

ESPBC Agrees to MOU for 2025-2027

Presented to Membership

June 5, 2025

Be sure to rename yourself using your FIRST NAME LAST NAME. Unidentified individuals will be removed from the meeting.

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Recognition of Negotiations Team

- Jeannette Young, ESPBC President and Chief Negotiator
- Joseph Coughlin, ESPBC Vice President and BCPS PC Technician
- Kaye Leonard, ESPBC Board Member and Guidance Secretary at Catonsville High
- Devon Chapman, Special Education Paraeducator at Deep Creek Middle
- Seleste Harris, Negotiations Consultant and MSEA UniServ Director
- Tyler Wilkinson, Negotiations Consultant and MSEA UniServ Director



Negotiations Process

- January 2024
 - ESPBC reached a tentative agreement with BCPS for contract and salaries.
- June 2024
 - ESPBC ratified a 3-year agreement with BCPS.
- December 2024
 - BCPS Superintendent submitted a budget that would honor agreed upon salaries (approx. 20% increase).
- April 2025
 - Baltimore County Executive proposed a budget of 1.5% increase over 2024-2025 (FY25).
- May 2025
 - County Council passed budget proposed by County Executive.
 - ESPBC and BCPS participate in renegotiations.



County Council Did Not Budget Enough Money-Now What?

- Law states that school systems need to receive money from fiscal authorities (County Council) to be required to honor negotiated agreements.
- Because the money was not approved in the budget, BCPS was forced to make cuts within their budget.
- Law states that if money is not available, then union can renegotiate the distribution of the money that is available.





What was agreed to?

- Year 2 (2025-2026)
 - 1 step
 - Plus 1% COLA on longevity and rates identified in Article 18
 - Plus High School Diploma +90 credits goes into effect for interpreters and office professionals.
- Year 3 (2026-2027)
 - Restructured scale (equivalent to approximate 5% increase). In the restructured scale, employees will be placed on a step below the step they were on in 2025-2026.
 - Plus 1% COLA longevity and rates identified in Article 18
 - Plus Bachelor's Degree goes into effect for interpreters and office professionals.

Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified 2024-2025

Effective July 1, 2024 (3% COLA, longevity increased 3%, no step movement)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
High School Diploma													
1	20.13	21.13	22.13	23.13	24.13	25.18	26.23	27.34	28.37	29.51	30.64	31.87	33.15
2	21.12	22.16	23.22	24.27	25.32	26.42	27.52	28.68	29.76	30.95	32.15	33.43	34.77
3	22.15	23.24	24.35	25.45	26.55	27.72	28.87	30.08	31.22	32.47	33.72	35.07	36.47
4	23.23	24.38	25.54	26.70	27.85	29.08	30.28	31.55	32.74	34.05	35.37	36.79	38.25
5	24.37	25.57	26.80	28.01	29.22	30.50	31.77	33.09	34.35	35.72	37.10	38.59	40.13
6	25.56	26.83	28.11	29.38	30.65	31.99	33.32	34.71	36.03	37.47	38.91	40.49	42.10
7	26.82	28.15	29.49	30.82	32.16	33.56	34.95	36.41	37.79	39.30	40.82	42.48	44.16
8	28.14	29.53	30.93	32.33	33.73	35.21	36.66	38.19	39.64	41.23	42.82	44.56	46.32
9	29.52	30.97	32.45	33.92	35.38	36.93	38.45	40.07	41.59	43.25	44.92	46.74	48.59
10	30.96	32.49	34.03	35.58	37.11	38.74	40.33	42.03	43.63	45.37	47.12	49.03	50.96

Effective January 1, 2026 (1 step and 1% COLA)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
High School Diploma													
1	20.13	21.13	22.13	23.13	24.13	25.18	26.23	27.34	28.37	29.51	30.64	31.87	33.15
2	21.12	22.16	23.22	24.27	25.32	26.42	27.52	28.68	29.76	30.95	32.15	33.43	34.77
3	22.15	23.24	24.35	25.45	26.55	27.72	28.87	30.08	31.22	32.47	33.72	35.07	36.47
4	23.23	24.38	25.54	26.70	27.85	29.08	30.28	31.55	32.74	34.05	35.37	36.79	38.25
5	24.37	25.57	26.80	28.01	29.22	30.50	31.77	33.09	34.35	35.72	37.10	38.59	40.13
6	25.56	26.83	28.11	29.38	30.65	31.99	33.32	34.71	36.03	37.47	38.91	40.49	42.10
7	26.82	28.15	29.49	30.82	32.16	33.56	34.95	36.41	37.79	39.30	40.82	42.48	44.16
8	28.14	29.53	30.93	32.33	33.73	35.21	36.66	38.19	39.64	41.23	42.82	44.56	46.32
9	29.52	30.97	32.45	33.92	35.38	36.93	38.45	40.07	41.59	43.25	44.92	46.74	48.59
10	30.96	32.49	34.03	35.58	37.11	38.74	40.33	42.03	43.63	45.37	47.12	49.03	50.96

