

ESP Salary Pay Level Movement 10.24.23 Ratification

APPENDIX B – EDUCATIONAL SUPPORT PERSONNEL SALARY SCHEDULE

| 22-23 Paygrade PG01 | 23-24 Proposed Pay Level Movement (LM) |
|------------------------------------|---|
| PG01-M 0-21yrs | 0 yrs M to Base A |
| PG01-M | 1-10 yrs M to B, 1 LM |
| PG01-M | 11-15 yrs M to C, 2 LM |
| PG01-M | 16-21 yrs M to D, 3 LM |
| PG01-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 |
| | Top to M, 3 LM |

| PG01 Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 |
|--------------|---------|------------|--------------------------|----------|-----------------------|------------|--------------------------|
| YRS EXP | PG01 | PG01 \$/HR | 1976 hours annualized | PG01 | New Hire Placement | PG01 \$/HR | 1976 hours annualized |
| 0-21yrs | PG01-M | \$15.00 | \$29,640 | PG01-A | 0 | \$15.00 | \$29,640 |
| 22 | PG01-N | \$15.34 | \$30,312 | PG01-B | 1-10 | \$15.34 | \$30,312 |
| 23 | PG01-O | \$15.80 | \$31,221 | PG01-C | 11-15 | \$15.80 | \$31,221 |
| 24 | PG01-P | \$16.27 | \$32,150 | PG01-D | 16-21 | \$16.27 | \$32,150 |
| 25 | PG01-Q | \$16.76 | \$33,118 | PG01-E | 22 | \$16.76 | \$33,118 |
| 26 | PG01-R | \$17.26 | \$34,106 | PG01-F | 23 | \$17.26 | \$34,106 |
| 27 | PG01-S | \$17.78 | \$35,133 | PG01-G | 24 | \$17.78 | \$35,133 |
| 28 | PG01-T | \$18.49 | \$36,536 | PG01-H | 25 | \$18.49 | \$36,536 |
| 29 | PG01-U | \$19.05 | \$37,643 | PG01-I | 26 | \$19.05 | \$37,643 |
| 30+ | top | \$19.62 | \$38,769 | PG01-J | 27 | \$19.62 | \$38,769 |
| | | | | PG01-K | 28 | \$20.25 | \$40,014 |
| | | | | PG01-L | 29 | \$21.25 | \$41,990 |
| | | | | PG01-M | 30+ | \$22.25 | \$43,966 |

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| 22-23 Paygrade PG02 | 23-24 Proposed Pay Level Movement (LM) |
|---------------------|--|
| PG02-M 0-18yrs | 0 yrs M to Base A |
| PG02-M | 1-10 yrs M to B, 1 LM |
| PG02-M | 11-15 yrs M to C, 2 LM |
| PG02-M | 16-18 yrs M to D, 3 LM |
| PG02-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,W,X,Top to M, 3 LM |

| PG02 Current | Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 | 23-24 |
|--------------|---------|------------|-----------------------|-----------------------|----------|--------------------|------------|-----------------------|-----------------------|
| YRS EXP | PG02 | PG02 \$/HR | 1568 hours annualized | 1976 hours annualized | PG02 | New Hire Placement | PG02 \$/HR | 1568 hours annualized | 1976 hours annualized |
| 0-18yrs | PG02-M | \$15.25 | \$23,912 | \$30,134 | PG02-A | 0 | \$15.25 | \$23,912 | \$30,134 |
| 19 | PG02-N | \$15.44 | \$24,210 | \$30,509 | PG02-B | 1-10 | \$15.59 | \$24,445 | \$30,806 |
| 20 | PG02-O | \$15.90 | \$24,931 | \$31,418 | PG02-C | 11-15 | \$16.05 | \$25,166 | \$31,715 |
| 21 | PG02-P | \$16.38 | \$25,684 | \$32,367 | PG02-D | 16-21 | \$16.52 | \$25,903 | \$32,644 |
| 22 | PG02-Q | \$16.87 | \$26,452 | \$33,335 | PG02-E | 22 | \$17.01 | \$26,672 | \$33,612 |
| 23 | PG02-R | \$17.38 | \$27,252 | \$34,343 | PG02-F | 23 | \$17.51 | \$27,456 | \$34,600 |
| 24 | PG02-S | \$17.90 | \$28,067 | \$35,370 | PG02-G | 24 | \$18.03 | \$28,271 | \$35,627 |
| 25 | PG02-T | \$18.44 | \$28,914 | \$36,437 | PG02-H | 25 | \$18.74 | \$29,384 | \$37,030 |
| 26 | PG02-U | \$19.17 | \$30,059 | \$37,880 | PG02-I | 26 | \$19.30 | \$30,262 | \$38,137 |
| 27 | PG02-V | \$19.75 | \$30,968 | \$39,026 | PG02-J | 27 | \$19.87 | \$31,156 | \$39,263 |
| 28 | PG02-W | \$20.34 | \$31,893 | \$40,192 | PG02-K | 28 | \$20.50 | \$32,144 | \$40,508 |
| 29 | PG02-X | \$20.81 | \$32,630 | \$41,121 | PG02-L | 29 | \$21.50 | \$33,712 | \$42,484 |
| 30+ | top | \$21.43 | \$33,602 | \$42,346 | PG02-M | 30+ | \$22.50 | \$35,280 | \$44,460 |

