

Paraeducator Salary Level Movement 10.24.23 Ratification

APPENDIX C – PARAEDUCATOR SALARY SCHEDULE

22-23 Paygrade PA01	23-24 Proposed Pay Level Movement (LM)
PA01-M 0-21yrs	0 yrs M to Base A
PA01-M	1-10 yrs M to B, 1 LM
PA01-M	11-15 yrs M to C, 2 LM
PA01-M	16-21 yrs M to D, 3 LM
PA01-N...	N to E, 3 LM
	O to F, 3 LM
	P to G, 3 LM
	Q to H, 3 LM
	R to I, 3 LM
	S to J, 3 LM
	T to K, 3 LM
	U to L, 3 LM
	V to M, 3 LM
	W to M, 2 LM
	Top to M, 1 LM

PA01 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	PA01	PA01 \$/HR	1395 hours annualized	PA01	New Hire Placement	PA01 \$/HR	1395 hours annualized
0-21yrs	PA01 M	\$15.00	\$20,925	PA01-A	0	\$15.00	\$20,925
22	PA01 N	\$15.39	\$21,469	PA01-B	1-10	\$15.39	\$21,469
23	PA01 O	\$15.86	\$22,125	PA01-C	11-15	\$15.86	\$22,125
24	PA01 P	\$16.33	\$22,780	PA01-D	16-21	\$16.33	\$22,780
25	PA01 Q	\$16.82	\$23,464	PA01-E	22	\$16.82	\$23,464
26	PA01 R	\$17.33	\$24,175	PA01-F	23	\$17.33	\$24,175
27	PA01 S	\$17.85	\$24,901	PA01-G	24	\$17.85	\$24,901
28	PA01 T	\$18.38	\$25,640	PA01-H	25	\$18.38	\$25,640
29	PA01 U	\$19.12	\$26,672	PA01-I	26	\$19.12	\$26,672
30	PA01 V	\$19.88	\$27,733	PA01-J	27	\$19.88	\$27,733
31	PA01 W	\$20.48	\$28,570	PA01-K	28	\$20.48	\$28,570
32+	top	\$21.09	\$29,421	PA01-L	29	\$21.09	\$29,421
				PA01-M	30+	\$22.50	\$31,388

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22-23 Paygrade PA02	23-24 Proposed Pay Level Movement (LM)
PA02-M 0-18yrs	0 yrs M to Base A
PA02-M	1-10 yrs M to B, 1 LM
PA02-M	11-15 yrs M to C, 2 LM
PA02-M	16-18 yrs M to D, 3 LM
PA02-N...	N to E, 3 LM
	O to F, 3 LM
	P to G, 3 LM
	Q to H, 3 LM
	R to I, 3 LM
	S to J, 3 LM
	T to K, 3 LM
	U to L, 3 LM
	V to M, 3 LM
	W to M, 2 LM
	X to M, 1 LM
	Top to M

PA02 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	PA02	PA02 \$/HR	1395 hours annualized	PA02	New Hire Placement	PA02 \$/HR	1395 hours annualized
0-18yrs	PA02 M	\$15.15	\$21,134	PA02-A	0	\$15.15	\$21,134
19	PA02 N	\$15.35	\$21,413	PA02-B	1-10	\$15.64	\$21,818
20	PA02 O	\$15.81	\$22,055	PA02-C	11-15	\$16.11	\$22,473
21	PA02 P	\$16.28	\$22,711	PA02-D	16-21	\$16.58	\$23,129
22	PA02 Q	\$16.77	\$23,394	PA02-E	22	\$17.07	\$23,813
23	PA02 R	\$17.27	\$24,092	PA02-F	23	\$17.58	\$24,524
24	PA02 S	\$17.79	\$24,817	PA02-G	24	\$18.10	\$25,250
25	PA02 T	\$18.32	\$25,556	PA02-H	25	\$18.63	\$25,989
26	PA02 U	\$18.87	\$26,324	PA02-I	26	\$19.37	\$27,021
27	PA02 V	\$19.63	\$27,384	PA02-J	27	\$20.13	\$28,081
28	PA02 W	\$20.41	\$28,472	PA02-K	28	\$20.73	\$28,918
29	PA02 X	\$21.02	\$29,323	PA02-L	29	\$21.34	\$29,769
30+	top	\$21.65	\$30,202	PA02-M	30+	\$22.75	\$31,736

