

Administrative Support Group Agreement
September 1, 2024 to August 31, 2027

I. SALARY, EMPLOYEE COMPENSATION, AND CONTRACT MANAGEMENT

- A. Salaries for employees subject to this Agreement are contained in Schedule A.
- B. Should the date this Agreement is executed be subsequent to the effective date, salaries, including overtime, shall be retroactive to the effective date.
- C. Step placement for newly hired employees, and employees promoted from within the Richland School District, may be determined by the Superintendent or his/her designee by considering the employee's past work experience and salary history.
- D. Employees will move one (1) step per year based on the anniversary date of their "new" position.
- E. The Group President will be included on the distribution of the District's Personnel Action Form after each Board Meeting where the Board takes action. Requests about information specific to the group will be honored but must be in writing. Group leadership involved in District business (i.e., negotiations or personnel issues) will not have time deducted from their timecard.

II. LONGEVITY

- A. An employee's hourly rate will increase by 3.0% per five (5) year increment after 5, 10, 15, 20 and 25 years of services.
- B. Years of service will be determined by using the employee's *original* "hire date" with the Richland School District. (Hire date shall be established as the date on which the employee began continuous contracted employment with the Richland School District.) Employees who transfer from another Washington State School District to RSD shall receive longevity credit for their prior full years of service within a school district upon hire as provided in RCW 28A400.300. Subsequent longevity credits will be awarded upon the employee's anniversary with RSD.

III. EDUCATIONAL CREDITS

- A. An employee who has completed work on an Associate's or Bachelor's, or Master's Degree or has earned enough credits to qualify for educational credit incentive pay, must provide official transcripts to the Human Resources Office on or before September 15 to receive the pay increase for the current year.
- B. The following schedule will be used to determine educational credit pay increases:

1. 15 quarter hours or equivalent	\$0.30
2. 30 quarter hours or equivalent	\$0.35
3. 45 quarter hours or equivalent	\$0.45

50	4. Associate Arts Degree	\$0.75
51	5. Bachelor's Degree	\$1.00
52	6. Master's Degree	\$1.25
53	7. 10 clock hours = one (1) quarter credit	
54	8. 15 clock hours = one (1) semester credit	

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57 **IV. HOLIDAYS**

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59 A. All employees shall receive the following paid holidays that fall within their work year:

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- 61 1. New Year's Day
- 62 2. Martin Luther King's Birthday
- 63 3. President's Day
- 64 4. Memorial Day
- 65 5. Juneteenth
- 66 6. Independence Day
- 67 7. Labor Day
- 68 8. Veteran's Day
- 69 9. Thanksgiving Day
- 70 10. Day after Thanksgiving
- 71 11. Day before or day after Christmas
- 72 12. Christmas Day or first working day before or after Christmas

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74 B. In addition, all employees working 260 days per year shall receive New Year's Eve Day as a
75 paid holiday.

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78 **V. VACATIONS**

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- 80 A. All 12-month employees are entitled to twelve (12) paid vacation days per year during the first
81 three (3) years of employment.
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- 83 B. Less than 12-month employees shall receive one (1) paid vacation day for each month worked
84 during the first three (3) years of employment
- 85
- 86 C. After the first three (3) years of employment, employees will receive one (1) additional paid
87 vacation day for each year worked, to a maximum of twenty-five (25) days paid vacation days
88 annually.
- 89
- 90 D. Twelve (12) month employees may take vacation at any time mutually agreed upon by supervisor
91 and employee. Less than twelve-month employees will receive pay in lieu of time off.
- 92
- 93 E. Vacation leave is front loaded in September of each year. If an employee starts employment by
94 the end of January the leave date for accrual will be September 1st of the current school year, if
95 an employee starts after January the leave date for accrual will start the next September 1st.
- 96
- 97 F. Five (5) days of vacation may be cashed out annually.
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- 99 G. Upon termination of employment for any reason, an employee shall receive payment for all
100 accrued vacation to a maximum of 30 days as governed by State Law.

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VI. LEAVES

A. Sick leave

1. Each employee shall accumulate one (1) day of sick leave for each calendar month worked. Newly hired employees will receive a prorated amount of sick time for the month hired based on the number of days worked and hours per day.
2. The district shall project the number of days of sick leave at the beginning of the school year. In the event than an employee terminates employment or takes a leave of absence the number of sick leave hours will be prorated based on the actual number of days worked and hours per day.
3. In the event that an employee terminates employment with the district while having taken sick leave days projected, but not earned, a deduction shall be made from the last paycheck in the amount of the cost of salary and benefits for those days (or fraction thereof). All sick leave will be granted in accordance with State law.
4. Sick leave may be used for personal illness or medical appointments, illness or medical appointments of children under the age of eighteen (18), illness of other immediate family members or other medical emergencies.
5. State Law will guide sick leave accumulations and sick leave cash-out.