Effective January 1, 2027 (Add 2 steps, drop 2 steps, employees move back 1 step, 1% COLA on longevity)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
High School Diploma													
1	22.15	23.24	24.35	25.45	26.55	27.72	28.87	30.08	31.22	32.47	33.72	35.07	36.47
2	23.23	24.38	25.54	26.70	27.85	29.08	30.28	31.55	32.74	34.05	35.37	36.79	38.25
3	24.37	25.57	26.80	28.01	29.22	30.50	31.77	33.09	34.35	35.72	37.10	38.59	40.13
4	25.56	26.83	28.11	29.38	30.65	31.99	33.32	34.71	36.03	37.47	38.91	40.49	42.10
5	26.82	28.15	29.49	30.82	32.16	33.56	34.95	36.41	37.79	39.30	40.82	42.48	44.16
6	28.14	29.53	30.93	32.33	33.73	35.21	36.66	38.19	39.64	41.23	42.82	44.56	46.32
7	29.52	30.97	32.45	33.92	35.38	36.93	38.45	40.07	41.59	43.25	44.92	46.74	48.59
8	30.96	32.49	34.03	35.58	37.11	38.74	40.33	42.03	43.63	45.37	47.12	49.03	50.96
9	32.45	34.05	35.66	37.29	38.89	40.60	42.27	44.05	45.72	47.55	49.38	51.38	53.41
10	34.01	35.68	37.37	39.08	40.76	42.55	44.30	46.16	47.91	49.83	51.75	53.85	55.97

OP HS Diploma Example

- Year 1 (2024-2025)
 - Grade 5, Step 2
 - Hourly Rate: \$25.32
- Year 2 (2025-2026)
 - Grade 5, Step 3
 - Hourly Rate: \$26.55

- Year 3 (2026-2027)
 - Grade 5, Step 2
 - Hourly Rate: \$27.85

Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified 2024-2025

Effective July 1, 2024 (3% COLA, longevity increased 3%, no step movement)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
HS Diploma +30 Credits													
31	21.02	22.05	23.10	24.16	25.18	26.31	27.38	28.53	29.61	30.81	31.98	33.27	34.58
32	22.05	23.13	24.24	25.35	26.42	27.59	28.72	29.93	31.06	32.32	33.55	34.90	36.28
33	23.13	24.27	25.42	26.59	27.72	28.94	30.13	31.39	32.59	33.91	35.20	36.61	38.06
34	24.27	25.45	26.67	27.89	29.08	30.36	31.60	32.93	34.19	35.57	36.92	38.40	39.92
35	25.45	26.70	27.97	29.26	30.50	31.85	33.15	34.55	35.86	37.31	38.73	40.28	41.88
36	26.70	28.01	29.34	30.69	31.99	33.40	34.77	36.24	37.63	39.13	40.62	42.26	43.93
37	28.01	29.38	30.79	32.20	33.56	35.04	36.47	38.01	39.47	41.05	42.61	44.33	46.08
38	29.38	30.82	32.29	33.77	35.21	36.76	38.25	39.87	41.41	43.05	44.70	46.50	48.34
39	30.82	32.33	33.88	35.43	36.93	38.56	40.13	41.83	43.44	45.17	46.90	48.78	50.71
40	32.33	33.92	35.54	37.17	38.74	40.45	42.10	43.88	45.57	47.38	49.19	51.17	53.19

Effective January 1, 2026 (1 step and 1% COLA)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
HS Diploma +30 Credits													
31	21.02	22.05	23.10	24.16	25.18	26.31	27.38	28.53	29.61	30.81	31.98	33.27	34.58
32	22.05	23.13	24.24	25.35	26.42	27.59	28.72	29.93	31.06	32.32	33.55	34.90	36.28
33	23.13	24.27	25.42	26.59	27.72	28.94	30.13	31.39	32.59	33.91	35.20	36.61	38.06
34	24.27	25.45	26.67	27.89	29.08	30.36	31.60	32.93	34.19	35.57	36.92	38.40	39.92
35	25.45	26.70	27.97	29.26	30.50	31.85	33.15	34.55	35.86	37.31	38.73	40.28	41.88
36	26.70	28.01	29.34	30.69	31.99	33.40	34.77	36.24	37.63	39.13	40.62	42.26	43.93
37	28.01	29.38	30.79	32.20	33.56	35.04	36.47	38.01	39.47	41.05	42.61	44.33	46.08
38	29.38	30.82	32.29	33.77	35.21	36.76	38.25	39.87	41.41	43.05	44.70	46.50	48.34
39	30.82	32.33	33.88	35.43	36.93	38.56	40.13	41.83	43.44	45.17	46.90	48.78	50.71
40	32.33	33.92	35.54	37.17	38.74	40.45	42.10	43.88	45.57	47.38	49.19	51.17	53.19

Effective January 1, 2027 (Add 2 steps, drop 2 steps, employees move back 1 step, 1% COLA on longevity)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
HS Diploma +30 Credits													
31	23.13	24.27	25.42	26.59	27.72	28.94	30.13	31.39	32.59	33.91	35.20	36.61	38.06
32	24.27	25.45	26.67	27.89	29.08	30.36	31.60	32.93	34.19	35.57	36.92	38.40	39.92
33	25.45	26.70	27.97	29.26	30.50	31.85	33.15	34.55	35.86	37.31	38.73	40.28	41.88
34	26.70	28.01	29.34	30.69	31.99	33.40	34.77	36.24	37.63	39.13	40.62	42.26	43.93
35	28.01	29.38	30.79	32.20	33.56	35.04	36.47	38.01	39.47	41.05	42.61	44.33	46.08
36	29.38	30.82	32.29	33.77	35.21	36.76	38.25	39.87	41.41	43.05	44.70	46.50	48.34
37	30.82	32.33	33.88	35.43	36.93	38.56	40.13	41.83	43.44	45.17	46.90	48.78	50.71
38	32.33	33.92	35.54	37.17	38.74	40.45	42.10	43.88	45.57	47.38	49.19	51.17	53.19
39	33.88	35.55	37.25	38.95	40.60	42.39	44.12	45.99	47.76	49.65	51.55	53.63	55.74
40	35.51	37.26	39.04	40.82	42.55	44.42	46.24	48.20	50.05	52.03	54.02	56.20	58.42