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22-23 Paygrade PA03	23-24 Proposed Pay Level Movement (LM)
PA03-N 0-20yrs	0 yrs N to Base A
PA03-N	1-10 yrs N to B, 1 LM
PA03-N	11-15 yrs N to C, 2 LM
PA03-N	16-20 yrs N to D, 3 LM
PA03-O...	O to E, 3 LM
	P to F, 3 LM
	Q to G, 3 LM
	R to H, 3 LM
	S to I, 3 LM
	T to J, 3 LM
	U to K, 3 LM
	V to L, 3 LM
	W,X,Y,top to M

PA03 Current	Current	Current	Current	Current	Proposed	23-24	23-24	23-24	23-24
YRS EXP	PA03	PA03 \$/HR	1395 hours annualized	1976 hours annualized	PA03	New Hire Placement	PA03 \$/HR	1395 hours annualized	1976 hours annualized
0-18yrs	PA03-N	\$15.30	\$21,344	\$30,233	PA03-A	0	\$15.30	\$21,344	\$30,233
19	PA03-O	\$15.76	\$21,985	\$31,142	PA03-B	1-10	\$15.89	\$22,167	\$31,399
20	PA03-P	\$16.23	\$22,641	\$32,070	PA03-C	11-15	\$16.36	\$22,822	\$32,327
21	PA03-Q	\$16.72	\$23,324	\$33,039	PA03-D	16-21	\$16.83	\$23,478	\$33,256
22	PA03-R	\$17.22	\$24,022	\$34,027	PA03-E	22	\$17.32	\$24,161	\$34,224
23	PA03-S	\$17.74	\$24,747	\$35,054	PA03-F	23	\$17.83	\$24,873	\$35,232
24	PA03-T	\$18.27	\$25,487	\$36,102	PA03-G	24	\$18.35	\$25,598	\$36,260
25	PA03-U	\$18.82	\$26,254	\$37,188	PA03-H	25	\$18.88	\$26,338	\$37,307
26	PA03-V	\$19.38	\$27,035	\$38,295	PA03-I	26	\$19.62	\$27,370	\$38,769
27	PA03-W	\$20.16	\$28,123	\$39,836	PA03-J	27	\$20.38	\$28,430	\$40,271
28	PA03-X	\$20.96	\$29,239	\$41,417	PA03-K	28	\$20.98	\$29,267	\$41,456
29	PA03-Y	\$21.59	\$30,118	\$42,662	PA03-L	29	\$21.59	\$30,118	\$42,662
30+	top	\$22.24	\$31,025	\$43,946	PA03-M	30+	\$23.00	\$32,085	\$45,448

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22-23 Paygrade PA04	23-24 Proposed Pay Level Movement (LM)
PA04-N 0-16yrs	0 yrs N to Base A
PA04-N	1-10 yrs N to B, 1 LM
PA04-N	11-15 yrs N to C, 2 LM
PA04-N	16 yrs N to D, 3 LM
PA04-O...	O to E, 3 LM
	P to F, 3 LM
	Q to G, 3 LM
	R to H, 3 LM
	S to I, 3 LM
	T to J, 3 LM
	U to K, 3 LM
	V to L, 3 LM
	W to M, 3 LM
	X,Y,Z,Top to M

PA04 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	PA04	PA04 \$/HR	1395 hours annualized	PA04	New Hire Placement	PA04 \$/HR	1395 hours annualized
0-16yrs	PA04-N	\$15.60	\$21,762	PA04-A	0	\$15.60	\$21,762
17	PA04-O	\$15.71	\$21,915	PA04-B	1-10	\$16.14	\$22,515
18	PA04-P	\$16.18	\$22,571	PA04-C	11-15	\$16.61	\$23,171
19	PA04-Q	\$16.67	\$23,249	PA04-D	16-21	\$17.08	\$23,827
20	PA04-R	\$17.17	\$23,946	PA04-E	22	\$17.57	\$24,510
21	PA04-S	\$17.68	\$24,665	PA04-F	23	\$18.08	\$25,222
22	PA04-T	\$18.21	\$25,405	PA04-G	24	\$18.60	\$25,947
23	PA04-U	\$18.76	\$26,166	PA04-H	25	\$19.13	\$26,686
24	PA04-V	\$19.32	\$26,951	PA04-I	26	\$19.87	\$27,719
25	PA04-W	\$19.90	\$27,760	PA04-J	27	\$20.63	\$28,779
26	PA04-X	\$20.70	\$28,870	PA04-K	28	\$21.23	\$29,616
27	PA04-Y	\$21.52	\$30,025	PA04-L	29	\$21.84	\$30,467
28	PA04-Z	\$22.17	\$30,927	PA04-M	30+	\$23.25	\$32,434
29+	top	\$22.83	\$31,854				