B. Family Illness – three (3) non-accumulative days per year, separate from sick leave.

C. Bereavement – five (5) days for immediate family or spouse’s immediate family (each occurrence). One day (1) for non-family members.

1. Immediate Family shall be defined as any relative residing in the household of the employee
2. The spouse, domestic partner, parents, step-parents, guardian, grandparents, brothers, sisters, children, grandchildren, aunts, uncles, nieces, nephews, mother-in-law, father-in-law, sisters-in-law, brothers-in-law, or fiancé(e) not residing in the home of the employee.

D. Personal Leave – Three (3) days unrestricted for personal business. Three (3) days may be cashed out at per diem at the end of the fiscal year. A maximum of seven (7) days’ accumulation may be banked at the end of the fiscal year to have a maximum of ten (10) days available during the following fiscal year.

E. Emergency Leave – The District shall grant emergency leave for the following reasons:

1. Illness or hospitalization of a member of the employee’s immediate family.
2. Serious damage to personal property.
3. Legal proceedings in which the court mandates attendance by the employee unless the case involves the District as a defendant and the employee as a petitioner.

- 149 4. Other emergencies which are defined as circumstances that are suddenly precipitated;
150 must be of such nature that planning is not possible; and planning would not relieve the
151 necessity for the employee's absence.
152 5. In all instances described above, emergency leave shall be deducted from accumulated
153 sick leave in the same manner as deducted for illness or injury.
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156 VII. HOURS OF WORK 157

- 158 A. All employees will be released two and a half (2.5) hours prior to the end of their regular shift on
159 the Wednesday before Thanksgiving. Employees who choose to take leave for their full shift on
160 the Wednesday before Thanksgiving will have their designated leave banks, including comp
161 time, charged their normal daily hours.
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163 B. All employees will be released one and a half (1.5) hours prior to the end of their regular shift
164 before the weekend or a break of the following paid district holidays:
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166 ● MLK
167 ● President's Day
168 ● Memorial Day
169 ● Juneteenth (If it falls on a Monday)
170 ● Independence Day (If it falls on a Monday or in conjunction with a weekend including
171 unpaid days as described in paragraph C below)
172 ● Labor Day
173 ● Veterans Day (If it falls on a Monday)
174 ● Christmas Break
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176 C. In years containing more than two hundred sixty (260) workdays (2080 hours), full time (260
177 day) employees shall be granted one (1) additional day off for each day in excess. This time will
178 be taken in conjunction with the July 4th Holiday as determined by the District's Department of
179 Human Resources.
180
181 D. Employees requested to work a shift filled by a higher classification employee shall receive
182 compensation equal to that normally received by the employee in the higher classification,
183 beginning on the first day. This applies only to job titles within the Group and must be approved
184 by the supervisor prior to the commencement of work. (For example, an IT Tech filling in for the
185 Network Engineer will be paid a differential between the wages at the same step).
186
187 E. Delayed Start - In the event that the opening of school is delayed, employees shall be granted the
188 same number of delayed hours from the start of their normal shift (i.e. for a two (2) hour delay
189 an employee who is required to report at 7:30 shall report to work at 9:30 am). Employees will
190 be allowed to leave work at the end of their regularly scheduled day shall not be required to make
191 up the rest of their workday without loss of pay. If, however, an employee feels they cannot
192 report to work; personal leave, vacation or comp time can be used at the employee's discretion
193 and will be designated on the monthly timecard by the employee.
194
195 F. School/Building Closure:
196 In the event school (or a building) is closed or closes after a two (2) hour delayed start the
197 following will apply:

- 198 ● Employees may choose to:
199 1. Report to work as soon as capable,
200 2. Work from home with supervisory approval
201 3. Work with their supervisors to make up the time resulting from missed hours or
202 use comp time, vacation or personal leave.

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204 **VIII. EVALUATIONS**

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- 206 A. Annual evaluations will be completed for each employee by August 31st of each year (unless the
207 employee is a building level administrative assistant; see Article IX below).

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210 **IX. BUILDING LEVEL ADMINISTRATIVE ASSISTANTS**

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- 212 A. Annual evaluations for building level administrative assistants will be completed by the last day
213 of student attendance.

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- 215 B. The “hire date” as defined in Article II of this agreement shall be used should the District choose
216 to involuntarily reduce the number of Administrative Assistants. Involuntarily reduced
217 Administrative Assistants will be guaranteed a paraeducator position in the District once the
218 annual Paraeducator Bid Fair process is complete.

