19	\$ 191,926.54	\$ 207,815.78	\$ 212,491.63	
20	\$ 193,845.81	\$ 209,893.93	\$ 214,616.55	
21	\$ 195,784.27	\$ 211,992.87	\$ 216,762.71	

S04_29A		Chief		
Step	23-24	24-25	25-26	
1	\$ 210,232.69	\$ 219,404.53	\$ 224,341.13	
2	\$ 213,722.55	\$ 222,805.30	\$ 227,661.38	
3	\$ 217,270.34	\$ 226,258.78	\$ 231,030.77	
4	\$ 220,877.03	\$ 229,765.79	\$ 234,450.03	
5	\$ 224,543.59	\$ 233,327.16	\$ 237,919.89	
6	\$ 228,271.01	\$ 236,943.73	\$ 241,441.10	
7	\$ 232,060.31	\$ 240,616.36	\$ 245,014.43	
8	\$ 235,912.51	\$ 244,345.91	\$ 248,640.64	
9	\$ 239,828.66	\$ 248,133.27	\$ 252,320.52	
10	\$ 243,809.82	\$ 251,979.34	\$ 256,054.86	
11	\$ 247,857.06	\$ 255,885.02	\$ 259,844.47	
12	\$ 251,971.49	\$ 259,851.24	\$ 263,690.17	
13	\$ 256,154.22	\$ 263,878.93	\$ 267,592.78	
14		\$ 267,969.05	\$ 271,553.15	
15		\$ 272,122.57	\$ 275,572.14	
16		\$ 276,340.47	\$ 279,650.61	
17			\$ 283,789.44	
18			\$ 287,989.52	
19				
20				
21				

S04_31S		Director		
Step	23-24	24-25	25-26	
1	\$ 147,497.12	\$ 159,708.13	\$ 163,301.56	
2	\$ 148,972.10	\$ 161,305.21	\$ 164,934.58	
3	\$ 150,461.82	\$ 162,918.26	\$ 166,583.93	
4	\$ 151,966.43	\$ 164,547.45	\$ 168,249.76	
5	\$ 153,486.10	\$ 166,192.92	\$ 169,932.26	
6	\$ 155,020.96	\$ 167,854.85	\$ 171,631.58	
7	\$ 156,571.17	\$ 169,533.40	\$ 173,347.90	
8	\$ 158,136.88	\$ 171,228.73	\$ 175,081.38	
9	\$ 159,718.25	\$ 172,941.02	\$ 176,832.19	
10	\$ 161,315.43	\$ 174,670.43	\$ 178,600.52	
11	\$ 162,928.59	\$ 176,417.13	\$ 180,386.52	
12	\$ 164,557.87	\$ 178,181.31	\$ 182,190.39	
13	\$ 166,203.45	\$ 179,963.12	\$ 184,012.29	
14	\$ 167,865.49	\$ 181,762.75	\$ 185,852.41	
15	\$ 169,544.14	\$ 183,580.38	\$ 187,710.94	
16	\$ 171,239.58	\$ 185,416.18	\$ 189,588.05	
17	\$ 172,951.98	\$ 187,270.34	\$ 191,483.93	
18	\$ 174,681.50	\$ 189,143.05	\$ 193,398.77	
19	\$ 176,428.31	\$ 191,034.48	\$ 195,332.75	
20	\$ 178,192.60	\$ 192,944.82	\$ 197,286.08	
21	\$ 179,974.52	\$ 194,874.27	\$ 199,258.94	

S04_31Y		AdminLegal NN&NC		
Step	23-24	24-25	25-26	
1	\$ 109,904.38	\$ 119,459.84	\$ 122,147.69	
2	\$ 111,003.42	\$ 120,654.44	\$ 123,369.17	
3	\$ 112,113.46	\$ 121,860.99	\$ 124,602.86	
4	\$ 113,234.59	\$ 123,079.60	\$ 125,848.89	
5	\$ 114,366.94	\$ 124,310.39	\$ 127,107.38	
6	\$ 115,510.61	\$ 125,553.50	\$ 128,378.45	
7	\$ 116,665.71	\$ 126,809.03	\$ 129,662.23	
8	\$ 117,832.37	\$ 128,077.12	\$ 130,958.86	
9	\$ 119,010.69	\$ 129,357.89	\$ 132,268.45	
10	\$ 120,200.80	\$ 130,651.47	\$ 133,591.13	
11	\$ 121,402.81	\$ 131,957.99	\$ 134,927.04	
12	\$ 122,616.84	\$ 133,277.57	\$ 136,276.31	
13	\$ 123,843.01	\$ 134,610.34	\$ 137,639.07	
14	\$ 125,081.44	\$ 135,956.45	\$ 139,015.47	
15	\$ 126,332.25	\$ 137,316.01	\$ 140,405.62	
16	\$ 127,595.57	\$ 138,689.17	\$ 141,809.68	
17	\$ 128,871.53	\$ 140,076.06	\$ 143,227.77	
18	\$ 130,160.24	\$ 141,476.82	\$ 144,660.05	
19	\$ 131,461.85	\$ 142,891.59	\$ 146,106.65	
20	\$ 132,776.46	\$ 144,320.51	\$ 147,567.72	
21	\$ 134,104.23	\$ 145,763.71	\$ 149,043.39	