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22-23 Paygrade PA05	23-24 Proposed Pay Level Movement (LM)
PA05-N 0-16yrs	0 yrs N to Base A
PA05-N	1-10 yrs N to B, 1 LM
PA05-N	11-15 yrs N to C, 2 LM
PA05-N	16 yrs N to D, 3 LM
PA05-Q...	O to E, 3 LM
	P to F, 3 LM
	Q to G, 3 LM
	R to H, 3 LM
	S to I, 3 LM
	T to J, 3 LM
	U to K, 3 LM
	V to L, 3 LM
	W,X,Y,Z,Top to M

PA05 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	PA05	PA05 \$/HR	1395 hours annualized	PA05	New Hire Placement	PA05 \$/HR	1395 hours annualized
0-16yrs	PA05-N	\$15.85	\$22,111	PA05-A	0	\$15.85	\$22,111
17	PA05-O	\$16.13	\$22,501	PA05-B	1-10	\$16.39	\$22,864
18	PA05-P	\$16.62	\$23,185	PA05-C	11-15	\$16.86	\$23,520
19	PA05-Q	\$17.12	\$23,882	PA05-D	16-21	\$17.33	\$24,175
20	PA05-R	\$17.63	\$24,594	PA05-E	22	\$17.82	\$24,859
21	PA05-S	\$18.16	\$25,333	PA05-F	23	\$18.33	\$25,570
22	PA05-T	\$18.70	\$26,087	PA05-G	24	\$18.85	\$26,296
23	PA05-U	\$19.26	\$26,868	PA05-H	25	\$19.38	\$27,035
24	PA05-V	\$19.84	\$27,677	PA05-I	26	\$20.12	\$28,067
25	PA05-W	\$20.44	\$28,514	PA05-J	27	\$20.88	\$29,128
26	PA05-X	\$21.25	\$29,644	PA05-K	28	\$21.48	\$29,965
27	PA05-Y	\$22.10	\$30,830	PA05-L	29	\$22.09	\$30,816
28	PA05-Z	\$22.77	\$31,764	PA05-M	30+	\$23.50	\$32,783
29+	top	\$23.45	\$32,713				

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22-23 Paygrade PA06	23-24 Proposed Pay Level Movement (LM)
PA06-F 0-8yrs	0 yrs F to Base A
PA06-F	1-8 yrs F to B, 1 LM
PA06-G	G to C, 1 LM
PA06-H	H to E, 2 LM
PA06-I...	J to F, 2 LM
	L to G, 2 LM
	M to H, 2 LM
	N to I, 2 LM
	O to J, 2 LM
	Top to K, 2 LM

PA06 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	PA06	PA06 \$/HR	1552 hours annualized	PA06	New Hire Placement	PA06 \$/HR	1552 hours annualized
0-8yrs	PA06-F	\$16.10	\$24,987	PA06-A	0	\$16.10	\$24,987
9	PA06-G	\$16.61	\$25,779	PA06-B	1-10	\$16.61	\$25,779
10	PA06-H	\$17.11	\$26,555	PA06-C	11-15	\$17.11	\$26,555
11	PA06-J	\$17.62	\$27,346	PA06-D	16-21	\$17.62	\$27,346
12	PA06-L	\$18.15	\$28,169	PA06-E	22	\$18.15	\$28,169
13	PA06-M	\$18.87	\$29,286	PA06-F	23	\$18.87	\$29,286
14	PA06-N	\$19.63	\$30,466	PA06-G	24	\$19.63	\$30,466
15	PA06-O	\$20.22	\$31,381	PA06-H	25	\$20.22	\$31,381
16+	top	\$20.82	\$32,313	PA06-I	26	\$20.82	\$32,313
				PA06-J	27	\$21.50	\$33,368
				PA06-K	28	\$22.25	\$34,532
				PA06-L	29	\$23.25	\$36,084
				PA06-M	30+	\$24.50	\$38,024