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221 **X. INSURANCE**

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- 223 A. The District will make the standard monthly employer contribution to the School Employees
224 Benefit Board (SEBB), pro-rated by FTE, for medical benefits.

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- 226 B. *VEBA III Sick Leave Conversion Medical Reimbursement Plan* pursuant to RCW
227 28A.400.210. A letter of agreement between the Administrative Support Group and the District
228 must be approved annually to implement participation in VEBA III.

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230 **XI. MEMBERSHIP DUES**

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- 232 A. The District shall pay the annual membership dues in two (2) professional organizations for
233 Administrative Support Group employees.

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235 **XII. STATE FLOW-THROUGH MONIES**

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- 237 A. Schedule A is the sole salary schedule for the duration of this Agreement.

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- 239 B. Salaries will be defined as follows:

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- 241 ● 2024-25
 - 242 ○ 4% Increase to Base Rates plus 1.4% adjustment as a flat amount (= \$.49) to
 - 243 base rate (to maintain differential between OP and ASG bargaining units)
 - 244 ○ New Wage Structure

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- 245 ● 2025/26 IPD and add Step V at 102% of Step IV

- 246 ● 2026-27IPD (calculated across unit and converted to a flat amount = \$ for all

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- 2025/26 IPD and add Step V at 102% of Step IV
- 2026-27IPD (calculated across unit and converted to a flat amount = \$ for all

XIII AGREEMENT REOPENING

- A. The parties acknowledge that legislative changes during the term of this agreement may trigger mandatory subjects of bargaining and agree to reopen such sections of agreement as indicated to negotiate these impacts as they present.
- B. The parties may agree to reopen Schedule A during the term of the agreement to discuss significant changes to job description(s) and responsibilities and potential compensation changes that may be appropriate within RSD’s ASG budget. The review will include a market analysis which will include the following: Tri-Cities market School Districts -Kennewick, & Pasco, and will also include agreed upon districts of similar size, taking into account market differences in cost of living for those districts

Richland School District

Administrative Support Group



Tim Praino
Executive Director, Human Resources

Alison Goodman
President, ASG

Date: 7/18/24

Date: 18 July 24

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2024-25 Admin Support Group				
Proposal = 4% + \$.49	Step 1 0.80	Step 2 0.90	Step 3 0.95	Step 4 1.00
Group A	\$ 24.65	\$ 27.73	\$ 29.28	\$30.82
IT Tech 1				
Group B	\$ 25.69	\$ 28.90	\$ 30.51	\$32.12
Facilities Technician				
Group C	\$ 26.81	\$ 30.16	\$ 31.83	\$33.51
IT Analyst I				
Group D	\$ 27.32	\$ 30.73	\$ 32.44	\$34.14
IT Tech 2				
Group E	\$ 27.88	\$ 31.37	\$ 33.11	\$34.85
Building Admin Assistant				
Group F	\$ 28.07	\$ 31.58	\$ 33.34	\$35.09
Exec. Asst. to the Asst. Supt				
Group G	\$ 28.48	\$ 32.04	\$ 33.82	\$35.60
Facilities Manager				
Group H	\$ 29.81	\$ 33.53	\$ 35.39	\$37.26
Benefits Specialist, Communication Specialist				
Human Resources Specialist				
Payroll Specialist; Record Specialist				
Fiscal Analyst				
Group I	\$ 31.99	\$ 35.99	\$ 37.99	\$39.99
Print Shop Manager				
Group J	\$ 32.17	\$ 36.19	\$ 38.20	\$40.21
Assessment Coordinator				
Group K	\$ 33.21	\$ 37.36	\$ 39.43	\$41.51
IT Analyst II				
Group L	\$ 36.73	\$ 41.33	\$ 43.62	\$45.92
A/P / Purchasing Supervisor				
IT Team Lead				
Payroll Manager				
Group M	\$ 40.10	\$ 45.11	\$ 47.61	\$50.12
Network Engineer				
Group N	\$ 47.67	\$ 53.63	\$ 56.61	\$59.59
Database Analyst				