S04_92A		Spec I		
Step	23-24	24-25	25-26	
1	\$ 53,519.19	\$ 59,944.07	\$ 61,292.81	
2	\$ 54,054.38	\$ 60,543.51	\$ 61,905.74	
3	\$ 54,594.92	\$ 61,148.95	\$ 62,524.80	
4	\$ 55,140.87	\$ 61,760.44	\$ 63,150.05	
5	\$ 55,692.28	\$ 62,378.04	\$ 63,781.55	
6	\$ 56,249.20	\$ 63,001.82	\$ 64,419.36	
7	\$ 56,811.69	\$ 63,631.84	\$ 65,063.56	
8	\$ 57,379.81	\$ 64,268.16	\$ 65,714.19	
9	\$ 57,953.61	\$ 64,910.84	\$ 66,371.34	
10	\$ 58,533.14	\$ 65,559.95	\$ 67,035.05	
11	\$ 59,118.48	\$ 66,215.55	\$ 67,705.40	
12	\$ 59,709.66	\$ 66,877.70	\$ 68,382.45	
13	\$ 60,306.76	\$ 67,546.48	\$ 69,066.28	
14	\$ 60,909.83	\$ 68,221.95	\$ 69,756.94	
15	\$ 61,518.92	\$ 68,904.17	\$ 70,454.51	
16	\$ 62,134.11	\$ 69,593.21	\$ 71,159.05	
17	\$ 62,755.45	\$ 70,289.14	\$ 71,870.65	
18	\$ 63,383.01	\$ 70,992.03	\$ 72,589.35	
19	\$ 64,016.84	\$ 71,701.95	\$ 73,315.25	
20	\$ 64,657.01	\$ 72,418.97	\$ 74,048.40	
21	\$ 65,303.58	\$ 73,143.16	\$ 74,788.88	

**Mirrored to OSAA Bargaining Unit**

S04_92B		Spec II		
Step	23-24	24-25	25-26	
1	\$ 55,557.51	\$ 62,227.10	\$ 63,627.21	
2	\$ 56,113.09	\$ 62,849.37	\$ 64,263.48	
3	\$ 56,674.22	\$ 63,477.86	\$ 64,906.11	
4	\$ 57,240.96	\$ 64,112.64	\$ 65,555.17	
5	\$ 57,813.37	\$ 64,753.77	\$ 66,210.73	
6	\$ 58,391.50	\$ 65,401.30	\$ 66,872.83	
7	\$ 58,975.42	\$ 66,055.32	\$ 67,541.56	
8	\$ 59,565.17	\$ 66,715.87	\$ 68,216.98	
9	\$ 60,160.82	\$ 67,383.03	\$ 68,899.15	
10	\$ 60,762.43	\$ 68,056.86	\$ 69,588.14	
11	\$ 61,370.06	\$ 68,737.43	\$ 70,284.02	
12	\$ 61,983.76	\$ 69,424.80	\$ 70,986.86	
13	\$ 62,603.59	\$ 70,119.05	\$ 71,696.73	
14	\$ 63,229.63	\$ 70,820.24	\$ 72,413.70	
15	\$ 63,861.93	\$ 71,528.44	\$ 73,137.83	
16	\$ 64,500.55	\$ 72,243.73	\$ 73,869.21	
17	\$ 65,145.55	\$ 72,966.16	\$ 74,607.90	
18	\$ 65,797.01	\$ 73,695.83	\$ 75,353.98	
19	\$ 66,454.98	\$ 74,432.78	\$ 76,107.52	
20	\$ 67,119.53	\$ 75,177.11	\$ 76,868.60	
21	\$ 67,790.72	\$ 75,928.88	\$ 77,637.28	

S04_92C		Spec III		
Step	23-24	24-25	25-26	
1	\$ 66,376.33	\$ 74,231.95	\$ 75,902.17	
2	\$ 67,040.09	\$ 74,974.27	\$ 76,661.19	
3	\$ 67,710.49	\$ 75,724.01	\$ 77,427.80	
4	\$ 68,387.60	\$ 76,481.25	\$ 78,202.08	
5	\$ 69,071.47	\$ 77,246.06	\$ 78,984.10	
6	\$ 69,762.19	\$ 78,018.52	\$ 79,773.94	
7	\$ 70,459.81	\$ 78,798.71	\$ 80,571.68	
8	\$ 71,164.41	\$ 79,586.70	\$ 81,377.40	
9	\$ 71,876.05	\$ 80,382.56	\$ 82,191.17	
10	\$ 72,594.81	\$ 81,186.39	\$ 83,013.08	
11	\$ 73,320.76	\$ 81,998.25	\$ 83,843.21	
12	\$ 74,053.97	\$ 82,818.24	\$ 84,681.65	
13	\$ 74,794.51	\$ 83,646.42	\$ 85,528.46	
14	\$ 75,542.45	\$ 84,482.88	\$ 86,383.75	
15	\$ 76,297.88	\$ 85,327.71	\$ 87,247.58	
16	\$ 77,060.86	\$ 86,180.99	\$ 88,120.06	
17	\$ 77,831.47	\$ 87,042.80	\$ 89,001.26	
18	\$ 78,609.78	\$ 87,913.23	\$ 89,891.27	
19	\$ 79,395.88	\$ 88,792.36	\$ 90,790.19	
20	\$ 80,189.84	\$ 89,680.28	\$ 91,698.09	
21	\$ 80,991.74	\$ 90,577.08	\$ 92,615.07	