OP HS+30 Example

- Year 1 (2024-2025)
 - Grade 3, Step 37
 - Hourly Rate: \$30.79
- Year 2 (2025-2026)
 - Grade 3, Step 38
 - Hourly Rate: \$32.29
- Year 3 (2026-2027)
 - Grade 3, Step 37
 - Hourly Rate: \$33.88

Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified 2024-2025

Effective July 1, 2024 (3% COLA, longevity increased 3%, no step movement)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
HS Diploma +60 Credits													
61	21.95	23.02	24.12	25.22	26.31	27.45	28.58	29.77	30.93	32.17	33.40	34.75	36.12
62	23.02	24.15	25.31	26.46	27.59	28.80	29.98	31.23	32.45	33.74	35.04	36.45	37.89
63	24.14	25.34	26.54	27.76	28.94	30.21	31.46	32.76	34.03	35.39	36.76	38.23	39.75
64	25.33	26.58	27.84	29.12	30.36	31.69	33.00	34.37	35.70	37.12	38.56	40.11	41.69
65	26.57	27.88	29.20	30.54	31.85	33.25	34.62	36.05	37.45	38.94	40.45	42.08	43.73
66	27.87	29.25	30.63	32.03	33.40	34.88	36.32	37.81	39.28	40.85	42.43	44.14	45.88
67	29.24	30.68	32.14	33.60	35.04	36.59	38.10	39.67	41.21	42.85	44.51	46.30	48.12
68	30.67	32.19	33.71	35.25	36.76	38.38	39.96	41.61	43.23	44.95	46.69	48.56	50.48
69	32.18	33.76	35.36	36.98	38.56	40.26	41.92	43.65	45.35	47.15	48.98	50.94	52.95
70	33.75	35.42	37.09	38.79	40.45	42.24	43.97	45.79	47.58	49.46	51.38	53.44	55.55

Effective January 1, 2026 (1 step and 1% COLA)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
HS Diploma +60 Credits													
61	21.95	23.02	24.12	25.22	26.31	27.45	28.58	29.77	30.93	32.17	33.40	34.75	36.12
62	23.02	24.15	25.31	26.46	27.59	28.80	29.98	31.23	32.45	33.74	35.04	36.45	37.89
63	24.14	25.34	26.54	27.76	28.94	30.21	31.46	32.76	34.03	35.39	36.76	38.23	39.75
64	25.33	26.58	27.84	29.12	30.36	31.69	33.00	34.37	35.70	37.12	38.56	40.11	41.69
65	26.57	27.88	29.20	30.54	31.85	33.25	34.62	36.05	37.45	38.94	40.45	42.08	43.73
66	27.87	29.25	30.63	32.03	33.40	34.88	36.32	37.81	39.28	40.85	42.43	44.14	45.88
67	29.24	30.68	32.14	33.60	35.04	36.59	38.10	39.67	41.21	42.85	44.51	46.30	48.12
68	30.67	32.19	33.71	35.25	36.76	38.38	39.96	41.61	43.23	44.95	46.69	48.56	50.48
69	32.18	33.76	35.36	36.98	38.56	40.26	41.92	43.65	45.35	47.15	48.98	50.94	52.95
70	33.75	35.42	37.09	38.79	40.45	42.24	43.97	45.79	47.58	49.46	51.38	53.44	55.55

Effective January 1, 2027 (Add 2 steps, drop 2 steps, employees move back 1 step, 1% COLA on longevity)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
HS Diploma +60 Credits													
61	24.14	25.34	26.54	27.76	28.94	30.21	31.46	32.76	34.03	35.39	36.76	38.23	39.75
62	25.33	26.58	27.84	29.12	30.36	31.69	33.00	34.37	35.70	37.12	38.56	40.11	41.69
63	26.57	27.88	29.20	30.54	31.85	33.25	34.62	36.05	37.45	38.94	40.45	42.08	43.73
64	27.87	29.25	30.63	32.03	33.40	34.88	36.32	37.81	39.28	40.85	42.43	44.14	45.88
65	29.24	30.68	32.14	33.60	35.04	36.59	38.10	39.67	41.21	42.85	44.51	46.30	48.12
66	30.67	32.19	33.71	35.25	36.76	38.38	39.96	41.61	43.23	44.95	46.69	48.56	50.48
67	32.18	33.76	35.36	36.98	38.56	40.26	41.92	43.65	45.35	47.15	48.98	50.94	52.95
68	33.75	35.42	37.09	38.79	40.45	42.24	43.97	45.79	47.58	49.46	51.38	53.44	55.55
69	35.37	37.12	38.87	40.65	42.39	44.27	46.08	47.99	49.86	51.83	53.85	56.01	58.22
70	37.07	38.90	40.74	42.60	44.42	46.39	48.29	50.29	52.25	54.32	56.43	58.70	61.01

OP HS+60 and Longevity Example

- **Year 1 (2024-2025)**
 - Grade 4, Step 69, 29 years service
 - Hourly Rate: \$36.98
 - Longevity (29 years): \$5.22
 - Total Hourly Rate: \$42.20
- **Year 2 (2025-2026)**
 - Grade 4, Step 70, 30 years service
 - Hourly Rate: \$38.79
 - Longevity (29 years): \$5.27
 - Total Hourly Rate: \$44.06
- **Year 3 (2026-2027)**
 - Grade 4, Step 69, 31 years service
 - Hourly Rate: \$40.65
 - Longevity (31 years): \$5.82
 - Total Hourly Rate: \$46.47

Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified 2024-2025

Effective July 1, 2024 (3% COLA, longevity increased 3%, no step movement)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
HS Diploma +60 Credits													
61	21.95	23.02	24.12	25.22	26.31	27.45	28.58	29.77	30.93	32.17	33.40	34.75	36.12
62	23.02	24.15	25.31	26.46	27.59	28.80	29.98	31.23	32.45	33.74	35.04	36.45	37.89
63	24.14	25.34	26.54	27.76	28.94	30.21	31.46	32.76	34.03	35.39	36.76	38.23	39.75
64	25.33	26.58	27.84	29.12	30.36	31.69	33.00	34.37	35.70	37.12	38.56	40.11	41.69
65	26.57	27.88	29.20	30.54	31.85	33.25	34.62	36.05	37.45	38.94	40.45	42.08	43.73
66	27.87	29.25	30.63	32.03	33.40	34.88	36.32	37.81	39.28	40.85	42.43	44.14	45.88
67	29.24	30.68	32.14	33.60	35.04	36.59	38.10	39.67	41.21	42.85	44.51	46.30	48.12
68	30.67	32.19	33.71	35.25	36.76	38.38	39.96	41.61	43.23	44.95	46.69	48.56	50.48
69	32.18	33.76	35.36	36.98	38.56	40.26	41.92	43.65	45.35	47.15	48.98	50.94	52.95
70	33.75	35.42	37.09	38.79	40.45	42.24	43.97	45.79	47.58	49.46	51.38	53.44	55.55

Effective January 1, 2026 (1 step and 1% COLA)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
HS Diploma +90 Credits													
91	22.89	24.01	25.16	26.30	27.44	28.63	29.81	31.05	32.26	33.55	34.84	36.24	37.67
92	24.01	25.19	26.40	27.60	28.78	30.04	31.27	32.57	33.85	35.19	36.55	38.02	39.52
93	25.18	26.43	27.68	28.95	30.18	31.51	32.81	34.17	35.49	36.91	38.34	39.87	41.46
94	26.42	27.72	29.04	30.37	31.67	33.05	34.42	35.85	37.24	38.72	40.22	41.83	43.48
95	27.71	29.08	30.46	31.85	33.22	34.68	36.11	37.60	39.06	40.61	42.19	43.89	45.61
96	29.07	30.51	31.95	33.41	34.84	36.38	37.88	39.44	40.97	42.61	44.25	46.04	47.85
97	30.50	32.00	33.52	35.04	36.55	38.16	39.74	41.38	42.98	44.69	46.42	48.29	50.19
98	31.99	33.57	35.16	36.77	38.34	40.03	41.68	43.40	45.09	46.88	48.70	50.65	52.65
99	33.56	35.21	36.88	38.57	40.22	41.99	43.72	45.53	47.30	49.18	51.09	53.13	55.23
100	35.20	36.94	38.68	40.46	42.19	44.06	45.86	47.76	49.63	51.59	53.59	55.74	57.94

Effective January 1, 2027 (Add 2 steps, drop 2 steps, employees move back 1 step, 1% COLA on longevity)

Bachelors Degree													
101	26.19	27.49	28.79	30.11	31.39	32.77	34.12	35.54	36.91	38.39	39.87	41.46	43.12
102	27.48	28.83	30.20	31.58	32.94	34.37	35.80	37.28	38.73	40.27	41.83	43.50	45.22
103	28.82	30.24	31.68	33.12	34.55	36.07	37.55	39.10	40.62	42.23	43.88	45.65	47.43
104	30.23	31.73	33.23	34.75	36.23	37.84	39.40	41.02	42.61	44.31	46.02	47.88	49.76
105	31.72	33.28	34.86	36.44	38.01	39.69	41.33	43.04	44.70	46.48	48.28	50.22	52.20
106	33.27	34.91	36.57	38.24	39.87	41.63	43.35	45.14	46.89	48.76	50.65	52.68	54.76
107	34.90	36.62	38.36	40.11	41.83	43.67	45.47	47.35	49.19	51.15	53.13	55.26	57.44
108	36.61	38.42	40.23	42.08	43.88	45.82	47.69	49.67	51.62	53.65	55.73	57.97	60.26
109	38.37	40.26	42.16	44.10	45.99	48.02	49.98	52.05	54.10	56.23	58.41	60.75	63.15
110	40.21	42.19	44.18	46.22	48.20	50.32	52.38	54.55	56.70	58.93	61.21	63.67	66.18

OP Bachelors Example

- Year 1 (2024-2025)

- Grade 2, Step 63
- Hourly Rate: \$25.34

- Year 2 (2025-2026)

- Grade 2, Step 94
- Hourly Rate: \$27.72

- Year 3 (2026-2027)