ESP Salary Pay Level Movement 10.24.23 Ratification

| 22-23 Paygrade PG03 | 23-24 Proposed Pay Level Movement (LM) |
|---------------------|--|
| PG03-N 0-20yrs | 0 yrs N to Base A |
| PG03-N | 1-10 yrs N to B, 1 LM |
| PG03-N | 11-15 yrs N to C, 2 LM |
| PG03-N | 16-20 yrs N to D, 3 LM |
| PG03-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 |
| | Top to M, 2 LM |

| PG03 Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 |
|--------------|---------|------------|-----------------------|----------|--------------------|------------|-----------------------|
| YRS EXP | PG03 | PG03 \$/HR | 1976 hours annualized | PG03 | New Hire Placement | PG03 \$/HR | 1976 hours annualized |
| 0-20yrs | PG03-N | \$15.75 | \$31,122 | PG03-A | 0 | \$15.75 | \$31,122 |
| 21 | PG03-O | \$16.01 | \$31,636 | PG03-B | 1-10 | \$16.10 | \$31,814 |
| 22 | PG03-P | \$16.49 | \$32,584 | PG03-C | 11-15 | \$16.60 | \$32,802 |
| 23 | PG03-Q | \$16.98 | \$33,552 | PG03-D | 16-21 | \$17.10 | \$33,790 |
| 24 | PG03-R | \$17.49 | \$34,560 | PG03-E | 22 | \$17.60 | \$34,778 |
| 25 | PG03-S | \$18.02 | \$35,608 | PG03-F | 23 | \$18.10 | \$35,766 |
| 26 | PG03-T | \$18.56 | \$36,675 | PG03-G | 24 | \$18.60 | \$36,754 |
| 27 | PG03-U | \$19.12 | \$37,781 | PG03-H | 25 | \$19.15 | \$37,840 |
| 28 | PG03-V | \$19.88 | \$39,283 | PG03-I | 26 | \$19.70 | \$38,927 |
| 29 | PG03-W | \$20.48 | \$40,468 | PG03-J | 27 | \$20.25 | \$40,014 |
| 30+ | top | \$21.09 | \$41,674 | PG03-K | 28 | \$20.80 | \$41,101 |
| | | | | PG03-L | 29 | \$21.80 | \$43,077 |
| | | | | PG03-M | 30+ | \$22.80 | \$45,053 |

ESP Salary Pay Level Movement 10.24.23 Ratification

| 22-23 Paygrade PG04 | 23-24 Proposed Pay Level Movement (LM) |
|---------------------|--|
| PG04-N 0-21yrs | 0 yrs N to Base A |
| PG04-N | 1-10 yrs N to B, 1 LM |
| PG04-N | 11-15 yrs N to C, 2 LM |
| PG04-N | 16-21 yrs N to D, 3 LM |
| PG04-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 to M, 2 LM |
| | Top to M, 1 LM |

| PG04 Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 |
|--------------|---------|------------|-----------------------|----------|--------------------|------------|-----------------------|
| YRS EXP | PG04 | PG04 \$/HR | 1976 hours annualized | PG04 | New Hire Placement | PG04 \$/HR | 1976 hours annualized |
| 0-21yrs | PG04-N | \$16.00 | \$31,616 | PG04-A | 0 | \$16.00 | \$31,616 |
| 22 | PG04-O | \$16.12 | \$31,853 | PG04-B | 1-10 | \$16.35 | \$32,308 |
| 23 | PG04-P | \$16.60 | \$32,802 | PG04-C | 11-15 | \$16.85 | \$33,296 |
| 24 | PG04-Q | \$17.10 | \$33,790 | PG04-D | 16-21 | \$17.35 | \$34,284 |
| 25 | PG04-R | \$17.61 | \$34,797 | PG04-E | 22 | \$17.85 | \$35,272 |
| 26 | PG04-S | \$18.14 | \$35,845 | PG04-F | 23 | \$18.35 | \$36,260 |
| 27 | PG04-T | \$18.68 | \$36,912 | PG04-G | 24 | \$18.85 | \$37,248 |
| 28 | PG04-U | \$19.24 | \$38,018 | PG04-H | 25 | \$19.40 | \$38,334 |
| 29 | PG04-V | \$19.82 | \$39,164 | PG04-I | 26 | \$19.95 | \$39,421 |
| 30 | PG04-W | \$20.61 | \$40,725 | PG04-J | 27 | \$20.75 | \$41,002 |
| 31 | PG04-X | \$21.23 | \$41,950 | PG04-K | 28 | \$21.50 | \$42,484 |
| 32+ | top | \$21.87 | \$43,215 | PG04-L | 29 | \$22.50 | \$44,460 |
| | | | | PG04-M | 30+ | \$23.50 | \$46,436 |