2025-26 Admin Support Group

EST IPD @ 2.5%						Longevity									
	Step 1 0.80	Step 2 0.90	Step 3 0.95	Step 4 1.00	Step 5 1.02	5 yrs 3%	10 yrs 6%	15 yrs 9%	20 yrs 12%	25 yrs 15%					
Group A						\$ 25.27					\$ 26.03	\$ 26.79	\$ 27.55	\$ 27.29	\$ 29.06
IT Tech 1	ASG/ALL/A1					ASG/ALL/A1L1	ASG/ALL/A1L2	ASG/ALL/A1L3	ASG/ALL/A1L4	ASG/ALL/A1L5					
		\$ 28.43				\$ 29.28	\$ 30.14	\$ 30.99	\$ 31.84	\$ 32.70					
	ASG/ALL/A2					ASG/ALL/A2L1	ASG/ALL/A2L2	ASG/ALL/A2L3	ASG/ALL/A2L4	ASG/ALL/A2L5					
			\$ 30.01			\$ 30.91	\$ 31.81	\$ 32.71	\$ 33.61	\$ 34.51					
	ASG/ALL/A3					ASG/ALL/A3L1	ASG/ALL/A3L2	ASG/ALL/A3L3	ASG/ALL/A3L4	ASG/ALL/A3L5					
					\$ 31.59		\$ 32.54	\$ 33.49	\$ 34.43	\$ 35.38	\$ 36.33				
				ASG/ALL/A4		ASG/ALL/A4L1	ASG/ALL/A4L2	ASG/ALL/A4L3	ASG/ALL/A4L4	ASG/ALL/A4L5					
					\$ 32.22	\$ 33.19	\$ 34.16	\$ 35.12	\$ 36.09	\$ 37.06					
					ASG/ALL/A5	ASG/ALL/A5L1	ASG/ALL/A5L2	ASG/ALL/A5L3	ASG/ALL/A5L4	ASG/ALL/A5L5					
Group B						\$ 26.34					\$ 27.13	\$ 27.92	\$ 28.71	\$ 29.50	\$ 30.29
Facilities Technician	ASG/ALL/B1					ASG/ALL/B1L1	ASG/ALL/B1L2	ASG/ALL/B1L3	ASG/ALL/B1L4	ASG/ALL/B1L5					
		\$ 29.63				\$ 30.52	\$ 31.41	\$ 32.30	\$ 33.19	\$ 34.08					
	ASG/ALL/B2					ASG/ALL/B2L1	ASG/ALL/B2L2	ASG/ALL/B2L3	ASG/ALL/B2L4	ASG/ALL/B2L5					
			\$ 31.28			\$ 32.22	\$ 33.15	\$ 34.09	\$ 35.03	\$ 35.97					
	ASG/ALL/B3					ASG/ALL/B3L1	ASG/ALL/B3L2	ASG/ALL/B3L3	ASG/ALL/B3L4	ASG/ALL/B3L5					
					\$ 32.92		\$ 33.91	\$ 34.90	\$ 35.89	\$ 36.87	\$ 37.86				
				ASG/ALL/B4		ASG/ALL/B4L1	ASG/ALL/B4L2	ASG/ALL/B4L3	ASG/ALL/B4L4	ASG/ALL/B4L5					
					\$ 33.58	\$ 34.59	\$ 35.60	\$ 36.60	\$ 37.61	\$ 38.62					
					ASG/ALL/B5	ASG/ALL/B5L1	ASG/ALL/B5L2	ASG/ALL/B5L3	ASG/ALL/B5L4	ASG/ALL/B5L5					
Group C						\$ 27.48					\$ 28.30	\$ 29.13	\$ 29.95	\$ 30.78	\$ 31.60
IT Analyst I	ASG/ALL/C1					ASG/ALL/C1L1	ASG/ALL/C1L2	ASG/ALL/C1L3	ASG/ALL/C1L4	ASG/ALL/C1L5					
		\$ 30.91				\$ 31.84	\$ 32.77	\$ 33.70	\$ 34.62	\$ 35.55					
	ASG/ALL/C2					ASG/ALL/C2L1	ASG/ALL/C2L2	ASG/ALL/C2L3	ASG/ALL/C2L4	ASG/ALL/C2L5					
			\$ 32.63			\$ 33.61	\$ 34.59	\$ 35.57	\$ 36.55	\$ 37.52					
	ASG/ALL/C3					ASG/ALL/C3L1	ASG/ALL/C3L2	ASG/ALL/C3L3	ASG/ALL/C3L4	ASG/ALL/C3L5					
					\$ 34.35		\$ 35.38	\$ 36.41	\$ 37.44	\$ 38.47	\$ 39.50				
				ASG/ALL/C4		ASG/ALL/C4L1	ASG/ALL/C4L2	ASG/ALL/C4L3	ASG/ALL/C4L4	ASG/ALL/C4L5					
					\$ 35.03	\$ 36.09	\$ 37.14	\$ 38.19	\$ 39.24	\$ 40.29					
					ASG/ALL/C5	ASG/ALL/C5L1	ASG/ALL/C5L2	ASG/ALL/C5L3	ASG/ALL/C5L4	ASG/ALL/C5L5					
Group D						\$ 27.99					\$ 28.83	\$ 29.67	\$ 30.51	\$ 31.35	\$ 32.19
IT Tech 2	ASG/ALL/D1					ASG/ALL/D1L1	ASG/ALL/D1L2	ASG/ALL/D1L3	ASG/ALL/D1L4	ASG/ALL/D1L5					
		\$ 31.49				\$ 32.44	\$ 33.38	\$ 34.33	\$ 35.27	\$ 36.22					
	ASG/ALL/D2					ASG/ALL/D2L1	ASG/ALL/D2L2	ASG/ALL/D2L3	ASG/ALL/D2L4	ASG/ALL/D2L5					
			\$ 33.24			\$ 34.24	\$ 35.24	\$ 36.24	\$ 37.23	\$ 38.23					
	ASG/ALL/D3					ASG/ALL/D3L1	ASG/ALL/D3L2	ASG/ALL/D3L3	ASG/ALL/D3L4	ASG/ALL/D3L5					
					\$ 34.99		\$ 36.04	\$ 37.09	\$ 38.14	\$ 39.19	\$ 40.24				
				ASG/ALL/D4		ASG/ALL/D4L1	ASG/ALL/D4L2	ASG/ALL/D4L3	ASG/ALL/D4L4	ASG/ALL/D4L5					
					\$ 35.69	\$ 36.76	\$ 37.83	\$ 38.91	\$ 39.98	\$ 41.05					
					ASG/ALL/D5	ASG/ALL/D5L1	ASG/ALL/D5L2	ASG/ALL/D5L3	ASG/ALL/D5L4	ASG/ALL/D5L5					

