

**ESP Wage Option A:**

- 2.5% increase for steps 1, 2, & 3 each year
- 3% increase for step 4 each year
- 3.5% increase for steps 5 and 6 each year

<b>SY25-26</b>			
<b>Step</b>	<b>Base</b>	<b>A.S.</b>	<b>B.A.</b>
1	\$21,782.28	\$28,743.05	\$30,154.48
2	\$23,384.35	\$30,027.38	\$31,439.83
3	\$24,448.30	\$31,311.70	\$32,726.20
4	\$25,327.70	\$32,769.45	\$34,177.46
5	\$26,655.39	\$34,214.00	\$35,639.19
6	\$27,860.13	\$35,510.85	\$36,907.07

<b>SY26-27</b>			
<b>Step</b>	<b>Base</b>	<b>A.S.</b>	<b>B.A.</b>
1	\$22,326.83	\$29,461.63	\$30,908.34
2	\$23,968.96	\$30,778.06	\$32,225.82
3	\$25,059.51	\$32,094.49	\$33,544.36
4	\$26,087.53	\$33,752.53	\$35,202.78
5	\$27,588.33	\$35,411.48	\$36,886.56
6	\$28,835.23	\$36,753.73	\$38,198.81

<b>SY27-28</b>			
<b>Step</b>	<b>Base</b>	<b>A.S.</b>	<b>B.A.</b>
1	\$22,885.00	\$30,198.17	\$31,681.05
2	\$24,568.18	\$31,547.51	\$33,031.47
3	\$25,686.00	\$32,896.85	\$34,382.96
4	\$26,870.16	\$34,765.11	\$36,258.87
5	\$28,553.92	\$36,650.89	\$38,177.59
6	\$29,844.47	\$38,040.11	\$39,535.77

**ESP Wage**

- 3% in SY 25 – 26

**Option B:**

- 3% on steps 1-5, 5% on step 6 in SY 26 – 27
- 3% on steps 1-5, 5% on step 6 in SY 27 – 28

<b>SY25-26</b>		<b>3%</b>		
<b>Step</b>	<b>Base</b>	<b>A.S.</b>	<b>B.A.</b>	
1	\$21,888.53	\$28,883.26	\$30,301.57	
2	\$23,498.42	\$30,173.85	\$31,593.19	
3	\$24,567.56	\$31,464.44	\$32,885.84	
4	\$25,327.70	\$32,769.45	\$34,177.46	
5	\$26,526.62	\$34,048.71	\$35,467.02	
6	\$27,725.54	\$35,339.30	\$36,728.77	

<b>SY26-27</b>		<b>3% on steps 1-5, 5% on step 6</b>		
<b>Step</b>	<b>Base</b>	<b>A.S.</b>	<b>B.A.</b>	
1	\$22,545.19	\$29,749.76	\$31,210.62	
2	\$24,203.37	\$31,079.07	\$32,540.99	
3	\$25,304.59	\$32,408.37	\$33,872.42	
4	\$26,087.53	\$33,752.53	\$35,202.78	
5	\$27,322.42	\$35,070.17	\$36,531.03	
6	\$29,111.82	\$37,106.27	\$38,565.21	

<b>SY27-28</b>		<b>3% on steps 1-5, 5% on step 6</b>		
<b>Step</b>	<b>Base</b>	<b>A.S.</b>	<b>B.A.</b>	
1	\$23,221.54	\$30,642.25	\$32,146.94	
2	\$24,929.47	\$32,011.44	\$33,517.22	
3	\$26,063.72	\$33,380.62	\$34,888.59	
4	\$26,870.16	\$34,765.11	\$36,258.87	
5	\$28,142.09	\$36,122.28	\$37,626.96	
6	\$30,567.41	\$38,961.58	\$40,493.47	

**ESP Wage Option C: 3% each year, plus a bonus in years 2 and 3**

<b>SY25-26</b>		<b>3%</b>	
<b>Step</b>	<b>Base</b>	<b>A.S.</b>	<b>B.A.</b>
1	\$21,888.53	\$28,883.26	\$30,301.57
2	\$23,498.42	\$30,173.85	\$31,593.19
3	\$24,567.56	\$31,464.44	\$32,885.84
4	\$25,327.70	\$32,769.45	\$34,177.46
5	\$26,526.62	\$34,048.71	\$35,467.02
6	\$27,725.54	\$35,339.30	\$36,728.77

<b>SY26-27</b>		<b>3%</b>	
<b>Step</b>	<b>Base</b>	<b>A.S.</b>	<b>B.A.</b>
1	\$22,545.19	\$29,749.76	\$31,210.62
2	\$24,203.37	\$31,079.07	\$32,540.99
3	\$25,304.59	\$32,408.37	\$33,872.42
4	\$26,087.53	\$33,752.53	\$35,202.78
5	\$27,322.42	\$35,070.17	\$36,531.03
6	\$28,557.31	\$36,399.48	\$37,830.63

<b>SY27-28</b>		<b>3%</b>	
<b>Step</b>	<b>Base</b>	<b>A.S.</b>	<b>B.A.</b>
1	\$23,221.54	\$30,642.25	\$32,146.94
2	\$24,929.47	\$32,011.44	\$33,517.22
3	\$26,063.72	\$33,380.62	\$34,888.59
4	\$26,870.16	\$34,765.11	\$36,258.87
5	\$28,142.09	\$36,122.28	\$37,626.96
6	\$29,414.03	\$37,491.46	\$38,965.55

**Bonus Amount - SY 26 – 27**

- ESP with 10 completed years of service receives a \$1,000 bonus payment
- ESP with 6 – 9.99 completed years of service receives a \$600 bonus payment
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**Bonus Amount - SY 27-28**

- ESP with 10 completed years of service receives a \$1,000 bonus payment
- ESP with 6 – 9.99 completed years of service receives a \$600 bonus payment