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| 22-23 Paygrade PG05 | 23-24 Proposed Pay Level Movement (LM) |
|---------------------------|--|
| PG05-P 0-20yrs | 0 yrs P to Base A |
| PG05-P | 1-10 yrs P to B, 1 LM |
| PG05-P | 11-15 yrs P to C, 2 LM |
| PG05-P | 16-20 yrs P to D, 3 LM |
| PG05-Q... | Q to E, 3 LM |
| | R to F, 3 LM |
| | S to G, 3 LM |
| | T to H, 3 LM |
| | U to I, 3 LM |
| | V to J, 3 LM |
| | W to K, 3 LM |
| | X to L, 3 LM |
| | Y to M, 3 LM |
| | Z to M, 2 LM |
| | Top to M, 1 LM |

| PG05 Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 |
|--------------|---------|------------|--------------------------|----------|-----------------------|------------|--------------------------|
| YRS EXP | PG05 | PG05 \$/HR | 1976 hours annualized | PG05 | New Hire Placement | PG05 \$/HR | 1976 hours annualized |
| 0-20yrs | PG05-P | \$16.25 | \$32,110 | PG05-A | 0 | \$16.25 | \$32,110 |
| 21 | PG05-Q | \$16.71 | \$33,019 | PG05-B | 1-10 | \$16.80 | \$33,197 |
| 22 | PG05-R | \$17.21 | \$34,007 | PG05-C | 11-15 | \$17.30 | \$34,185 |
| 23 | PG05-S | \$17.73 | \$35,034 | PG05-D | 16-21 | \$17.80 | \$35,173 |
| 24 | PG05-T | \$18.26 | \$36,082 | PG05-E | 22 | \$18.30 | \$36,161 |
| 25 | PG05-U | \$18.81 | \$37,169 | PG05-F | 23 | \$19.05 | \$37,643 |
| 26 | PG05-V | \$19.37 | \$38,275 | PG05-G | 24 | \$19.80 | \$39,125 |
| 27 | PG05-W | \$19.95 | \$39,421 | PG05-H | 25 | \$20.55 | \$40,607 |
| 28 | PG05-X | \$20.55 | \$40,607 | PG05-I | 26 | \$21.30 | \$42,089 |
| 29 | PG05-Y | \$21.37 | \$42,227 | PG05-J | 27 | \$22.05 | \$43,571 |
| 30 | PG05-Z | \$22.01 | \$43,492 | PG05-K | 28 | \$22.80 | \$45,053 |
| 31+ | top | \$22.67 | \$44,796 | PG05-L | 29 | \$23.55 | \$46,535 |
| | | | | PG05-M | 30+ | \$24.30 | \$48,017 |

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| 22-23 Paygrade PG06 | 23-24 Proposed Pay Level Movement (LM) |
|---------------------------|--|
| PG06-P 0-17yrs | 0 yrs P to Base A |
| PG06-P | 1-10 yrs P to B, 1 LM |
| PG06-P | 11-15 yrs P to C, 2 LM |
| PG06-P | 16-17 yrs P to D, 3 LM |
| PG06-Q... | Q to E, 3 LM |
| | R to F, 3 LM |
| | S to G, 3 LM |
| | T to H, 3 LM |
| | U to I, 3 LM |
| | V to J, 3 LM |
| | W to K, 3 LM |
| | X to L, 3 LM |
| | Y to M, 3 LM |
| | Z to M, 2 LM |
| | AA to M, 1 LM |
| | AB to M, 0 LM |

| PG06 Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 |
|--------------|---------|------------|--------------------------|----------|-----------------------|------------|--------------------------|
| YRS EXP | PG06 | PG06 \$/HR | 1976 hours annualized | PG06 | New Hire Placement | PG06 \$/HR | 1976 hours annualized |
| 0-17yrs | PG06-P | \$16.50 | \$32,604 | PG06-A | 0 | \$16.50 | \$32,604 |
| 18 | PG06-Q | \$16.82 | \$33,236 | PG06-B | 1-10 | \$16.96 | \$33,513 |
| 19 | PG06-R | \$17.33 | \$34,244 | PG06-C | 11-15 | \$17.46 | \$34,501 |
| 20 | PG06-S | \$17.85 | \$35,272 | PG06-D | 16-21 | \$17.98 | \$35,528 |
| 21 | PG06-T | \$18.38 | \$36,319 | PG06-E | 22 | \$18.51 | \$36,576 |
| 22 | PG06-U | \$18.93 | \$37,406 | PG06-F | 23 | \$19.06 | \$37,663 |
| 23 | PG06-V | \$19.50 | \$38,532 | PG06-G | 24 | \$19.62 | \$38,769 |
| 24 | PG06-W | \$20.09 | \$39,698 | PG06-H | 25 | \$20.20 | \$39,915 |
| 25 | PG06-X | \$20.69 | \$40,883 | PG06-I | 26 | \$20.80 | \$41,101 |
| 26 | PG06-Y | \$21.31 | \$42,109 | PG06-J | 27 | \$21.62 | \$42,721 |
| 27 | PG06-Z | \$22.16 | \$43,788 | PG06-K | 28 | \$22.26 | \$43,986 |
| 28 | PG06-AA | \$22.83 | \$45,112 | PG06-L | 29 | \$22.92 | \$45,290 |
| 29+ | PG06-AB | \$23.51 | \$46,456 | PG06-M | 30+ | \$25.00 | \$49,400 |