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22-23 Paygrade PA07	23-24 Proposed Pay Level Movement (LM)
PA07-F 0-20yrs	0 yrs F to Base A
PA07-F	1-10 yrs F to B, 1 LM
PA07-F	11-15 yrs F to C, 2 LM
PA07-F	16-20 yrs F to D, 3 LM
PA07-G...	G to E, 3 LM
	H to F, 3 LM
	I to G, 3 LM
	J to H, 3 LM
	K to I, 3 LM
	L to J, 3 LM
	M to K, 3 LM
	N to L, 3 LM
	O to M, 3 LM
	Top to M

PA07 Current	Current	Current	Current	Current	Current	Proposed	23-24	23-24	23-24	23-24	23-24
YRS EXP	PA07	PA07 \$/HR	1395 hours annualized	1568 hours annualized	1976 hours annualized	PA07	New Hire Placement	PA07 \$/HR	1395 hours annualized	1568 hours annualized	1976 hours annualized
0-6yrs	PA07-F	\$16.10	\$22,460	\$25,245	\$31,814	PA07-A	0	\$18.00	\$25,110	\$28,224	\$35,568
7	PA07-G	\$16.30	\$22,739	\$25,558	\$32,209	PA07-B	1-10	\$18.54	\$25,863	\$29,071	\$36,635
8	PA07-H	\$16.79	\$23,422	\$26,327	\$33,177	PA07-C	11-15	\$19.10	\$26,639	\$29,943	\$37,734
9	PA07-I	\$17.29	\$24,120	\$27,111	\$34,165	PA07-D	16-21	\$19.67	\$27,438	\$30,841	\$38,866
10	PA07-J	\$17.81	\$24,845	\$27,926	\$35,193	PA07-E	22	\$20.26	\$28,262	\$31,766	\$40,032
11	PA07-K	\$18.35	\$25,598	\$28,773	\$36,260	PA07-F	23	\$20.87	\$29,109	\$32,719	\$41,233
12	PA07-L	\$18.90	\$26,366	\$29,635	\$37,346	PA07-G	24	\$21.49	\$29,983	\$33,701	\$42,470
13	PA07-M	\$19.46	\$27,147	\$30,513	\$38,453	PA07-H	25	\$22.14	\$30,882	\$34,712	\$43,744
14	PA07-N	\$20.05	\$27,970	\$31,438	\$39,619	PA07-I	26	\$22.80	\$31,809	\$35,753	\$45,056
15	PA07-O	\$20.65	\$28,807	\$32,379	\$40,804	PA07-J	27	\$23.49	\$32,763	\$36,826	\$46,408
16+	top	\$21.27	\$29,672	\$33,351	\$42,030	PA07-K	28	\$24.19	\$33,746	\$37,931	\$47,800
						PA07-L	29	\$24.92	\$34,758	\$39,069	\$49,234
						PA07-M	30+	\$25.66	\$35,801	\$40,241	\$50,711

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22-23 Paygrade PA08	23-24 Proposed Pay Level Movement (LM)
PA08-A 0-2yrs	0 yrs Stays at Base A
PA08-A	1-2 yrs A to B, 1 LM
PA08-B	B to C, 1 LM
PA08-C...	C to D, 1 LM
	D to E, 1 LM
	E, F to E
	G, H to F
	I, J to G
	K, L to H
	M, N to I
	O, P to J
	Q, R to K
	S, T to L
	U,V,Top to M