S04_92D		Spec IV		
Step	23-24	24-25	25-26	
1	\$ 82,552.30	\$ 91,030.36	\$ 93,078.55	
2	\$ 83,580.61	\$ 92,147.96	\$ 94,221.29	
3	\$ 84,608.92	\$ 93,266.23	\$ 95,364.72	
4	\$ 85,637.23	\$ 94,385.16	\$ 96,508.83	
5	\$ 86,665.53	\$ 95,504.76	\$ 97,653.62	
6	\$ 87,693.84	\$ 96,625.06	\$ 98,799.12	
7	\$ 88,722.15	\$ 97,746.04	\$ 99,945.33	
8	\$ 89,750.46	\$ 98,867.73	\$ 101,092.25	
9	\$ 90,778.78	\$ 99,990.12	\$ 102,239.90	
10	\$ 91,807.09	\$ 101,113.22	\$ 103,388.27	
11	\$ 92,835.40	\$ 102,237.05	\$ 104,537.38	
12	\$ 93,863.71	\$ 103,361.60	\$ 105,687.23	
13	\$ 94,892.02	\$ 104,486.88	\$ 106,837.83	
14	\$ 95,920.32	\$ 105,612.89	\$ 107,989.18	
15	\$ 96,948.63	\$ 106,739.66	\$ 109,141.31	
16	\$ 97,976.95	\$ 107,867.19	\$ 110,294.21	
17	\$ 99,005.26	\$ 108,995.49	\$ 111,447.88	
18	\$ 100,033.57	\$ 110,124.55	\$ 112,602.35	
19	\$ 101,061.88	\$ 111,254.39	\$ 113,757.62	
20	\$ 102,090.19	\$ 112,385.02	\$ 114,913.69	
21	\$ 103,118.50	\$ 113,516.45	\$ 116,070.57	

S04_92E		Spec V		
Step	23-24	24-25	25-26	
1	\$ 101,001.78	\$ 110,203.04	\$ 112,682.61	
2	\$ 102,011.80	\$ 111,305.07	\$ 113,809.43	
3	\$ 103,031.92	\$ 112,418.12	\$ 114,947.53	
4	\$ 104,062.24	\$ 113,542.30	\$ 116,097.00	
5	\$ 105,102.86	\$ 114,677.72	\$ 117,257.97	
6	\$ 106,153.89	\$ 115,824.50	\$ 118,430.55	
7	\$ 107,215.43	\$ 116,982.75	\$ 119,614.86	
8	\$ 108,287.58	\$ 118,152.57	\$ 120,811.01	
9	\$ 109,370.46	\$ 119,334.10	\$ 122,019.12	
10	\$ 110,464.16	\$ 120,527.44	\$ 123,239.31	
11	\$ 111,568.81	\$ 121,732.72	\$ 124,471.70	
12	\$ 112,684.49	\$ 122,950.04	\$ 125,716.42	
13	\$ 113,811.34	\$ 124,179.54	\$ 126,973.58	
14	\$ 114,949.45	\$ 125,421.34	\$ 128,243.32	
15	\$ 116,098.95	\$ 126,675.55	\$ 129,525.75	
16	\$ 117,259.94	\$ 127,942.31	\$ 130,821.01	
17	\$ 118,432.54	\$ 129,221.73	\$ 132,129.22	
18	\$ 119,616.86	\$ 130,513.95	\$ 133,450.51	
19	\$ 120,813.03	\$ 131,819.09	\$ 134,785.02	
20	\$ 122,021.16	\$ 133,137.28	\$ 136,132.87	
21	\$ 123,241.37	\$ 134,468.65	\$ 137,494.20	

S04_92F		Spec VI		
Step	23-24	24-25	25-26	
1	\$ 117,177.74	\$ 127,025.20	\$ 129,883.26	
2	\$ 118,349.52	\$ 128,295.45	\$ 131,182.09	
3	\$ 119,533.01	\$ 129,578.40	\$ 132,493.92	
4	\$ 120,728.34	\$ 130,874.19	\$ 133,818.85	
5	\$ 121,935.63	\$ 132,182.93	\$ 135,157.04	
6	\$ 123,154.98	\$ 133,504.76	\$ 136,508.61	
7	\$ 124,386.53	\$ 134,839.80	\$ 137,873.70	
8	\$ 125,630.40	\$ 136,188.20	\$ 139,252.44	
9	\$ 126,886.70	\$ 137,550.08	\$ 140,644.96	
10	\$ 128,155.57	\$ 138,925.59	\$ 142,051.41	
11	\$ 129,437.12	\$ 140,314.84	\$ 143,471.92	
12	\$ 130,731.50	\$ 141,717.99	\$ 144,906.64	
13	\$ 132,038.81	\$ 143,135.17	\$ 146,355.71	
14	\$ 133,359.20	\$ 144,566.52	\$ 147,819.27	
15	\$ 134,692.79	\$ 146,012.19	\$ 149,297.46	
16	\$ 136,039.72	\$ 147,472.31	\$ 150,790.44	
17	\$ 137,400.12	\$ 148,947.03	\$ 152,298.34	
18	\$ 138,774.12	\$ 150,436.50	\$ 153,821.32	
19	\$ 140,161.86	\$ 151,940.87	\$ 155,359.54	
20	\$ 141,563.48	\$ 153,460.28	\$ 156,913.13	
21	\$ 142,979.11	\$ 154,994.88	\$ 158,482.26	