ESP Salary Pay Level Movement 10.24.23 Ratification

| 22-23 Paygrade PG07 | 23-24 Proposed Pay Level Movement (LM) |
|------------------------------------|---|
| PG07-A 0-8yrs | 0 yrs Stays at Base A |
| PG07-A | 1-8 yrs A to B, 1 LM |
| PG07-B | B to C, 1 LM |
| PG07-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 to K |

| PG07 Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 |
|---------------------|----------------|-------------------|----------------------------------|-----------------|-------------------------------|-------------------|----------------------------------|
| YRS EXP | PG07 | PG07 \$/HR | 1976 hours annualized | PG07 | New Hire Placement | PG07 \$/HR | 1976 hours annualized |
| 0-8yrs | PG07-A | \$18.00 | \$35,568 | PG07-A | 0 | \$18.00 | \$35,568 |
| 9 | PG07-B | \$18.25 | \$36,062 | PG07-B | 1-10 | \$18.50 | \$36,556 |
| 10 | PG07-C | \$18.50 | \$36,556 | PG07-C | 11-15 | \$19.00 | \$37,544 |
| 11 | PG07-D | \$18.75 | \$37,050 | PG07-D | 16-21 | \$19.50 | \$38,532 |
| 12 | PG07-E | \$19.00 | \$37,544 | PG07-E | 22 | \$20.00 | \$39,520 |
| 13 | PG07-F | \$19.25 | \$38,038 | PG07-F | 23 | \$20.50 | \$40,508 |
| 14 | PG07-G | \$19.50 | \$38,532 | PG07-G | 24 | \$21.00 | \$41,496 |
| 15 | PG07-H | \$19.75 | \$39,026 | PG07-H | 25 | \$22.00 | \$43,472 |
| 16 | PG07-I | \$20.00 | \$39,520 | PG07-I | 26 | \$22.50 | \$44,460 |
| 17 | PG07-J | \$20.25 | \$40,014 | PG07-J | 27 | \$23.00 | \$45,448 |
| 18 | PG07-K | \$20.50 | \$40,508 | PG07-K | 28 | \$23.50 | \$46,436 |
| 19 | PG07-L | \$20.75 | \$41,002 | PG07-L | 29 | \$24.00 | \$47,424 |
| 20 | PG07-M | \$21.00 | \$41,496 | PG07-M | 30+ | \$25.00 | \$49,400 |
| 21 | PG07-N | \$21.25 | \$41,990 | | | | |
| 22 | PG07-O | \$21.50 | \$42,484 | | | | |
| 23 | PG07-P | \$21.75 | \$42,978 | | | | |
| 24+ | PG07-Q | \$21.87 | \$43,215 | | | | |

ESP Salary Pay Level Movement 10.24.23 Ratification

| 22-23 Paygrade PG08 | 23-24 Proposed Pay Level Movement (LM) |
|------------------------------------|---|
| PG08-A 0-9yrs | 0 yrs Stays at Base A |
| PG08-A | 1-9 yrs A to B, 1 LM |
| PG08-B | B to C, 1 LM |
| PG08-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,W to M |