2025-26 Admin Support Group

2025-26 Admin Support Group						Longevity									
EST IPD @ 2.5%	Step 1 0.80	Step 2 0.90	Step 3 0.95	Step 4 1.00	Step 5 1.02	5 yrs 3%	10 yrs 6%	15 yrs 9%	20 yrs 12%	25 yrs 15%					
Group E						\$ 28.58					\$ 29.43	\$ 30.29	\$ 31.15	\$ 32.01	\$ 32.86
IT Field Tech Facilitator Building Admin Assistant	ASG/ALL/E1					ASG/ALL/E1L1	ASG/ALL/E1L2	ASG/ALL/E1L3	ASG/ALL/E1L4	ASG/ALL/E1L5					
		\$ 32.15				\$ 33.11	\$ 34.08	\$ 35.04	\$ 36.01	\$ 36.97					
		ASG/ALL/E2				ASG/ALL/E2L1	ASG/ALL/E2L2	ASG/ALL/E2L3	ASG/ALL/E2L4	ASG/ALL/E2L5					
			\$ 33.94			\$ 34.95	\$ 35.97	\$ 36.99	\$ 38.01	\$ 39.03					
			ASG/ALL/E3			ASG/ALL/E3L1	ASG/ALL/E3L2	ASG/ALL/E3L3	ASG/ALL/E3L4	ASG/ALL/E3L5					
				\$ 35.72		\$ 36.79	\$ 37.86	\$ 38.94	\$ 40.01	\$ 41.08					
			ASG/ALL/E4		ASG/ALL/E4L1	ASG/ALL/E4L2	ASG/ALL/E4L3	ASG/ALL/E4L4	ASG/ALL/E4L5						
					\$ 36.44	\$ 37.53	\$ 38.62	\$ 39.71	\$ 40.81	\$ 41.90					
					ASG/ALL/E5	ASG/ALL/E5L1	ASG/ALL/E5L2	ASG/ALL/E5L3	ASG/ALL/E5L4	ASG/ALL/E5L5					
Group F						\$ 28.77					\$ 29.64	\$ 30.50	\$ 31.36	\$ 32.23	\$ 33.09
Exec. Asst. to the Asst. Supt	ASG/ALL/F1					ASG/ALL/F1L1	ASG/ALL/F1L2	ASG/ALL/F1L3	ASG/ALL/F1L4	ASG/ALL/F1L5					
		\$ 32.37				\$ 33.34	\$ 34.31	\$ 35.28	\$ 36.25	\$ 37.23					
		ASG/ALL/F2				ASG/ALL/F2L1	ASG/ALL/F2L2	ASG/ALL/F2L3	ASG/ALL/F2L4	ASG/ALL/F2L5					
			\$ 34.17			\$ 35.19	\$ 36.22	\$ 37.24	\$ 38.27	\$ 39.29					
			ASG/ALL/F3			ASG/ALL/F3L1	ASG/ALL/F3L2	ASG/ALL/F3L3	ASG/ALL/F3L4	ASG/ALL/F3L5					
				\$ 35.97		\$ 37.05	\$ 38.13	\$ 39.20	\$ 40.28	\$ 41.36					
			ASG/ALL/F4		ASG/ALL/F4L1	ASG/ALL/F4L2	ASG/ALL/F4L3	ASG/ALL/F4L4	ASG/ALL/F4L5						
					\$ 36.69	\$ 37.79	\$ 38.89	\$ 39.99	\$ 41.09	\$ 42.19					