S05_92H		Spec I10M		
Step	23-24	24-25	25-26	
1	\$ 37,159.04	\$ 42,484.79	\$ 43,440.70	
2	\$ 37,530.63	\$ 42,909.64	\$ 43,875.11	
3	\$ 37,905.93	\$ 43,338.74	\$ 44,313.86	
4	\$ 38,284.99	\$ 43,772.12	\$ 44,757.00	
5	\$ 38,667.84	\$ 44,209.85	\$ 45,204.57	
6	\$ 39,054.52	\$ 44,651.94	\$ 45,656.61	
7	\$ 39,445.07	\$ 45,098.46	\$ 46,113.18	
8	\$ 39,839.52	\$ 45,549.45	\$ 46,574.31	
9	\$ 40,237.91	\$ 46,004.94	\$ 47,040.05	
10	\$ 40,640.29	\$ 46,464.99	\$ 47,510.45	
11	\$ 41,046.69	\$ 46,929.64	\$ 47,985.56	
12	\$ 41,457.16	\$ 47,398.94	\$ 48,465.41	
13	\$ 41,871.73	\$ 47,872.93	\$ 48,950.07	
14	\$ 42,290.45	\$ 48,351.66	\$ 49,439.57	
15	\$ 42,713.35	\$ 48,835.17	\$ 49,933.97	
16	\$ 43,140.49	\$ 49,323.53	\$ 50,433.30	
17	\$ 43,571.89	\$ 49,816.76	\$ 50,937.64	
18	\$ 44,007.61	\$ 50,314.93	\$ 51,447.01	
19	\$ 44,447.69	\$ 50,818.08	\$ 51,961.48	
20	\$ 44,892.16	\$ 51,326.26	\$ 52,481.10	
21	\$ 45,341.09	\$ 51,839.52	\$ 53,005.91	

**Mirrored to OSAA Bargaining Unit**

S05_92I		Spec III10M		
Step	23-24	24-25	25-26	
1	\$ 38,562.35	\$ 43,947.29	\$ 44,936.10	
2	\$ 38,947.97	\$ 44,386.76	\$ 45,385.46	
3	\$ 39,337.45	\$ 44,830.63	\$ 45,839.32	
4	\$ 39,730.83	\$ 45,278.93	\$ 46,297.71	
5	\$ 40,128.14	\$ 45,731.72	\$ 46,760.69	
6	\$ 40,529.42	\$ 46,189.04	\$ 47,228.29	
7	\$ 40,934.71	\$ 46,650.93	\$ 47,700.58	
8	\$ 41,344.06	\$ 47,117.44	\$ 48,177.58	
9	\$ 41,757.50	\$ 47,588.62	\$ 48,659.36	
10	\$ 42,175.08	\$ 48,064.50	\$ 49,145.95	
11	\$ 42,596.83	\$ 48,545.15	\$ 49,637.41	
12	\$ 43,022.79	\$ 49,030.60	\$ 50,133.79	
13	\$ 43,453.02	\$ 49,520.90	\$ 50,635.12	
14	\$ 43,887.55	\$ 50,016.11	\$ 51,141.48	
15	\$ 44,326.43	\$ 50,516.27	\$ 51,652.89	
16	\$ 44,769.69	\$ 51,021.44	\$ 52,169.42	
17	\$ 45,217.39	\$ 51,531.65	\$ 52,691.11	
18	\$ 45,669.56	\$ 52,046.97	\$ 53,218.02	
19	\$ 46,126.26	\$ 52,567.44	\$ 53,750.20	
20	\$ 46,587.52	\$ 53,093.11	\$ 54,287.71	
21	\$ 47,053.40	\$ 53,624.04	\$ 54,830.58	

S05_92J		Spec III10M		
Step	23-24	24-25	25-26	
1	\$ 46,097.96	\$ 51,802.25	\$ 52,967.80	
2	\$ 46,558.94	\$ 52,320.27	\$ 53,497.48	
3	\$ 47,024.53	\$ 52,843.48	\$ 54,032.46	
4	\$ 47,494.77	\$ 53,371.91	\$ 54,572.78	
5	\$ 47,969.72	\$ 53,905.63	\$ 55,118.51	
6	\$ 48,449.42	\$ 54,444.69	\$ 55,669.69	
7	\$ 48,933.91	\$ 54,989.13	\$ 56,226.39	
8	\$ 49,423.25	\$ 55,539.03	\$ 56,788.65	
9	\$ 49,917.48	\$ 56,094.42	\$ 57,356.54	
10	\$ 50,416.66	\$ 56,655.36	\$ 57,930.11	
11	\$ 50,920.83	\$ 57,221.91	\$ 58,509.41	
12	\$ 51,430.03	\$ 57,794.13	\$ 59,094.50	
13	\$ 51,944.33	\$ 58,372.07	\$ 59,685.45	
14	\$ 52,463.78	\$ 58,955.79	\$ 60,282.30	
15	\$ 52,988.42	\$ 59,545.35	\$ 60,885.12	
16	\$ 53,518.30	\$ 60,140.81	\$ 61,493.97	
17	\$ 54,053.48	\$ 60,742.21	\$ 62,108.91	
18	\$ 54,594.02	\$ 61,349.64	\$ 62,730.00	
19	\$ 55,139.96	\$ 61,963.13	\$ 63,357.30	
20	\$ 55,691.36	\$ 62,582.76	\$ 63,990.88	
21	\$ 56,248.27	\$ 63,208.59	\$ 64,630.78	