| PG08 Current | Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 | 23-24 |
|---------------------|----------------|-------------------|----------------------------------|----------------------------------|-----------------|-------------------------------|-------------------|----------------------------------|----------------------------------|
| YRS EXP | PG08 | PG08 \$/HR | 1728 hours annualized | 1976 hours annualized | PG08 | New Hire Placement | PG08 \$/HR | 1728 hours annualized | 1976 hours annualized |
| 0-9yrs | PG08-A | \$19.00 | \$32,832 | \$37,544 | PG08-A | 0 | \$19.00 | \$32,832 | \$37,544 |
| 10 | PG08-B | \$19.25 | \$33,264 | \$38,038 | PG08-B | 1-10 | \$19.50 | \$33,696 | \$38,532 |
| 11 | PG08-C | \$19.50 | \$33,696 | \$38,532 | PG08-C | 11-15 | \$20.00 | \$34,560 | \$39,520 |
| 12 | PG08-D | \$19.75 | \$34,128 | \$39,026 | PG08-D | 16-21 | \$20.50 | \$35,424 | \$40,508 |
| 13 | PG08-E | \$20.00 | \$34,560 | \$39,520 | PG08-E | 22 | \$21.00 | \$36,288 | \$41,496 |
| 14 | PG08-F | \$20.25 | \$34,992 | \$40,014 | PG08-F | 23 | \$21.50 | \$37,152 | \$42,484 |
| 15 | PG08-G | \$20.50 | \$35,424 | \$40,508 | PG08-G | 24 | \$22.00 | \$38,016 | \$43,472 |
| 16 | PG08-H | \$20.75 | \$35,856 | \$41,002 | PG08-H | 25 | \$22.50 | \$38,880 | \$44,460 |
| 17 | PG08-I | \$21.00 | \$36,288 | \$41,496 | PG08-I | 26 | \$23.00 | \$39,744 | \$45,448 |
| 18 | PG08-J | \$21.25 | \$36,720 | \$41,990 | PG08-J | 27 | \$23.50 | \$40,608 | \$46,436 |
| 19 | PG08-K | \$21.50 | \$37,152 | \$42,484 | PG08-K | 28 | \$24.00 | \$41,472 | \$47,424 |
| 20 | PG08-L | \$21.75 | \$37,584 | \$42,978 | PG08-L | 29 | \$25.00 | \$43,200 | \$49,400 |
| 21 | PG08-M | \$22.00 | \$38,016 | \$43,472 | PG08-M | 30+ | \$26.50 | \$45,792 | \$52,364 |
| 22 | PG08-N | \$22.25 | \$38,448 | \$43,966 | | | | | |
| 23 | PG08-O | \$22.50 | \$38,880 | \$44,460 | | | | | |
| 24 | PG08-P | \$22.75 | \$39,312 | \$44,954 | | | | | |
| 25 | PG08-Q | \$23.00 | \$39,744 | \$45,448 | | | | | |
| 26 | PG08-R | \$23.25 | \$40,176 | \$45,942 | | | | | |
| 27 | PG08-S | \$23.50 | \$40,608 | \$46,436 | | | | | |
| 28 | PG08-T | \$23.75 | \$41,040 | \$46,930 | | | | | |
| 29 | PG08-U | \$24.00 | \$41,472 | \$47,424 | | | | | |
| 30 | PG08-V | \$24.25 | \$41,904 | \$47,918 | | | | | |
| 31+ | PG08-W | \$24.50 | \$42,336 | \$48,412 | | | | | |

ESP Salary Pay Level Movement 10.24.23 Ratification

| 22-23 Paygrade SBS | 23-24 Proposed Pay Level Movement (LM) |
|--------------------|--|
| SBS-M 0-21yrs | 0 yrs M to Base A |
| SBS-M | 1-10 yrs M to B, 1 LM |
| SBS-M | 11-15 yrs M to C, 2 LM |
| SBS-M | 16-21 yrs M to D, 3 LM |
| SBS-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,X,top to M |

| SBS Current | Current | Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 | 23-24 | 23-24 |
|-------------|---------|-----------|-----------------------|-----------------------|-----------------------|----------|--------------------|-----------|-----------------------|-----------------------|-----------------------|
| YRS EXP | SBS | SBS \$/hr | 1568 hours annualized | 1728 hours annualized | 1976 hours annualized | SBS | New Hire Placement | SBS \$/hr | 1568 hours annualized | 1728 hours annualized | 1976 hours annualized |
| 0-21yrs | SBS-M | \$15.00 | \$23,520 | \$25,920 | \$29,640 | SBS-A | 0 | \$15.00 | \$23,520 | \$25,920 | \$29,640 |
| 22 | SBS-N | \$15.44 | \$24,210 | \$26,680 | \$30,509 | SBS-B | 1-10 | \$15.50 | \$24,304 | \$26,784 | \$30,628 |
| 23 | SBS-O | \$15.90 | \$24,931 | \$27,475 | \$31,418 | SBS-C | 11-15 | \$16.00 | \$25,088 | \$27,648 | \$31,616 |
| 24 | SBS-P | \$16.38 | \$25,684 | \$28,305 | \$32,367 | SBS-D | 16-21 | \$16.50 | \$25,872 | \$28,512 | \$32,604 |
| 25 | SBS-Q | \$16.87 | \$26,452 | \$29,151 | \$33,335 | SBS-E | 22 | \$17.00 | \$26,656 | \$29,376 | \$33,592 |
| 26 | SBS-R | \$17.38 | \$27,252 | \$30,033 | \$34,343 | SBS-F | 23 | \$17.50 | \$27,440 | \$30,240 | \$34,580 |
| 27 | SBS-S | \$17.90 | \$28,067 | \$30,931 | \$35,370 | SBS-G | 24 | \$18.00 | \$28,224 | \$31,104 | \$35,568 |
| 28 | SBS-T | \$18.53 | \$29,055 | \$32,020 | \$36,615 | SBS-H | 25 | \$18.75 | \$29,400 | \$32,400 | \$37,050 |
| 29 | SBS-U | \$19.08 | \$29,917 | \$32,970 | \$37,702 | SBS-I | 26 | \$19.50 | \$30,576 | \$33,696 | \$38,532 |
| 30 | SBS-V | \$19.65 | \$30,811 | \$33,955 | \$38,828 | SBS-J | 27 | \$20.25 | \$31,752 | \$34,992 | \$40,014 |
| 31 | SBS-W | \$20.24 | \$31,736 | \$34,975 | \$39,994 | SBS-K | 28 | \$21.00 | \$32,928 | \$36,288 | \$41,496 |
| 32 | SBS-X | \$20.67 | \$32,411 | \$35,718 | \$40,844 | SBS-L | 29 | \$21.75 | \$34,104 | \$37,584 | \$42,978 |
| 33+ | top | \$21.29 | \$33,383 | \$36,789 | \$42,069 | SBS-M | 30+ | \$23.00 | \$36,064 | \$39,744 | \$45,448 |