					ASG/ALL/F5	ASG/ALL/F5L1	ASG/ALL/F5L2	ASG/ALL/F5L3	ASG/ALL/F5L4	ASG/ALL/F5L5					
Group G						\$ 29.19					\$ 30.07	\$ 30.94	\$ 31.82	\$ 32.70	\$ 28.04
Facilities Manager	ASG/ALL/G1					ASG/ALL/G1L1	ASG/ALL/G1L2	ASG/ALL/G1L3	ASG/ALL/G1L4	ASG/ALL/G1L5					
		\$ 32.84				\$ 33.83	\$ 34.81	\$ 35.80	\$ 36.78	\$ 37.77					
		ASG/ALL/G2				ASG/ALL/G2L1	ASG/ALL/G2L2	ASG/ALL/G2L3	ASG/ALL/G2L4	ASG/ALL/G2L5					
			\$ 34.67			\$ 35.71	\$ 36.75	\$ 37.79	\$ 38.83	\$ 39.87					
			ASG/ALL/G3			ASG/ALL/G3L1	ASG/ALL/G3L2	ASG/ALL/G3L3	ASG/ALL/G3L4	ASG/ALL/G3L5					
				\$ 36.49		\$ 37.58	\$ 38.68	\$ 39.77	\$ 40.87	\$ 41.96					
			ASG/ALL/G4		ASG/ALL/G4L1	ASG/ALL/G4L2	ASG/ALL/G4L3	ASG/ALL/G4L4	ASG/ALL/G4L5						
					\$ 37.22	\$ 38.34	\$ 39.45	\$ 40.57	\$ 41.69	\$ 42.80					
					ASG/ALL/G5	ASG/ALL/G5L1	ASG/ALL/G5L2	ASG/ALL/G5L3	ASG/ALL/G5L4	ASG/ALL/G5L5					
Group H						\$ 30.55					\$ 31.47	\$ 32.39	\$ 33.30	\$ 34.22	\$ 29.40
Benefits Specialist HR Specialist Payroll Specialist Record Specialist Communication Specialist Fiscal Analyst	ASG/ALL/H1					ASG/ALL/H1L1	ASG/ALL/H1L2	ASG/ALL/H1L3	ASG/ALL/H1L4	ASG/ALL/H1L5					
		\$ 34.37				\$ 35.40	\$ 36.43	\$ 37.47	\$ 38.50	\$ 39.53					
		ASG/ALL/H2				ASG/ALL/H2L1	ASG/ALL/H2L2	ASG/ALL/H2L3	ASG/ALL/H2L4	ASG/ALL/H2L5					
			\$ 36.28			\$ 37.37	\$ 38.46	\$ 39.55	\$ 40.64	\$ 41.72					
			ASG/ALL/H3			ASG/ALL/H3L1	ASG/ALL/H3L2	ASG/ALL/H3L3	ASG/ALL/H3L4	ASG/ALL/H3L5					
				\$ 38.19		\$ 39.34	\$ 40.48	\$ 41.63	\$ 42.77	\$ 43.92					
			ASG/ALL/H4		ASG/ALL/H4L1	ASG/ALL/H4L2	ASG/ALL/H4L3	ASG/ALL/H4L4	ASG/ALL/H4L5						
					\$ 38.96	\$ 40.12	\$ 41.29	\$ 42.46	\$ 43.63	\$ 44.80					
					ASG/ALL/H5	ASG/ALL/H5L1	ASG/ALL/H5L2	ASG/ALL/H5L3	ASG/ALL/H5L4	ASG/ALL/H5L5					