- Grade 2, Step 103
- Hourly Rate: \$30.24

Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified 2024-2025

Effective July 1, 2024 (3% COLA, longevity increased 3%, no step movement)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
High School Diploma													
1	20.13	21.13	22.13	23.13	24.13	25.18	26.23	27.34	28.37	29.51	30.64	31.87	33.15
2	21.12	22.16	23.22	24.27	25.32	26.42	27.52	28.68	29.76	30.95	32.15	33.43	34.77
3	22.15	23.24	24.35	25.45	26.55	27.72	28.87	30.08	31.22	32.47	33.72	35.07	36.47
4	23.23	24.38	25.54	26.70	27.85	29.08	30.28	31.55	32.74	34.05	35.37	36.79	38.25
5	24.37	25.57	26.80	28.01	29.22	30.50	31.77	33.09	34.35	35.72	37.10	38.59	40.13
6	25.56	26.83	28.11	29.38	30.65	31.99	33.32	34.71	36.03	37.47	38.91	40.49	42.10
7	26.82	28.15	29.49	30.82	32.16	33.56	34.95	36.41	37.79	39.30	40.82	42.48	44.16
8	28.14	29.53	30.93	32.33	33.73	35.21	36.66	38.19	39.64	41.23	42.82	44.56	46.32
9	29.52	30.97	32.45	33.92	35.38	36.93	38.45	40.07	41.59	43.25	44.92	46.74	48.59
10	30.96	32.49	34.03	35.58	37.11	38.74	40.33	42.03	43.63	45.37	47.12	49.03	50.96

Effective January 1, 2026 (1 step and 1% COLA)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
High School Diploma													
1	20.13	21.13	22.13	23.13	24.13	25.18	26.23	27.34	28.37	29.51	30.64	31.87	33.15
2	21.12	22.16	23.22	24.27	25.32	26.42	27.52	28.68	29.76	30.95	32.15	33.43	34.77
3	22.15	23.24	24.35	25.45	26.55	27.72	28.87	30.08	31.22	32.47	33.72	35.07	36.47
4	23.23	24.38	25.54	26.70	27.85	29.08	30.28	31.55	32.74	34.05	35.37	36.79	38.25
5	24.37	25.57	26.80	28.01	29.22	30.50	31.77	33.09	34.35	35.72	37.10	38.59	40.13
6	25.56	26.83	28.11	29.38	30.65	31.99	33.32	34.71	36.03	37.47	38.91	40.49	42.10
7	26.82	28.15	29.49	30.82	32.16	33.56	34.95	36.41	37.79	39.30	40.82	42.48	44.16
8	28.14	29.53	30.93	32.33	33.73	35.21	36.66	38.19	39.64	41.23	42.82	44.56	46.32
9	29.52	30.97	32.45	33.92	35.38	36.93	38.45	40.07	41.59	43.25	44.92	46.74	48.59
10	30.96	32.49	34.03	35.58	37.11	38.74	40.33	42.03	43.63	45.37	47.12	49.03	50.96

Effective January 1, 2027 (Add 2 steps, drop 2 steps, employees move back 1 step, 1% COLA on longevity)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
High School Diploma													
1	22.15	23.24	24.35	25.45	26.55	27.72	28.87	30.08	31.22	32.47	33.72	35.07	36.47
2	23.23	24.38	25.54	26.70	27.85	29.08	30.28	31.55	32.74	34.05	35.37	36.79	38.25
3	24.37	25.57	26.80	28.01	29.22	30.50	31.77	33.09	34.35	35.72	37.10	38.59	40.13
4	25.56	26.83	28.11	29.38	30.65	31.99	33.32	34.71	36.03	37.47	38.91	40.49	42.10
5	26.82	28.15	29.49	30.82	32.16	33.56	34.95	36.41	37.79	39.30	40.82	42.48	44.16
6	28.14	29.53	30.93	32.33	33.73	35.21	36.66	38.19	39.64	41.23	42.82	44.56	46.32
7	29.52	30.97	32.45	33.92	35.38	36.93	38.45	40.07	41.59	43.25	44.92	46.74	48.59
8	30.96	32.49	34.03	35.58	37.11	38.74	40.33	42.03	43.63	45.37	47.12	49.03	50.96
9	32.45	34.05	35.66	37.29	38.89	40.60	42.27	44.05	45.72	47.55	49.38	51.38	53.41
10	34.01	35.68	37.37	39.08	40.76	42.55	44.30	46.16	47.91	49.83	51.75	53.85	55.97

Interpreter HS Diploma Example

- Year 1 (2024-2025)
 - Grade 11, Step 2
 - Hourly Rate: \$32.15
- Year 2 (2025-2026)
 - Grade 11, Step 3
 - Hourly Rate: \$33.72
- Year 3 (2026-2027)
 - Grade 11, Step 2
 - Hourly Rate: \$35.37

Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified 2024-2025

Effective July 1, 2024 (3% COLA, longevity increased 3%, no step movement)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
HS Diploma +60 Credits													
61	21.95	23.02	24.12	25.22	26.31	27.45	28.58	29.77	30.93	32.17	33.40	34.75	36.12
62	23.02	24.15	25.31	26.46	27.59	28.80	29.98	31.23	32.45	33.74	35.04	36.45	37.89
63	24.14	25.34	26.54	27.76	28.94	30.21	31.46	32.76	34.03	35.39	36.76	38.23	39.75
64	25.33	26.58	27.84	29.12	30.36	31.69	33.00	34.37	35.70	37.12	38.56	40.11	41.69
65	26.57	27.88	29.20	30.54	31.85	33.25	34.62	36.05	37.45	38.94	40.45	42.08	43.73
66	27.87	29.25	30.63	32.03	33.40	34.88	36.32	37.81	39.28	40.85	42.43	44.14	45.88
67	29.24	30.68	32.14	33.60	35.04	36.59	38.10	39.67	41.21	42.85	44.51	46.30	48.12
68	30.67	32.19	33.71	35.25	36.76	38.38	39.96	41.61	43.23	44.95	46.69	48.56	50.48
69	32.18	33.76	35.36	36.98	38.56	40.26	41.92	43.65	45.35	47.15	48.98	50.94	52.95
70	33.75	35.42	37.09	38.79	40.45	42.24	43.97	45.79	47.58	49.46	51.38	53.44	55.55