PA08 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	PA08	PA08 \$/HR	1620 hours annualized	PA08	New Hire Placement	PA08 \$/HR	1620 hours annualized
0-2yrs	PA08-A	\$18.52	\$30,000	PA08-A	0	\$18.52	\$30,002
3	PA08-B	\$19.07	\$30,900	PA08-B	1-10	\$20.02	\$32,432
4	PA08-C	\$19.65	\$31,827	PA08-C	11-15	\$21.62	\$35,024
5	PA08-D	\$20.24	\$32,782	PA08-D	16-21	\$23.22	\$37,616
6	PA08-E	\$20.84	\$33,765	PA08-E	22	\$24.82	\$40,208
7	PA08-F	\$21.47	\$34,778	PA08-F	23	\$26.42	\$42,800
8	PA08-G	\$22.11	\$35,822	PA08-G	24	\$28.02	\$45,392
9	PA08-H	\$22.78	\$36,896	PA08-H	25	\$29.62	\$47,984
10	PA08-I	\$23.46	\$38,003	PA08-I	26	\$31.22	\$50,576
11	PA08-J	\$24.16	\$39,143	PA08-J	27	\$32.82	\$53,168
12	PA08-K	\$24.89	\$40,317	PA08-K	28	\$34.42	\$55,760
13	PA08-L	\$25.63	\$41,527	PA08-L	29	\$36.02	\$58,352
14	PA08-M	\$26.40	\$42,773	PA08-M	30+	\$37.00	\$59,940
15	PA08-N	\$27.20	\$44,056				
16	PA08-O	\$28.01	\$45,378				
17	PA08-P	\$28.85	\$46,739				
18	PA08-Q	\$29.72	\$48,141				
19	PA08-R	\$30.61	\$49,585				
20	PA08-S	\$31.53	\$51,073				
21	PA08-T	\$32.47	\$52,605				
22	PA08-U	\$33.45	\$54,183				
23	PA08-V	\$34.45	\$55,809				
24+	top	\$35.49	\$57,494				

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22-23 Paygrade PA09	23-24 Proposed Pay Level Movement (LM)
PA09-L 0-15yrs	0 yrs L to Base A
PA09-L	1-10 yrs L to B, 1 LM
PA09-L	11-15 yrs L to C, 2 LM
PA09-M	M to D, 2 LM
PA09-N...	N to E, 2 LM
	O to F, 2 LM
	P to G, 2 LM
	Q to H, 2 LM
	R to I, 2 LM
	S to J, 2 LM
	T,U to K
	V,W to L
	X,Y,Z to M

PA09 Curren	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	PA09	PA09 \$/hr	1395 hours annualized	PA09	New Hire Placement	PA09 \$/hr	1395 hours annualized
0-15yrs	PA09-L	\$18.00	\$25,110	PA09-A	<u>0</u>	\$18.00	\$25,110
16	PA09-M	\$18.50	\$25,808	PA09-B	<u>1-10</u>	\$18.70	\$26,087
17	PA09-N	\$19.00	\$26,505	PA09-C	<u>11-15</u>	\$19.40	\$27,063
18	PA09-O	\$19.50	\$27,203	PA09-D	<u>16-21</u>	\$20.10	\$28,040
19	PA09-P	\$20.00	\$27,900	PA09-E	<u>22</u>	\$20.80	\$29,016
20	PA09-Q	\$20.50	\$28,598	PA09-F	<u>23</u>	\$21.50	\$29,993
21	PA09-R	\$21.00	\$29,295	PA09-G	<u>24</u>	\$22.20	\$30,969
22	PA09-S	\$21.50	\$29,993	PA09-H	<u>25</u>	\$22.90	\$31,946
23	PA09-T	\$22.00	\$30,690	PA09-I	<u>26</u>	\$23.60	\$32,922
24	PA09-U	\$22.50	\$31,388	PA09-J	<u>27</u>	\$24.30	\$33,899
25	PA09-V	\$23.00	\$32,085	PA09-K	<u>28</u>	\$25.00	\$34,875
26	PA09-W	\$23.50	\$32,783	PA09-L	<u>29</u>	\$25.70	\$35,852
27	PA09-X	\$24.00	\$33,480	PA09-M	<u>30+</u>	\$27.00	\$37,665
28	PA09-Y	\$24.50	\$34,178				
29+	PA09-Z	\$25.00	\$34,875				

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22-23 Paygrade PA10	23-24 Proposed Pay Level Movement (LM)
PA10-C 0-4yrs	0 yrs C to Base A
PA10-C	1-4 yrs C to B, 1 LM
PA10-D	D to C, 1 LM
PA10-E	E to D, 1 LM
PA10-F...	F to E, 1 LM
	G to F, 1 LM
	H to G, 1 LM
	I to H, 1 LM
	J to I, 1 LM
	K to K, 2 LM
	L to L, 2 LM
	M, Top to M