S05_92K		Spec IV10M		
Step	23-24	24-25	25-26	
1	\$ 59,259.38	\$ 66,373.36	\$ 67,866.76	
2	\$ 59,996.89	\$ 67,185.24	\$ 68,696.91	
3	\$ 60,734.40	\$ 67,997.69	\$ 69,527.64	
4	\$ 61,471.91	\$ 68,810.73	\$ 70,358.97	
5	\$ 62,209.42	\$ 69,624.35	\$ 71,190.90	
6	\$ 62,946.93	\$ 70,438.58	\$ 72,023.44	
7	\$ 63,684.45	\$ 71,253.41	\$ 72,856.61	
8	\$ 64,421.96	\$ 72,068.85	\$ 73,690.40	
9	\$ 65,159.47	\$ 72,884.90	\$ 74,524.81	
10	\$ 65,896.98	\$ 73,701.57	\$ 75,359.86	
11	\$ 66,634.50	\$ 74,518.88	\$ 76,195.56	
12	\$ 67,372.01	\$ 75,336.82	\$ 77,031.89	
13	\$ 68,109.51	\$ 76,155.39	\$ 77,868.89	
14	\$ 68,847.02	\$ 76,974.61	\$ 78,706.54	
15	\$ 69,584.54	\$ 77,794.50	\$ 79,544.87	
16	\$ 70,322.05	\$ 78,615.03	\$ 80,383.87	
17	\$ 71,059.56	\$ 79,436.23	\$ 81,223.55	
18	\$ 71,797.07	\$ 80,258.11	\$ 82,063.91	
19	\$ 72,534.59	\$ 81,080.67	\$ 82,904.99	
20	\$ 73,272.10	\$ 81,903.91	\$ 83,746.75	
21	\$ 74,009.61	\$ 82,727.85	\$ 84,589.22	

S05_92L		Spec V10M		
Step	23-24	24-25	25-26	
1	\$ 72,518.69	\$ 80,609.41	\$ 82,423.13	
2	\$ 73,243.87	\$ 81,415.51	\$ 83,247.36	
3	\$ 73,976.31	\$ 82,229.66	\$ 84,079.83	
4	\$ 74,716.08	\$ 83,051.96	\$ 84,920.63	
5	\$ 75,463.24	\$ 83,882.48	\$ 85,769.84	
6	\$ 76,217.87	\$ 84,721.30	\$ 86,627.53	
7	\$ 76,980.05	\$ 85,568.52	\$ 87,493.81	
8	\$ 77,749.85	\$ 86,424.20	\$ 88,368.75	
9	\$ 78,527.35	\$ 87,288.44	\$ 89,252.43	
10	\$ 79,312.62	\$ 88,161.33	\$ 90,144.96	
11	\$ 80,105.75	\$ 89,042.94	\$ 91,046.41	
12	\$ 80,906.80	\$ 89,933.37	\$ 91,956.87	
13	\$ 81,715.87	\$ 90,832.71	\$ 92,876.44	
14	\$ 82,533.03	\$ 91,741.03	\$ 93,805.21	
15	\$ 83,358.36	\$ 92,658.44	\$ 94,743.26	
16	\$ 84,191.94	\$ 93,585.03	\$ 95,690.69	
17	\$ 85,033.86	\$ 94,520.88	\$ 96,647.60	
18	\$ 85,884.20	\$ 95,466.09	\$ 97,614.07	
19	\$ 86,743.04	\$ 96,420.75	\$ 98,590.21	
20	\$ 87,610.47	\$ 97,384.96	\$ 99,576.12	
21	\$ 88,486.58	\$ 98,358.80	\$ 100,571.88	

S05_92M		Spec VI10M		
Step	23-24	24-25	25-26	
1	\$ 84,108.15	\$ 92,646.65	\$ 94,731.20	
2	\$ 84,949.23	\$ 93,573.12	\$ 95,678.51	
3	\$ 85,798.72	\$ 94,508.85	\$ 96,635.30	
4	\$ 86,656.71	\$ 95,453.94	\$ 97,601.65	
5	\$ 87,523.28	\$ 96,408.48	\$ 98,577.67	
6	\$ 88,398.51	\$ 97,372.56	\$ 99,563.44	
7	\$ 89,282.50	\$ 98,346.29	\$ 100,559.08	
8	\$ 90,175.32	\$ 99,329.75	\$ 101,564.67	
9	\$ 91,077.07	\$ 100,323.05	\$ 102,580.31	
10	\$ 91,987.84	\$ 101,326.28	\$ 103,606.12	
11	\$ 92,907.72	\$ 102,339.54	\$ 104,642.18	
12	\$ 93,836.80	\$ 103,362.93	\$ 105,688.60	
13	\$ 94,775.17	\$ 104,396.56	\$ 106,745.49	
14	\$ 95,722.92	\$ 105,440.53	\$ 107,812.94	
15	\$ 96,680.15	\$ 106,494.93	\$ 108,891.07	
16	\$ 97,646.95	\$ 107,559.88	\$ 109,979.98	
17	\$ 98,623.42	\$ 108,635.48	\$ 111,079.78	
18	\$ 99,609.65	\$ 109,721.84	\$ 112,190.58	
19	\$ 100,605.75	\$ 110,819.06	\$ 113,312.48	
20	\$ 101,611.81	\$ 111,927.25	\$ 114,445.61	
21	\$ 102,627.93	\$ 113,046.52	\$ 115,590.07	

S05_92N		Spec VII10M		
Step	23-24	24-25	25-26	
1	\$ 99,335.50	\$ 108,470.84	\$ 110,911.44	
2	\$ 100,328.85	\$ 109,555.55	\$ 112,020.55	
3	\$ 101,332.14	\$ 110,651.11	\$ 113,140.76	
4	\$ 102,345.46	\$ 111,757.62	\$ 114,272.16	
5	\$ 103,368.91	\$ 112,875.19	\$ 115,414.89	
6	\$ 104,402.60	\$ 114,003.95	\$ 116,569.03	
7	\$ 105,446.63	\$ 115,143.99	\$ 117,734.73	
8	\$ 106,501.10	\$ 116,295.43	\$ 118,912.07	
9	\$ 107,566.11	\$ 117,458.38	\$ 120,101.19	
10	\$ 108,641.77	\$ 118,632.96	\$ 121,302.21	
11	\$ 109,728.19	\$ 119,819.29	\$ 122,515.23	
12	\$ 110,825.47	\$ 121,017.49	\$ 123,740.38	
13	\$ 111,933.72	\$ 122,227.66	\$ 124,977.78	
14	\$ 113,053.06	\$ 123,449.94	\$ 126,227.56	
15	\$ 114,183.59	\$ 124,684.44	\$ 127,489.84	
16	\$ 115,325.43	\$ 125,931.28	\$ 128,764.74	
17	\$ 116,478.68	\$ 127,190.59	\$ 130,052.38	
18	\$ 117,643.47	\$ 128,462.50	\$ 131,352.91	
19	\$ 118,819.90	\$ 129,747.12	\$ 132,666.44	
20	\$ 120,008.10	\$ 131,044.60	\$ 133,993.10	
21	\$ 121,208.18	\$ 132,355.04	\$ 135,333.03	