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2025-26 Admin Support Group						Longevity									
EST IPD @ 2.5%	Step 1 0.80	Step 2 0.90	Step 3 0.95	Step 4 1.00	Step 5 1.02	5 yrs 3%	10 yrs 6%	15 yrs 9%	20 yrs 12%	25 yrs 15%					
Group I						\$ 32.79					\$ 33.78	\$ 34.76	\$ 35.74	\$ 36.73	\$ 31.64
Print Shop Manager	ASG/ALL/I1					ASG/ALL/I1L1	ASG/ALL/I1L2	ASG/ALL/I1L3	ASG/ALL/I1L4	ASG/ALL/I1L5					
		\$ 36.89				\$ 38.00	\$ 39.10	\$ 40.21	\$ 41.32	\$ 42.42					
		ASG/ALL/I2				ASG/ALL/I2L1	ASG/ALL/I2L2	ASG/ALL/I2L3	ASG/ALL/I2L4	ASG/ALL/I2L5					
			\$ 38.94			\$ 40.11	\$ 41.28	\$ 42.44	\$ 43.61	\$ 44.78					
			ASG/ALL/I3			ASG/ALL/I3L1	ASG/ALL/I3L2	ASG/ALL/I3L3	ASG/ALL/I3L4	ASG/ALL/I3L5					
					\$ 40.99	\$ 42.22	\$ 43.45	\$ 44.68	\$ 45.91	\$ 47.14					
				ASG/ALL/I4	ASG/ALL/I4L1	ASG/ALL/I4L2	ASG/ALL/I4L3	ASG/ALL/I4L4	ASG/ALL/I4L5						
					\$ 41.81	\$ 43.06	\$ 44.32	\$ 45.57	\$ 46.83	\$ 48.08					
					ASG/ALL/I5	ASG/ALL/I5L1	ASG/ALL/I5L2	ASG/ALL/I5L3	ASG/ALL/I5L4	ASG/ALL/I5L5					
Group J						\$ 32.97					\$ 33.96	\$ 34.95	\$ 35.94	\$ 36.93	\$ 31.82
Assessment Coordinator	ASG/ALL/J1					ASG/ALL/J1L1	ASG/ALL/J1L2	ASG/ALL/J1L3	ASG/ALL/J1L4	ASG/ALL/J1L5					
		\$ 37.09				\$ 38.21	\$ 39.32	\$ 40.43	\$ 41.54	\$ 42.66					
		ASG/ALL/J2				ASG/ALL/J2L1	ASG/ALL/J2L2	ASG/ALL/J2L3	ASG/ALL/J2L4	ASG/ALL/J2L5					
			\$ 39.15			\$ 40.33	\$ 41.50	\$ 42.68	\$ 43.85	\$ 45.03					
			ASG/ALL/J3			ASG/ALL/J3L1	ASG/ALL/J3L2	ASG/ALL/J3L3	ASG/ALL/J3L4	ASG/ALL/J3L5					
					\$ 41.22	\$ 42.45	\$ 43.69	\$ 44.92	\$ 46.16	\$ 47.40					
				ASG/ALL/J4	ASG/ALL/J4L1	ASG/ALL/J4L2	ASG/ALL/J4L3	ASG/ALL/J4L4	ASG/ALL/J4L5						
					\$ 42.04	\$ 43.30	\$ 44.56	\$ 45.82	\$ 47.08	\$ 48.35					
					ASG/ALL/J5	ASG/ALL/J5L1	ASG/ALL/J5L2	ASG/ALL/J5L3	ASG/ALL/J5L4	ASG/ALL/J5L5					
Group K						\$ 34.04					\$ 35.06	\$ 36.08	\$ 37.10	\$ 38.12	\$ 32.89
IT Analyst II	ASG/ALL/K1					ASG/ALL/K1L1	ASG/ALL/K1L2	ASG/ALL/K1L3	ASG/ALL/K1L4	ASG/ALL/K1L5					
		\$ 38.29				\$ 39.44	\$ 40.59	\$ 41.74	\$ 42.89	\$ 44.04					
		ASG/ALL/K2				ASG/ALL/K2L1	ASG/ALL/K2L2	ASG/ALL/K2L3	ASG/ALL/K2L4	ASG/ALL/K2L5					
			\$ 40.42			\$ 41.63	\$ 42.85	\$ 44.06	\$ 45.27	\$ 46.48					
			ASG/ALL/K3			ASG/ALL/K3L1	ASG/ALL/K3L2	ASG/ALL/K3L3	ASG/ALL/K3L4	ASG/ALL/K3L5					
					\$ 42.55	\$ 43.82	\$ 45.10	\$ 46.38	\$ 47.65	\$ 48.93					
				ASG/ALL/K4	ASG/ALL/K4L1	ASG/ALL/K4L2	ASG/ALL/K4L3	ASG/ALL/K4L4	ASG/ALL/K4L5						
					\$ 43.40	\$ 44.70	\$ 46.00	\$ 47.30	\$ 48.61	\$ 49.91					
					ASG/ALL/K5	ASG/ALL/K5L1	ASG/ALL/K5L2	ASG/ALL/K5L3	ASG/ALL/K5L4	ASG/ALL/K5L5					
Group L						\$ 37.65					\$ 38.78	\$ 39.91	\$ 41.04	\$ 42.17	\$ 36.50
A/P / Purchasing Supervisor IT Team Lead Payroll Manager	ASG/ALL/L1					ASG/ALL/L1L1	ASG/ALL/L1L2	ASG/ALL/L1L3	ASG/ALL/L1L4	ASG/ALL/L1L5					
		\$ 42.36				\$ 43.63	\$ 44.90	\$ 46.17	\$ 47.44	\$ 48.72					
		ASG/ALL/L2				ASG/ALL/L2L1	ASG/ALL/L2L2	ASG/ALL/L2L3	ASG/ALL/L2L4	ASG/ALL/L2L5					
			\$ 44.71			\$ 46.06	\$ 47.40	\$ 48.74	\$ 50.08	\$ 51.42					
			ASG/ALL/L3			ASG/ALL/L3L1	ASG/ALL/L3L2	ASG/ALL/L3L3	ASG/ALL/L3L4	ASG/ALL/L3L5					
					\$ 47.07	\$ 48.48	\$ 49.89	\$ 51.30	\$ 52.72	\$ 54.13					
				ASG/ALL/L4	ASG/ALL/L4L1	ASG/ALL/L4L2	ASG/ALL/L4L3	ASG/ALL/L4L4	ASG/ALL/L4L5						
					\$ 48.01	\$ 49.45	\$ 50.89	\$ 52.33	\$ 53.77	\$ 55.21					
					ASG/ALL/L5	ASG/ALL/L5L1	ASG/ALL/L5L2	ASG/ALL/L5L3	ASG/ALL/L5L4	ASG/ALL/L5L5					