Effective January 1, 2026 (1 step and 1% COLA)

HS Diploma +60 Credits													
61	21.95	23.02	24.12	25.22	26.31	27.45	28.58	29.77	30.93	32.17	33.40	34.75	36.12
62	23.02	24.15	25.31	26.46	27.59	28.80	29.98	31.23	32.45	33.74	35.04	36.45	37.89
63	24.14	25.34	26.54	27.76	28.94	30.21	31.46	32.76	34.03	35.39	36.76	38.23	39.75
64	25.33	26.58	27.84	29.12	30.36	31.69	33.00	34.37	35.70	37.12	38.56	40.11	41.69
65	26.57	27.88	29.20	30.54	31.85	33.25	34.62	36.05	37.45	38.94	40.45	42.08	43.73
66	27.87	29.25	30.63	32.03	33.40	34.88	36.32	37.81	39.28	40.85	42.43	44.14	45.88
67	29.24	30.68	32.14	33.60	35.04	36.59	38.10	39.67	41.21	42.85	44.51	46.30	48.12
68	30.67	32.19	33.71	35.25	36.76	38.38	39.96	41.61	43.23	44.95	46.69	48.56	50.48
69	32.18	33.76	35.36	36.98	38.56	40.26	41.92	43.65	45.35	47.15	48.98	50.94	52.95
70	33.75	35.42	37.09	38.79	40.45	42.24	43.97	45.79	47.58	49.46	51.38	53.44	55.55

Effective January 1, 2027 (Add 2 steps, drop 2 steps, employees move back 1 step, 1% COLA on longevity)

HS Diploma +60 Credits													
61	24.14	25.34	26.54	27.76	28.94	30.21	31.46	32.76	34.03	35.39	36.76	38.23	39.75
62	25.33	26.58	27.84	29.12	30.36	31.69	33.00	34.37	35.70	37.12	38.56	40.11	41.69
63	26.57	27.88	29.20	30.54	31.85	33.25	34.62	36.05	37.45	38.94	40.45	42.08	43.73
64	27.87	29.25	30.63	32.03	33.40	34.88	36.32	37.81	39.28	40.85	42.43	44.14	45.88
65	29.24	30.68	32.14	33.60	35.04	36.59	38.10	39.67	41.21	42.85	44.51	46.30	48.12
66	30.67	32.19	33.71	35.25	36.76	38.38	39.96	41.61	43.23	44.95	46.69	48.56	50.48
67	32.18	33.76	35.36	36.98	38.56	40.26	41.92	43.65	45.35	47.15	48.98	50.94	52.95
68	33.75	35.42	37.09	38.79	40.45	42.24	43.97	45.79	47.58	49.46	51.38	53.44	55.55
69	35.37	37.12	38.87	40.65	42.39	44.27	46.08	47.99	49.86	51.83	53.85	56.01	58.22
70	37.07	38.90	40.74	42.60	44.42	46.39	48.29	50.29	52.25	54.32	56.43	58.70	61.01

Interpreter HS+60 and Longevity Example

Year 1 (2024-2025)

- Grade 13, Step 69, 29 years service
- Hourly Rate: \$52.95
- Longevity (29 years): \$5.22
- Total Hourly Rate: \$58.17

Year 2 (2025-2026)

- Grade 13, Step 70, 30 years service
- Hourly Rate: \$55.55
- Longevity (29 years): \$5.27
- Total Hourly Rate: \$60.82

Year 3 (2026-2027)

- Grade 13, Step 69, 31 years service
- Hourly Rate: \$58.22
- Longevity (31 years): \$5.82
- Total Hourly Rate: \$64.02

Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified 2024-2025
Effective July 1, 2024 (3% COLA, longevity increased 3%, no step movement)

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
HS Diploma +60 Credits													
61	21.95	23.02	24.12	25.22	26.31	27.43	28.58	29.77	30.93	32.17	33.40	34.75	36.12
62	23.02	24.15	25.31	26.46	27.59	28.80	29.98	31.23	32.45	33.74	35.04	36.45	37.89
63	24.14	25.34	26.54	27.76	28.94	30.21	31.46	32.76	34.03	35.39	36.76	38.23	39.75
64	25.33	26.58	27.84	29.12	30.36	31.69	33.00	34.37	35.70	37.12	38.56	40.11	41.69
65	26.57	27.88	29.20	30.54	31.85	33.25	34.62	36.05	37.45	38.94	40.45	42.08	43.73
66	27.87	29.25	30.63	32.03	33.40	34.88	36.32	37.81	39.28	40.85	42.43	44.14	45.88
67	29.24	30.68	32.14	33.60	35.04	36.59	38.10	39.67	41.21	42.85	44.51	46.30	48.12
68	30.67	32.19	33.71	35.25	36.76	38.38	39.96	41.61	43.23	44.95	46.69	48.56	50.48
69	32.18	33.76	35.36	36.98	38.56	40.26	41.92	43.65	45.35	47.15	48.98	50.94	52.95
70	33.75	35.42	37.09	38.79	40.45	42.24	43.97	45.79	47.58	49.46	51.38	53.44	55.55

Effective January 1, 2026 (1 step and 1% COLA)