**Mirrored to Transportation Bargaining Unit**

H07_82B		Supervisor Transportation 12M		
Step	23-24	24-25	25-26	
1	\$ 29.36	\$ 32.98	\$	\$ 33.72
2	\$ 29.89	\$ 33.55	\$	\$ 34.30
3	\$ 30.42	\$ 34.12	\$	\$ 34.89
4	\$ 30.95	\$ 34.69	\$	\$ 35.47
5	\$ 31.46	\$ 35.24	\$	\$ 36.03
6	\$ 31.97	\$ 35.79	\$	\$ 36.60
7	\$ 32.48	\$ 36.35	\$	\$ 37.17

H07_82C		Supervisor Training		
Step	23-24	24-25	25-26	
1	\$ 32.10	\$ 35.88	\$	\$ 36.68
2	\$ 32.68	\$ 36.50	\$	\$ 37.32
3	\$ 33.26	\$ 37.12	\$	\$ 37.96
4	\$ 33.83	\$ 37.74	\$	\$ 38.59
5	\$ 34.39	\$ 38.34	\$	\$ 39.20
6	\$ 34.95	\$ 38.95	\$	\$ 39.82
7	\$ 35.51	\$ 39.55	\$	\$ 40.44

H07_83B		Dispatcher		
Step	23-24	24-25	25-26	
1	\$ 29.36	\$ 32.98	\$	\$ 33.72
2	\$ 29.89	\$ 33.55	\$	\$ 34.30
3	\$ 30.42	\$ 34.12	\$	\$ 34.89
4	\$ 30.95	\$ 34.69	\$	\$ 35.47
5	\$ 31.46	\$ 35.24	\$	\$ 36.03
6	\$ 31.97	\$ 35.79	\$	\$ 36.60
7	\$ 32.48	\$ 36.35	\$	\$ 37.17

H07_83D		Supervisor, Asst. Training		
Step	23-24	24-25	25-26	
1	\$ 25.63	\$ 28.99	\$	\$ 29.64
2	\$ 26.10	\$ 29.50	\$	\$ 30.16
3	\$ 26.57	\$ 30.01	\$	\$ 30.68
4	\$ 27.04	\$ 30.52	\$	\$ 31.20
5	\$ 27.51	\$ 31.03	\$	\$ 31.72
6	\$ 27.99	\$ 31.55	\$	\$ 32.26
7	\$ 28.46	\$ 32.06	\$	\$ 32.78

H07_84A		Router		
Step	23-24	24-25	25-26	
1	\$ 29.36	\$ 32.98	\$	\$ 33.72
2	\$ 29.89	\$ 33.55	\$	\$ 34.30
3	\$ 30.42	\$ 34.12	\$	\$ 34.89
4	\$ 30.95	\$ 34.69	\$	\$ 35.47
5	\$ 31.46	\$ 35.24	\$	\$ 36.03
6	\$ 31.97	\$ 35.79	\$	\$ 36.60
7	\$ 32.48	\$ 36.35	\$	\$ 37.17

H16_83A		Keyroom Assistant		
Step	23-24	24-25	25-26	
1	\$ 23.01	\$ 26.95	\$	\$ 27.56
2	\$ 23.48	\$ 27.47	\$	\$ 28.09
3	\$ 23.96	\$ 27.99	\$	\$ 28.62
4	\$ 24.43	\$ 28.51	\$	\$ 29.15
5	\$ 24.91	\$ 29.04	\$	\$ 29.69
6	\$ 25.38	\$ 29.55	\$	\$ 30.22
7	\$ 25.86	\$ 30.08	\$	\$ 30.76

H16_83C		Dispatcher Assistant		
Step	23-24	24-25	25-26	
1	\$ 24.84	\$ 28.91	\$	\$ 29.56
2	\$ 25.32	\$ 29.44	\$	\$ 30.10
3	\$ 25.79	\$ 29.95	\$	\$ 30.63
4	\$ 26.27	\$ 30.48	\$	\$ 31.17
5	\$ 26.74	\$ 31.00	\$	\$ 31.69
6	\$ 27.23	\$ 31.52	\$	\$ 32.23
7	\$ 27.70	\$ 32.04	\$	\$ 32.76

H19_82A		Supervisor Transportation 10M		
Step	23-24	24-25	25-26	
1	\$ 29.36	\$ 33.47	\$	\$ 34.22
2	\$ 29.89	\$ 34.04	\$	\$ 34.81
3	\$ 30.42	\$ 34.62	\$	\$ 35.40
4	\$ 30.95	\$ 35.19	\$	\$ 35.98
5	\$ 31.46	\$ 35.75	\$	\$ 36.55
6	\$ 31.97	\$ 36.30	\$	\$ 37.12
7	\$ 32.48	\$ 36.87	\$	\$ 37.70