ESP Salary Pay Level Movement 10.24.23 Ratification

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

| FSRS Current | Current | Current | Current | Current | 23-24 | 23-24 | 23-24 | 23-24 |
|---------------------|----------------|-------------------|----------------------------------|----------------------------------|-------------------------------|-------------------|----------------------------------|----------------------------------|
| YRS EXP | FSRS | FSRS \$/hr | 1728 hours annualized | 1976 hours annualized | New Hire Placement | FSRS \$/hr | 1728 hours annualized | 1976 hours annualized |
| 0-21yrs | FSRS-A | \$16.00 | \$27,648 | \$31,616 | <u>0</u> | \$16.00 | \$27,648 | \$31,616 |
| 22 | FSRS-B | \$16.25 | \$28,080 | \$32,110 | <u>1-10</u> | \$16.50 | \$28,512 | \$32,604 |
| 23 | FSRS-C | \$16.50 | \$28,512 | \$32,604 | <u>11-15</u> | \$17.00 | \$29,376 | \$33,592 |
| 24 | FSRS-D | \$16.75 | \$28,944 | \$33,098 | <u>16-21</u> | \$17.50 | \$30,240 | \$34,580 |
| 25 | FSRS-E | \$17.00 | \$29,376 | \$33,592 | <u>22</u> | \$18.00 | \$31,104 | \$35,568 |
| 26 | FSRS-F | \$17.60 | \$30,413 | \$34,778 | <u>23</u> | \$18.50 | \$31,968 | \$36,556 |
| 27 | FSRS-G | \$18.25 | \$31,536 | \$36,062 | <u>24</u> | \$19.00 | \$32,832 | \$37,544 |
| 28 | FSRS-H | \$18.75 | \$32,400 | \$37,050 | <u>25</u> | \$19.50 | \$33,696 | \$38,532 |
| 29 | FSRS-I | \$19.25 | \$33,264 | \$38,038 | <u>26</u> | \$20.00 | \$34,560 | \$39,520 |
| 30 | FSRS-J | \$19.75 | \$34,128 | \$39,026 | <u>27</u> | \$20.75 | \$35,856 | \$41,002 |
| 31 | FSRS-K | \$20.50 | \$35,424 | \$40,508 | <u>28</u> | \$21.75 | \$37,584 | \$42,978 |
| 32 | FSRS-L | \$21.00 | \$36,288 | \$41,496 | <u>29</u> | \$22.50 | \$38,880 | \$44,460 |
| 33+ | FSRS-M | \$21.35 | \$36,893 | \$42,188 | <u>30+</u> | \$24.50 | \$42,336 | \$48,412 |

ESP Salary Pay Level Movement 10.24.23 Ratification

| 22-23 Paygrade PRS12 | 23-24 Proposed Pay Level Movement (LM) |
|-------------------------------------|---|
| PRS12-L 0-12yrs | 0 yrs L moves to Base A |
| PRS12-L | 1-10 yrs L to B, 1 LM |
| PRS12-L | 11-12 yrs L to C, 2 LM |
| PRS12-M | M to E, 3 LM |
| PRS12-N... | N to F, 3 LM |
| | O to G, 3 LM |
| | P to H, 3 LM |
| | Q to I, 3 LM |
| | R to J, 3 LM |
| | S to K, 3 LM |
| | Top to L, 3 LM |