PA10 Current	Current	Current	Current	Current	Proposed	23-24	23-24	23-24	23-24
YRS EXP	PA10	PA10 \$/hr	1395 hours annualized	1552 hours annualized	PA10	New Hire Placement	PA10 \$/hr	1395 hours annualized	1552 hours annualized
0-4yrs	PA10-C	\$23.00	\$32,085	\$35,696	PA10-A	0	\$23.00	\$32,085	\$35,696
5	PA10-D	\$23.67	\$33,020	\$36,736	PA10-B	1-10	\$23.67	\$33,020	\$36,736
6	PA10-E	\$24.38	\$34,010	\$37,838	PA10-C	11-15	\$24.38	\$34,010	\$37,838
7	PA10-F	\$25.10	\$35,015	\$38,955	PA10-D	16-21	\$25.10	\$35,015	\$38,955
8	PA10-G	\$25.85	\$36,061	\$40,119	PA10-E	22	\$25.85	\$36,061	\$40,119
9	PA10-H	\$26.62	\$37,135	\$41,314	PA10-F	23	\$26.62	\$37,135	\$41,314
10	PA10-I	\$27.41	\$38,237	\$42,540	PA10-G	24	\$27.41	\$38,237	\$42,540
11	PA10-J	\$28.23	\$39,381	\$43,813	PA10-H	25	\$28.23	\$39,381	\$43,813
12	PA10-K	\$29.07	\$40,553	\$45,117	PA10-I	26	\$29.07	\$40,553	\$45,117
13	PA10-L	\$29.93	\$41,752	\$46,451	PA10-J	27	\$29.93	\$41,752	\$46,451
14	PA10-M	\$30.27	\$42,227	\$46,979	PA10-K	28	\$30.27	\$42,227	\$46,979
15+	top	\$31.18	\$43,496	\$48,391	PA10-L	29	\$31.18	\$43,496	\$48,391
					PA10-M	30+	\$32.00	\$44,640	\$49,664

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22-23 Paygrade SL00	23-24 Proposed Pay Level Movement (LM)
SL00-M 0-21yrs	0 yrs M to Base A
SL00-M	1-10 yrs M to B, 1 LM
SL00-M	11-15 yrs M to C, 2 LM
SL00-M	16-21 yrs M to D, 3 LM
SL00-N	N to E, 3 LM
SL00-O	O to F, 3 LM
	Top to G, 3 LM

SL00 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	SL00	SL00 \$/HR	1395 hours annualized	SL00	New Hire Placement	SL00 \$/HR	1395 hours annualized
no one in level	SL00-M	\$15.00	\$20,925	SL00-A	0	\$15.00	\$20,925
	SL00-N	\$15.15	\$21,134	SL00-B	1-10	\$15.25	\$21,274
	SL00-O	\$15.61	\$21,776	SL00-C	11-15	\$15.50	\$21,623
	top	\$16.08	\$22,432	SL00-D	16-21	\$15.75	\$21,971
				SL00-E	22	\$16.00	\$22,320
				SL00-F	23	\$16.25	\$22,669
				SL00-G	24	\$16.50	\$23,018
				SL00-H	25	\$16.75	\$23,366
				SL00-I	26	\$17.00	\$23,715
				SL00-J	27	\$17.25	\$24,064
				SL00-K	28	\$17.50	\$24,413
				SL00-L	29	\$17.75	\$24,761
				SL00-M	30+	\$18.00	\$25,110

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22-23 Paygrade SL01	23-24 Proposed Pay Level Movement (LM)
SL01-H 0-21yrs	0 yrs H to Base A
SL01-H	1-10 yrs H to B, 1 LM
SL01-H	11-15 yrs H to C, 2 LM
SL01-H	16-21 yrs H to D, 3 LM
SL01-I	J to E, 3 LM
SL01-J...	L to F, 3 LM
	M to G, 3 LM
	N to H, 3 LM
	O to I, 3 LM