**Mirrored to Operations Bargaining Unit**

H07_52F		Operational Services Specialist		
Step	23-24	24-25	25-26	
1	\$ 38.94	\$ 43.70	\$	\$ 44.62
2	\$ 39.21	\$ 44.01	\$	\$ 44.93
3	\$ 39.48	\$ 44.31	\$	\$ 45.25
4	\$ 39.75	\$ 44.62	\$	\$ 45.56
5	\$ 40.02	\$ 44.93	\$	\$ 45.88
6	\$ 40.30	\$ 45.24	\$	\$ 46.20
7	\$ 40.58	\$ 45.56	\$	\$ 46.52
8	\$ 40.86	\$ 46.58	\$	\$ 48.37

**Mirrored to Bilingual Liaisons Bargaining Unit**

H34_94C		Interpreter		
Step	23-24	24-25	25-26	
1	\$ 32.50	\$ 36.83	\$	\$ 37.66
2	\$ 33.20	\$ 37.58	\$	\$ 38.42
3	\$ 33.89	\$ 38.33	\$	\$ 39.19
4	\$ 34.59	\$ 39.07	\$	\$ 39.95
5	\$ 35.28	\$ 39.82	\$	\$ 40.72
6	\$ 35.98	\$ 40.57	\$	\$ 41.48
7	\$ 36.69	\$ 41.33	\$	\$ 42.26
8	\$ 37.38	\$ 42.08	\$	\$ 43.03
9	\$ 38.08	\$ 42.83	\$	\$ 43.79
10	\$ 38.77	\$ 43.58	\$	\$ 44.56

**Non-Schedule Hourly Rates**

<b>Grade</b>	<b>Description</b>	<b>23-24 Hourly PT</b>	<b>24-25 Hourly PT</b>	<b>25-26 Hourly PT</b>
06A	Substitute Teacher	\$225 per day	\$250 per day	\$260 per day
95F	Athletic Trainer PT	\$30.00	\$30.50	\$31.00
04C	Audiologist PT	\$39.00	\$39.25	\$39.50
15F	Extra Pay Teacher/Nurse	\$32.00	\$32.00	\$32.00
14A	Non-Degree Teacher PT	\$23.75	\$25.00	\$25.50
15A	School Activity Supervision PT	\$20.00	\$20.00	\$20.00
98F	Substitute Psychologist	\$32.00	\$32.00	\$32.00
59E	Cashier PT	\$16.25	\$18.00	\$18.50
59G	Dishmachine PT	\$16.00	\$17.50	\$18.00
59C	Kitchen Assistant PT	\$16.00	\$17.50	\$18.00
59D	Nutrition Backup Manager PT	\$16.35	\$18.25	\$18.75
59W	Student, Nutrition PT	\$12.00	\$15.00	\$15.00
59A	Substitute Cafeteria	\$14.25	\$15.00	\$15.50
65A	Office Staff PT	\$18.89	\$18.89	\$18.89
94A	Technician PT	\$22.00	\$22.25	\$22.25
50O	Carpenter PT	\$34.00	\$35.50	\$35.50
33W	Custodial Aide PT	\$18.25	\$20.00	\$20.50
52J	Operations/Maintenance Sum PT	\$12.00	\$15.00	\$15.00
33R	Truck Driver/Supply Clerk PT	\$25.00	\$26.50	\$27.00
13D	Accompanist PT	\$20.50	\$22.00	\$22.50
60A	Para, General Ed PT	\$15.50	\$17.00	\$17.50
61A	Para, SPED1 PT	\$16.00	\$17.50	\$18.00
61S	Para, SPED2 PT	\$17.00	\$18.50	\$19.00
35I	School Aide PT	\$13.50	\$15.00	\$15.00
61T	Substitute Paraprofessional	\$16.50	\$16.75	\$17.00
84C	Transportation Router PT	\$27.50	\$29.00	\$29.50
15M	Extra Duty Translation Service	\$22.00	\$22.00	\$22.00
32L	Security PT	\$18.00	\$18.00	\$18.00
90A	Student, Mentor PT	\$12.00	\$15.00	\$15.00
90B	Student, P.E. Swim Aide PT	\$12.00	\$15.00	\$15.00
98G	Tutor PT	\$35.00	\$35.00	\$35.00
98D	Appraisers PT	\$35.00	\$35.00	\$35.00
98B	Recruiters, PT	\$32.00	\$32.00	\$32.00
98C	Special Projects PT	\$32.00	\$32.00	\$32.00
98E	Job Coverage PT Administrative	\$32 - \$100	\$32 - \$100	\$32 - \$100

**Substitute Teachers** who serve ten (10) days or more in the same position shall be paid, beginning with the tenth day of service in the same position, \$235 per day for 2023-2024, \$260 per day for 2024-2025 and \$270 per day for 2025-2026, for as long as the substitute teacher continues service in that same position.