HS Diploma +90 Credits													
91	22.89	24.01	25.16	26.30	27.44	28.63	29.81	31.05	32.26	33.55	34.84	36.24	37.67
92	24.01	25.19	26.40	27.60	28.78	30.04	31.27	32.57	33.85	35.19	36.55	38.02	39.52
93	25.18	26.43	27.68	28.95	30.18	31.51	32.81	34.17	35.49	36.91	38.34	39.87	41.46
94	26.42	27.72	29.04	30.37	31.67	33.05	34.42	35.85	37.24	38.72	40.22	41.83	43.48
95	27.71	29.08	30.46	31.85	33.22	34.68	36.11	37.60	39.06	40.61	42.19	43.89	45.61
96	29.07	30.51	31.95	33.41	34.84	36.38	37.88	39.44	40.97	42.61	44.25	46.04	47.85
97	30.50	32.00	33.52	35.04	36.55	38.16	39.74	41.38	42.98	44.69	46.42	48.29	50.19
98	31.99	33.57	35.16	36.77	38.34	40.03	41.68	43.40	45.09	46.88	48.70	50.65	52.65
99	33.56	35.21	36.88	38.57	40.22	41.99	43.72	45.53	47.30	49.18	51.09	53.13	55.23
100	35.20	36.94	38.68	40.46	42.19	44.06	45.86	47.76	49.63	51.59	53.59	55.74	57.94

Effective January 1, 2027 (Add 2 steps, drop 2 steps, employees move back 1 step, 1% COLA on longevity)

Bachelors Degree													
101	26.19	27.49	28.79	30.11	31.39	32.77	34.12	35.54	36.91	38.39	39.87	41.46	43.12
102	27.48	28.83	30.20	31.58	32.94	34.37	35.80	37.28	38.73	40.27	41.83	43.50	45.22
103	28.82	30.24	31.68	33.12	34.55	36.07	37.55	39.10	40.62	42.23	43.88	45.65	47.43
104	30.23	31.73	33.23	34.75	36.23	37.84	39.40	41.02	42.61	44.31	46.02	47.88	49.76
105	31.72	33.28	34.86	36.44	38.01	39.69	41.33	43.04	44.70	46.48	48.28	50.22	52.20
106	33.27	34.91	36.57	38.24	39.87	41.63	43.35	45.14	46.89	48.76	50.65	52.68	54.76
107	34.90	36.62	38.36	40.11	41.83	43.67	45.47	47.35	49.19	51.15	53.13	55.26	57.44
108	36.61	38.42	40.23	42.08	43.88	45.82	47.69	49.67	51.62	53.65	55.73	57.97	60.26
109	38.37	40.26	42.16	44.10	45.99	48.02	49.98	52.05	54.10	56.23	58.41	60.75	63.15
110	40.21	42.19	44.18	46.22	48.20	50.32	52.38	54.55	56.70	58.93	61.21	63.67	66.18

Interpreter Bachelors Example

- Year 1 (2024-2025)
 - Grade 11, Step 63
 - Hourly Rate: \$36.76

- Year 2 (2025-2026)
 - Grade 11, Step 94
 - Hourly Rate: \$40.22

- Year 3 (2026-2027)
 - Grade 11, Step 103
 - Hourly Rate: \$43.88

Hourly Base Pay Scale for Non-Exempt Paraeducators 2024-2025

Effective July 1, 2024 (3% COLA, longevity increased 3%, no step movement)

Step	Grade 31 HS Diploma	Grade 32 HS Plus 30	Grade 33 HS Plus 60	Grade 34 HS Plus 90	Grade 35 Bachelors Degree
1	21.12	21.69	22.27	22.88	23.44
2	22.06	22.67	23.27	23.91	24.49
3	23.05	23.69	24.32	24.98	25.60
4	24.09	24.76	25.41	26.10	26.75
5	25.17	25.87	26.55	27.27	27.95
6	26.31	27.04	27.75	28.50	29.21
7	27.49	28.25	28.99	29.78	30.53
8	28.73	29.52	30.30	31.12	31.90
9	30.02	30.85	31.66	32.52	33.33
10	31.37	32.24	33.08	33.98	34.83

Effective January 1, 2026 (1 step and 1% COLA)

Step	Grade 31 HS Diploma	Grade 32 HS Plus 30	Grade 33 HS Plus 60	Grade 34 HS Plus 90	Grade 35 Bachelors Degree
1	21.12	21.69	22.27	22.88	23.44
2	22.06	22.67	23.27	23.91	24.49
3	23.05	23.69	24.32	24.98	25.60
4	24.09	24.76	25.41	26.10	26.75
5	25.17	25.87	26.55	27.27	27.95
6	26.31	27.04	27.75	28.50	29.21
7	27.49	28.25	28.99	29.78	30.53
8	28.73	29.52	30.30	31.12	31.90
9	30.02	30.85	31.66	32.52	33.33
10	31.37	32.24	33.08	33.98	34.83

Effective January 1, 2027 (Add 2 steps, drop 2 steps, employees move back 1 step, 1% COLA on longevity)

Step	Grade 31 HS Diploma	Grade 32 HS Plus 30	Grade 33 HS Plus 60	Grade 34 HS Plus 90	Grade 35 Bachelors Degree
1	23.05	23.69	24.32	24.98	25.60
2	24.09	24.76	25.41	26.10	26.75
3	25.17	25.87	26.55	27.27	27.95
4	26.31	27.04	27.75	28.50	29.21
5	27.49	28.25	28.99	29.78	30.53
6	28.73	29.52	30.30	31.12	31.90
7	30.02	30.85	31.66	32.52	33.33
8	31.37	32.24	33.08	33.98	34.83
9	32.78	33.69	34.57	35.51	36.40
10	34.26	35.21	36.13	37.11	38.04