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Longevity

EST IPD @ 2.5%	Step 1 0.80	Step 2 0.90	Step 3 0.95	Step 4 1.00	Step 5 1.02	5 yrs 3%	10 yrs 6%	15 yrs 9%	20 yrs 12%	25 yrs 15%
Group M	\$ 41.10					\$ 42.33	\$ 43.56	\$ 44.80	\$ 46.03	\$ 39.95
Network Engineer	ASG/ALL/M1					ASG/ALL/M1L1	ASG/ALL/M1L2	ASG/ALL/M1L3	ASG/ALL/M1L4	ASG/ALL/M1L5
		\$ 46.24				\$ 47.62	\$ 49.01	\$ 50.40	\$ 51.78	\$ 53.17
		ASG/ALL/M2				ASG/ALL/M2L1	ASG/ALL/M2L2	ASG/ALL/M2L3	ASG/ALL/M2L4	ASG/ALL/M2L5
			\$ 48.80			\$ 50.27	\$ 51.73	\$ 53.20	\$ 54.66	\$ 56.13
			ASG/ALL/M3			ASG/ALL/M3L1	ASG/ALL/M3L2	ASG/ALL/M3L3	ASG/ALL/M3L4	ASG/ALL/M3L5
				\$ 51.37		\$ 52.91	\$ 54.46	\$ 56.00	\$ 57.54	\$ 59.08
				ASG/ALL/M4		ASG/ALL/M4L1	ASG/ALL/M4L2	ASG/ALL/M4L3	ASG/ALL/M4L4	ASG/ALL/M4L5
					\$ 52.40	\$ 53.97	\$ 55.54	\$ 57.12	\$ 58.69	\$ 60.26
					ASG/ALL/M5	ASG/ALL/M5L1	ASG/ALL/M5L2	ASG/ALL/M5L3	ASG/ALL/M5L4	ASG/ALL/M5L5
Group N	\$ 48.86					\$ 50.33	\$ 51.80	\$ 53.26	\$ 54.73	\$ 47.71
Database Analyst	ASG/ALL/N1					ASG/ALL/N1L1	ASG/ALL/N1L2	ASG/ALL/N1L3	ASG/ALL/N1L4	ASG/ALL/N1L5
		\$ 54.97				\$ 56.62	\$ 58.27	\$ 59.92	\$ 61.57	\$ 63.22
		ASG/ALL/N2				ASG/ALL/N2L1	ASG/ALL/N2L2	ASG/ALL/N2L3	ASG/ALL/N2L4	ASG/ALL/N2L5
			\$ 58.03			\$ 59.77	\$ 61.51	\$ 63.25	\$ 64.99	\$ 66.73
			ASG/ALL/N3			ASG/ALL/N3L1	ASG/ALL/N3L2	ASG/ALL/N3L3	ASG/ALL/N3L4	ASG/ALL/N3L5
				\$ 61.08		\$ 62.91	\$ 64.74	\$ 66.58	\$ 68.41	\$ 70.24
				ASG/ALL/N4		ASG/ALL/N4L1	ASG/ALL/N4L2	ASG/ALL/N4L3	ASG/ALL/N4L4	ASG/ALL/N4L5
					\$ 62.30	\$ 64.17	\$ 66.04	\$ 67.91	\$ 69.78	\$ 71.65
					ASG/ALL/N5	ASG/ALL/N5L1	ASG/ALL/N5L2	ASG/ALL/N5L3	ASG/ALL/N5L4	ASG/ALL/N5L5