SL01 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	SL01	SL01 \$/HR	1395 hours annualized	SL01	New Hire Placement	SL01 \$/HR	1395 hours annualized
no one in level	SL01-H	\$16.00	\$22,320	SL01-A	0	\$16.00	\$22,320
	SL01-J	\$16.04	\$22,376	SL01-B	1-10	\$16.25	\$22,669
	SL01-L	\$16.52	\$23,045	SL01-C	11-15	\$16.50	\$23,018
	SL01-M	\$17.02	\$23,743	SL01-D	16-21	\$16.75	\$23,366
	SL01-N	\$17.53	\$24,454	SL01-E	22	\$17.00	\$23,715
	SL01-O	\$18.05	\$25,180	SL01-F	23	\$17.25	\$24,064
	top	\$18.60	\$25,947	SL01-G	24	\$17.50	\$24,413
				SL01-H	25	\$17.75	\$24,761
				SL01-I	26	\$18.00	\$25,110
				SL01-J	27	\$18.25	\$25,459
				SL01-K	28	\$18.50	\$25,808
				SL01-L	29	\$18.75	\$26,156
				SL01-M	30+	\$19.00	\$26,505

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22-23 Paygrade SL02	23-24 Proposed Pay Level Movement (LM)
SL02-G 0-13yrs	0 yrs G to Base A
SL02-G	1-10 yrs G to B, 1 LM
SL02-G	11-13 yrs G to C, 2 LM
SL02-H	H to D, 2 LM
SL02-J	J to E, 2 LM
SL02-L...	L to F, 2 LM
	M to G, 2 LM
	N to H, 2 LM
	O to I, 2 LM
	Top to M

SL02 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	SL02	SL02 \$/HR	1395 hours annualized	SL02	New Hire Placement	SL02 \$/HR	1395 hours annualized
0-13yrs	SL02-G	\$18.00	\$25,110	SL02-A	0	\$18.00	\$25,110
14	SL02-H	\$18.02	\$25,138	SL02-B	1-10	\$18.25	\$25,459
15	SL02-J	\$18.56	\$25,891	SL02-C	11-15	\$18.50	\$25,808
16	SL02-L	\$19.12	\$26,672	SL02-D	16-21	\$18.75	\$26,156
17	SL02-M	\$19.88	\$27,733	SL02-E	22	\$19.00	\$26,505
18	SL02-N	\$20.68	\$28,849	SL02-F	23	\$19.25	\$26,854
19	SL02-O	\$21.71	\$30,285	SL02-G	24	\$19.50	\$27,203
20+	top	\$22.36	\$31,192	SL02-H	25	\$19.75	\$27,551
				SL02-I	26	\$20.00	\$27,900
				SL02-J	27	\$20.25	\$28,249
				SL02-K	28	\$21.00	\$29,295
				SL02-L	29	\$22.00	\$30,690
				SL02-M	30+	\$24.00	\$33,480

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22-23 Paygrade SL03	23-24 Proposed Pay Level Movement (LM)
SL03-F 0-9yrs	0 yrs F to Base A
SL03-F	1-9 yrs F to B, 1 LM
SL03-F	11-15 yrs F to C, 2 LM
SL03-F	16-21 yrs F to D, 3 LM
SL03-G	G to E, 3 LM
SL03-H	H to F, 3 LM
SL03-J	J to G, 3 LM
SL03-L...	L to H, 3 LM
	M to I, 3 LM
	N to J, 3 LM
	O to K, 3 LM
	Top to L, 3 LM

SL03 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	SL03	SL03 \$/HR	1395 hours annualized	SL03	New Hire Placement	SL03 \$/HR	1395 hours annualized
no one in level	SL03-F	\$20.00	\$27,900	SL03-A	0	\$20.00	\$27,900
	SL03-G	\$20.25	\$28,249	SL03-B	1-10	\$20.25	\$28,249
	SL03-H	\$20.86	\$29,100	SL03-C	11-15	\$20.86	\$29,100
	SL03-J	\$21.48	\$29,965	SL03-D	16-21	\$21.48	\$29,965
	SL03-L	\$22.13	\$30,871	SL03-E	22	\$22.13	\$30,871
	SL03-M	\$23.01	\$32,099	SL03-F	23	\$23.01	\$32,099
	SL03-N	\$23.93	\$33,382	SL03-G	24	\$23.93	\$33,382
	SL03-O	\$25.13	\$35,056	SL03-H	25	\$25.13	\$35,056
	top	\$25.88	\$36,103	SL03-I	26	\$25.88	\$36,103
				SL03-J	27	\$26.63	\$37,149
				SL03-K	28	\$27.38	\$38,195
				SL03-L	29	\$28.13	\$39,241
				SL03-M	30+	\$28.88	\$40,288