| PRS12 Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 |
|----------------------|----------------|--------------------|----------------------------------|-----------------|-------------------------------|--------------------|----------------------------------|
| | | | 1976 hours annualized | | New Hire Placement | | 1976 hours annualized |
| YRS EXP | PRS12 | PRS12 \$/HR | | PRS12 | | PRS12 \$/HR | |
| 0-12yrs | PRS12-L | \$17.00 | \$33,592 | PRS12-A | 0 | \$17.00 | \$33,592 |
| 13 | PRS12-M | \$17.13 | \$33,849 | PRS12-B | 1-10 | \$17.50 | \$34,580 |
| 14 | PRS12-N | \$17.65 | \$34,876 | PRS12-C | 11-15 | \$18.00 | \$35,568 |
| 15 | PRS12-O | \$18.18 | \$35,924 | PRS12-D | 16-21 | \$18.50 | \$36,556 |
| 16 | PRS12-P | \$18.72 | \$36,991 | PRS12-E | 22 | \$19.00 | \$37,544 |
| 17 | PRS12-Q | \$19.47 | \$38,473 | PRS12-F | 23 | \$19.50 | \$38,532 |
| 18 | PRS12-R | \$20.05 | \$39,619 | PRS12-G | 24 | \$20.25 | \$40,014 |
| 19 | PRS12-S | \$21.10 | \$41,694 | PRS12-H | 25 | \$21.25 | \$41,990 |
| 20+ | top | \$21.40 | \$42,286 | PRS12-I | 26 | \$22.00 | \$43,472 |
| | | | | PRS12-J | 27 | \$23.50 | \$46,436 |
| | | | | PRS12-K | 28 | \$24.50 | \$48,412 |
| | | | | PRS12-L | 29 | \$25.50 | \$50,388 |
| | | | | PRS12-M | 30+ | \$26.50 | \$52,364 |

ESP Salary Pay Level Movement 10.24.23 Ratification

| 22-23 Paygrade MHSL | 23-24 Proposed Pay Level Movement (LM) |
|---------------------|--|
| MHSL-O 0-8yrs | 0 yrs O moves to Base A |
| MHSL-O | 1-8 yrs O to B, 1 LM |
| MHSL-P | P to C, 1 LM |
| MHSL-Q | Q to E, 2 LM |
| MHSL-R... | R to F, 2 LM |
| | S to G, 2 LM |
| | T to H, 2 LM |
| | U to I, 2 LM |
| | V to J, 2 LM |
| | W to K, 2 LM |
| | X to L, 2 LM |
| | Y to M, 2 LM |
| | Z,AA,top to M |

| MHSL Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 |
|--------------|---------|------------|-----------------------|----------|--------------------|------------|-----------------------|
| YRS EXP | MHSL | MHSL \$/HR | 1545 hours annualized | MHSL | New Hire Placement | MHSL \$/HR | 1545 hours annualized |
| 0-8yrs | MHSL-O | \$16.00 | \$24,720 | MHSL-A | 0 | \$16.00 | \$24,720 |
| 9 | MHSL-P | \$16.40 | \$25,338 | MHSL-B | 1-10 | \$16.40 | \$25,338 |
| 10 | MHSL-Q | \$16.89 | \$26,095 | MHSL-C | 11-15 | \$16.89 | \$26,095 |
| 11 | MHSL-R | \$17.40 | \$26,883 | MHSL-D | 16-21 | \$17.40 | \$26,883 |
| 12 | MHSL-S | \$17.92 | \$27,686 | MHSL-E | 22 | \$17.92 | \$27,686 |
| 13 | MHSL-T | \$18.46 | \$28,521 | MHSL-F | 23 | \$18.46 | \$28,521 |
| 14 | MHSL-U | \$19.01 | \$29,370 | MHSL-G | 24 | \$19.01 | \$29,370 |
| 15 | MHSL-V | \$19.58 | \$30,251 | MHSL-H | 25 | \$19.58 | \$30,251 |
| 16 | MHSL-W | \$20.17 | \$31,163 | MHSL-I | 26 | \$20.17 | \$31,163 |
| 17 | MHSL-X | \$20.78 | \$32,105 | MHSL-J | 27 | \$20.78 | \$32,105 |
| 18 | MHSL-Y | \$21.61 | \$33,387 | MHSL-K | 28 | \$21.61 | \$33,387 |
| 19 | MHSL-Z | \$22.47 | \$34,716 | MHSL-L | 29 | \$22.47 | \$34,716 |
| 20 | MHSL-AA | \$23.14 | \$35,751 | MHSL-M | 30+ | \$23.50 | \$36,308 |
| 21+ | top | \$23.84 | \$36,833 | | | | |