## **MIRRORING**

Non-negotiated personnel match up generally with bargaining units and a meet and confer group as follows:

**OEA:** Audiologist, Board Certified Behavioral Analyst, Non-Degree Teacher, Athletic Trainer, OT/PT, Service Coordinator, Social Worker

**Bilingual Liaisons:** Interpreter

**Paraprofessionals:** Accompanist, ISS Specialist, and Registered Behavioral Tech

**Office Personnel:** Administrative Secretary Level 2, Administrative Secretary Level 3, Administrative Secretary Level 4, Administrative Secretary Level 5, Administrative Secretary Level 6, Administrative Secretary Level 7, Technician I Hourly, Technician II Hourly, Technician III Hourly, Technician IV Hourly, Technician III Salaried, Technician IV Salaried, Technician V Salaried, Technician VI Salaried

**OSAA:** Specialist I 10M Hourly, Specialist II 10M Hourly, Specialist III 10M Hourly, Specialist I 10M Salaried, Specialist II 10M Salaried, Specialist III 10M Salaried, Specialist IV 10M Salaried, Specialist V 10M Salaried, Specialist VI 10M Salaried, Specialist VII 10M Salaried. Specialist I 12M Salaried, Specialist II 12M Salaried, Specialist III 12M Salaried, Specialist IV 12M Salaried, Specialist V 12M Salaried, Specialist VI 12M Salaried, Lead, Administrator, Coordinator, Director, Executive Director, Chief, Administrator Legal

**Operations:** Operational Services Specialist

**Transportation:** Supervisor Transportation 12M, Supervisor Training, Dispatcher, Supervisor Assistant Training, Router, Key Room Assistant, Dispatcher Assistant, Supervisor Transportation 10M

## **LONG SERVICE INCREMENT (LSI)**

All Non-Negotiated full-time employees shall receive LSI at the same rates as their respective mirrored bargaining unit or meet and confer group.

## **OTHER BENEFITS**

Full-time employees will generally be eligible to receive benefits in accordance with the Collective Bargaining Agreement or Handbook in which their job is mirrored.

## **STEP PLACEMENT**

### **A. Chief Positions**

New employees to the District and current employees of the District other than those serving on Executive Council shall be placed on Step 1. Current employees of the District serving on Executive Council shall be placed on the next step above the number of creditable years of service on Executive Council.

**B. Executive Director, Principal Supervisor, Director, Coordinator, Administrator and Lead Positions.**

New employees to the District and current employees of the District, other than those serving as a Senior Administrator, shall be placed on Step 1 of the salary schedule for the respective Level. Current employees of the District moving from a Senior Administrator position into Levels 3 through 7 shall be placed on the next step above the number of creditable years of service as a Senior Administrator. For purposes of step placement, Senior Administrator shall include employees in positions with L06, L06A, L07, L08, L09, L10, and L11 salary plans and the S04\_92E and S04\_92F salary grades.

Employees with outside work experience in a comparable Senior Administrator position may receive credit for each creditable year of service up to a maximum of fifteen (15) years for initial placement on the salary schedule. In their sole discretion, the Chief Talent Officer shall determine whether such outside work experience is comparable to a District Senior Administrator position and how much outside experience shall be credited toward placement on a step. The Superintendent or their designee may award new employees with unique outside experience up to a maximum of fifteen (15) years for initial placement on the salary schedule.

**C. All Other Non-Negotiated Positions**

New employees to the District and current employees of the District moving into a Non-Negotiated position for the first time that is not mirrored to the bargaining unit or meet and confer group from which the employee is moving shall be placed on Step 1. Current employees of the District moving from a position covered by a collective bargaining or meet and confer agreement to a Non-Negotiated position which mirrors the bargaining unit or meet and confer group from which the employee is moving, shall be placed on the next step above the number of creditable years of service the employee has as a member of the bargaining unit or meet and confer group. Current employees of the District moving from one Non-Negotiated position to another Non-Negotiated position within the same mirrored bargaining unit or meet and confer group, other than those on Levels 2 through 7, shall be placed on the next step above the number of creditable years of service within the Non-Negotiated group. Current employees of the District moving from one Non-Negotiated position to another Non-Negotiated position mirrored to a different bargaining unit or meet and confer group, other than those on Levels 2 through 7, shall be placed on Step 1.

Employees with outside work experience in a comparable position to the one for which the employee is being hired and whose mirrored collective bargaining agreement permits credit for outside service may receive credit for each creditable year of service up to the maximum permitted in the mirrored collective bargaining agreement for initial placement on the salary schedule. In his or her sole discretion, the Chief Talent Officer shall determine whether such outside work experience is comparable to the Non-Negotiated position for which the employee is being hired and how much outside experience shall be credited toward placement on step.

**D. Negative Impact of Application of Step Placement**

In the event the application of these step placement principles to the new salary schedules results in a salaried employee receiving less base salary than they currently receive, that employee shall continue to receive their current salary until such time as step movement results in an increase in salary.

### **STEP MOVEMENT**

Employees covered by the Non-Negotiated agreement who achieve a creditable year of service by July 31, will move on step beginning August 1 for the following year. Upon reaching the final step of the salary schedule, movement on step shall cease.

### **CREDITABLE YEAR OF SERVICE**

For all employees, a creditable year is as defined in the Policies and Regulations of the School District of Omaha.

### **INTERIM DUAL SERVICE**

In the event an employee on the Executive Director (S04 27E) salary schedule is directed by the Superintendent to fill a vacancy on the Chief (S04 29A) salary schedule on an interim basis, the employee shall be paid as though the employee were on the Chief (S04 29A) salary schedule for such time as the employee serves in the Chief (S04 29A) level role. In the event an employee already on the Chief (S04 29A) salary schedule is directed by the Superintendent to fill a vacancy on the Chief (S04 29A) salary schedule on an interim basis, in addition to his or her regular duties, the employee shall receive an additional stipend in the amount of One Thousand Five Hundred Dollars (\$1,500), payable as wages per month for such time as the employee is in dual service.

### **PERMANENT DUAL SERVICE**

In the event, an employee already on the Chief (S04 29A) salary schedule is directed by the Superintendent to fill a vacancy on the Chief (S04 29A) salary schedule on a permanent basis in addition to his or her regular duties, the employee's salary shall be increased by 15% for such time as the employee is in permanent dual service.