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22-23 Paygrade SL04	23-24 Proposed Pay Level Movement (LM)
SL04-F 0-13yrs	0 yrs F to Base A
SL04-F	1-10 yrs F to B, 1 LM
SL04-F	11-13 yrs F to C, 2 LM
SL04-G	G to D, 2 LM
SL04-H	H to E, 2 LM
SL04-J	J to F, 2 LM
SL04-L...	L to G, 2 LM
	M to H, 2 LM
	N to I, 2 LM
	O to J, 2 LM
	Top to K, 2 LM

SL04 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	SL04	SL04 \$/HR	1395 hours annualized	SL04	New Hire Placement	SL04 \$/HR	1395 hours annualized
0-13yrs	SL04 F	\$23.00	\$32,085	SL04-A	0	\$23.00	\$32,085
14	SL04 G	\$23.45	\$32,713	SL04-B	1-10	\$23.45	\$32,713
15	SL04 H	\$24.15	\$33,689	SL04-C	11-15	\$24.15	\$33,689
16	SL04 J	\$24.87	\$34,694	SL04-D	16-21	\$24.87	\$34,694
17	SL04 L	\$25.62	\$35,740	SL04-E	22	\$25.62	\$35,740
18	SL04 M	\$26.39	\$36,814	SL04-F	23	\$26.39	\$36,814
19	SL04 N	\$27.18	\$37,916	SL04-G	24	\$27.18	\$37,916
20	SL04 O	\$28.27	\$39,437	SL04-H	25	\$28.27	\$39,437
21+	top	\$29.11	\$40,608	SL04-I	26	\$29.11	\$40,608
				SL04-J	27	\$29.86	\$41,655
				SL04-K	28	\$30.61	\$42,701
				SL04-L	29	\$31.36	\$43,747
				SL04-M	30+	\$32.11	\$44,793

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22-23 Paygrade SL05	23-24 Proposed Pay Level Movement (LM)
SL05-E 0-8yrs	0 yrs E to Base A
SL05-E	1-8 yrs E to B, 1 LM
SL05-F	F to C, 1 LM
SL05-G	G to D, 1 LM
SL05-H	H to E, 1 LM
SL05-J	J to F, 1 LM
SL05-L...	L to G, 1 LM
	M to H, 1 LM
	N to I, 1 LM
	O to J, 1 LM
	Top to L, 2 LM

SL05 Current	Current	Current	Current	Proposed	23-24	23-24	23-24
YRS EXP	SL05	SL05 \$/HR	1395 hours annualized	SL05	New Hire Placement	SL05 \$/HR	1395 hours annualized
0-8yrs	SL05-E	\$26.00	\$36,270	<u>SL05-A</u>	<u>0</u>	\$26.00	\$36,270
9	SL05-F	\$26.36	\$36,772	<u>SL05-B</u>	<u>1-10</u>	\$26.36	\$36,772
10	SL05-G	\$27.15	\$37,874	<u>SL05-C</u>	<u>11-15</u>	\$27.15	\$37,874
11	SL05-H	\$27.97	\$39,018	<u>SL05-D</u>	<u>16-21</u>	\$27.97	\$39,018
12	SL05-J	\$28.81	\$40,190	<u>SL05-E</u>	<u>22</u>	\$28.81	\$40,190
13	SL05-L	\$29.67	\$41,390	<u>SL05-F</u>	<u>23</u>	\$29.67	\$41,390
14	SL05-M	\$30.86	\$43,050	<u>SL05-G</u>	<u>24</u>	\$30.86	\$43,050
15	SL05-N	\$31.78	\$44,333	<u>SL05-H</u>	<u>25</u>	\$31.78	\$44,333
16	SL05-O	\$32.74	\$45,672	<u>SL05-I</u>	<u>26</u>	\$32.74	\$45,672
17+	top	\$33.72	\$47,039	<u>SL05-J</u>	<u>27</u>	\$33.72	\$47,039
				<u>SL05-K</u>	<u>28</u>	\$34.47	\$48,086
				<u>SL05-L</u>	<u>29</u>	\$35.22	\$49,132
				<u>SL05-M</u>	<u>30+</u>	\$35.97	\$50,178