ESP Salary Pay Level Movement 10.24.23 Ratification

| 22-23 Paygrade MSO | 23-24 Proposed Pay Level Movement (LM) |
|--------------------|--|
| MSO-M 0-6yrs | 0 yrs M moves to Base A |
| MSO-M | 1-6 yrs M to B, 1 LM |
| MSO-N | N to C, 1 LM |
| MSO-O | O to E, 2 LM |
| MSO-P... | P to F, 2 LM |
| | Q to G, 2 LM |
| | R to H, 2 LM |
| | S to I, 2 LM |
| | T to J, 2 LM |
| | U to K, 2 LM |
| | V to L, 2 LM |
| | W to M, 2 LM |
| | X,Y,top to M |

| MSO Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 |
|-------------|---------|-----------|-----------------------|----------|--------------------|-----------|-----------------------|
| YRS EXP | MSO | MSO \$/HR | 1728 hours annualized | MSO | New Hire Placement | MSO \$/HR | 1728 hours annualized |
| 0-6yrs | MSO-M | \$15.25 | \$26,352 | MSO-A | 0 | \$15.50 | \$26,784 |
| 7 | MSO-N | \$15.36 | \$26,542 | MSO-B | 1-10 | \$15.85 | \$27,389 |
| 8 | MSO-O | \$15.82 | \$27,337 | MSO-C | 11-15 | \$16.20 | \$27,994 |
| 9 | MSO-P | \$16.30 | \$28,166 | MSO-D | 16-21 | \$16.55 | \$28,598 |
| 10 | MSO-Q | \$16.79 | \$29,013 | MSO-E | 22 | \$16.90 | \$29,203 |
| 11 | MSO-R | \$17.29 | \$29,877 | MSO-F | 23 | \$17.40 | \$30,067 |
| 12 | MSO-S | \$17.81 | \$30,776 | MSO-G | 24 | \$17.90 | \$30,931 |
| 13 | MSO-T | \$18.34 | \$31,692 | MSO-H | 25 | \$18.40 | \$31,795 |
| 14 | MSO-U | \$18.89 | \$32,642 | MSO-I | 26 | \$18.90 | \$32,659 |
| 15 | MSO-V | \$19.46 | \$33,627 | MSO-J | 27 | \$19.65 | \$33,955 |
| 16 | MSO-W | \$20.24 | \$34,975 | MSO-K | 28 | \$20.40 | \$35,251 |
| 17 | MSO-X | \$21.05 | \$36,374 | MSO-L | 29 | \$21.15 | \$36,547 |
| 18 | MSO-Y | \$21.68 | \$37,463 | MSO-M | 30+ | \$23.00 | \$39,744 |
| 19+ | top | \$22.33 | \$38,586 | | | | |

ESP Salary Pay Level Movement 10.24.23 Ratification

| 22-23 Paygrade PRINT | 23-24 Proposed Pay Level Movement (LM) |
|----------------------|--|
| PRINT-A 0-9yrs | 0 yrs Stays at Base A |
| PRINT-A | 1-9 yrs A to B, 1 LM |
| PRINT-B | B to C, 1 LM |
| PRINT-C | C to E, 2 LM |
| PRINT-D... | D to F, 2 LM |
| | E to G, 2 LM |
| | F to H, 2 LM |
| | G to I, 2 LM |
| | H to J, 2 LM |
| | I to K, 2 LM |
| | J to L, 2 LM |
| | K to M, 2 LM |
| | L, top to M |

| PRINT Current | Current | Current | Current | Proposed | 23-24 | 23-24 | 23-24 |
|---------------|---------|-------------|-----------------------|----------|--------------------|-------------|-----------------------|
| YRS EXP | PRINT | PRINT \$/HR | 1976 hours annualized | PRINT | New Hire Placement | PRINT \$/HR | 1976 hours annualized |
| 0-9yrs | PRINT A | \$19.50 | \$38,532 | PRINT-A | 0 | \$19.50 | \$38,532 |
| 10 | PRINT B | \$19.75 | \$39,026 | PRINT-B | 1-10 | \$19.75 | \$39,026 |
| 11 | PRINT C | \$20.00 | \$39,520 | PRINT-C | 11-15 | \$20.00 | \$39,520 |
| 12 | PRINT D | \$20.25 | \$40,014 | PRINT-D | 16-21 | \$20.50 | \$40,508 |
| 13 | PRINT E | \$20.50 | \$40,508 | PRINT-E | 22 | \$21.00 | \$41,496 |
| 14 | PRINT F | \$20.75 | \$41,002 | PRINT-F | 23 | \$21.50 | \$42,484 |
| 15 | PRINT G | \$21.00 | \$41,496 | PRINT-G | 24 | \$22.00 | \$43,472 |
| 16 | PRINT H | \$21.25 | \$41,990 | PRINT-H | 25 | \$22.50 | \$44,460 |
| 17 | PRINT I | \$21.50 | \$42,484 | PRINT-I | 26 | \$23.00 | \$45,448 |
| 18 | PRINT J | \$21.75 | \$42,978 | PRINT-J | 27 | \$23.50 | \$46,436 |
| 19 | PRINT K | \$22.00 | \$43,472 | PRINT-K | 28 | \$24.00 | \$47,424 |
| 20 | PRINT L | \$22.25 | \$43,966 | PRINT-L | 29 | \$24.50 | \$48,412 |
| 21+ | top | \$22.50 | \$44,460 | PRINT-M | 30+ | \$25.00 | \$49,400 |