Grade 31 Paraeducator Example

- Year 1 (2024-2025)

- Grade 31, Step 3
- Hourly Rate: \$23.05

- Year 2 (2025-2026)

- Grade 31, Step 4
- Hourly Rate: \$24.09

- Year 3 (2026-2027)

- Grade 31, Step 3
- Hourly Rate: \$25.17

Hourly Base Pay Scale for Non-Exempt Paraeducators 2024-2025
Effective July 1, 2024 (3% COLA, longevity increased 3%, no step movement)

Step	Grade 31 HS Diploma	Grade 32 HS Plus 30	Grade 33 HS Plus 60	Grade 34 HS Plus 90	Grade 35 Bachelors Degree
1	21.12	21.69	22.27	22.88	23.44
2	22.06	22.67	23.27	23.91	24.49
3	23.05	23.69	24.32	24.98	25.60
4	24.09	24.76	25.41	26.10	26.75
5	25.17	25.87	26.55	27.27	27.95
6	26.31	27.04	27.75	28.50	29.21
7	27.49	28.25	28.99	29.78	30.53
8	28.73	29.52	30.30	31.12	31.90
9	30.02	30.85	31.66	32.52	33.33
10	31.37	32.24	33.08	33.98	34.83

Effective January 1, 2026 (1 step and 1% COLA)

Step	Grade 31 HS Diploma	Grade 32 HS Plus 30	Grade 33 HS Plus 60	Grade 34 HS Plus 90	Grade 35 Bachelors Degree
1	21.12	21.69	22.27	22.88	23.44
2	22.06	22.67	23.27	23.91	24.49
3	23.05	23.69	24.32	24.98	25.60
4	24.09	24.76	25.41	26.10	26.75
5	25.17	25.87	26.55	27.27	27.95
6	26.31	27.04	27.75	28.50	29.21
7	27.49	28.25	28.99	29.78	30.53
8	28.73	29.52	30.30	31.12	31.90
9	30.02	30.85	31.66	32.52	33.33
10	31.37	32.24	33.08	33.98	34.83

Effective January 1, 2027 (Add 2 steps, drop 2 steps, employees move back 1 step, 1% COLA on longevity)

Step	Grade 31 HS Diploma	Grade 32 HS Plus 30	Grade 33 HS Plus 60	Grade 34 HS Plus 90	Grade 35 Bachelors Degree
1	23.05	23.69	24.32	24.98	25.60
2	24.09	24.76	25.41	26.10	26.75
3	25.17	25.87	26.55	27.27	27.95
4	26.31	27.04	27.75	28.50	29.21
5	27.49	28.25	28.99	29.78	30.53
6	28.73	29.52	30.30	31.12	31.90
7	30.02	30.85	31.66	32.52	33.33
8	31.37	32.24	33.08	33.98	34.83
9	32.78	33.69	34.57	35.51	36.40
10	34.26	35.21	36.13	37.11	38.04

Grade 33 Paraeducator Example

• Year 1 (2024-2025)

- Grade 33, Step 9, 29 years service
- Hourly Rate: \$31.66
- Longevity (29 years): \$5.22
- Total Hourly Rate: \$36.88

• Year 2 (2025-2026)

- Grade 33, Step 10, 30 years service
- Hourly Rate: \$33.08
- Longevity (29 years): \$5.27
- Total Hourly Rate: \$38.35

• Year 3 (2026-2027)

- Grade 33, Step 69, 31 years service
- Hourly Rate: \$34.57
- Longevity (31 years): \$5.82
- Total Hourly Rate: \$40.49

Hourly Base Pay Scale for Non-Exempt Paraeducators 2024-2025
Effective July 1, 2024 (3% COLA, longevity increased 3%, no step movement)

Step	Grade 31 HS Diploma	Grade 32 HS Plus 30	Grade 33 HS Plus 60	Grade 34 HS Plus 90	Grade 35 Bachelors Degree
1	21.12	21.69	22.27	22.88	23.44
2	22.06	22.67	23.27	23.91	24.49
3	23.05	23.69	24.32	24.98	25.60
4	24.09	24.76	25.41	26.10	26.75
5	25.17	25.87	26.55	27.27	27.95
6	26.31	27.04	27.75	28.50	29.21
7	27.49	28.25	28.99	29.78	30.53
8	28.73	29.52	30.30	31.12	31.90
9	30.02	30.85	31.66	32.52	33.33
10	31.37	32.24	33.08	33.98	34.83

Effective January 1, 2026 (1 step and 1% COLA)

Step	Grade 31 HS Diploma	Grade 32 HS Plus 30	Grade 33 HS Plus 60	Grade 34 HS Plus 90	Grade 35 Bachelors Degree
1	21.12	21.69	22.27	22.88	23.44
2	22.06	22.67	23.27	23.91	24.49
3	23.05	23.69	24.32	24.98	25.60
4	24.09	24.76	25.41	26.10	26.75
5	25.17	25.87	26.55	27.27	27.95
6	26.31	27.04	27.75	28.50	29.21
7	27.49	28.25	28.99	29.78	30.53
8	28.73	29.52	30.30	31.12	31.90
9	30.02	30.85	31.66	32.52	33.33
10	31.37	32.24	33.08	33.98	34.83

Effective January 1, 2027 (Add 2 steps, drop 2 steps, employees move back 1 step, 1% COLA on longevity)

Step	Grade 31 HS Diploma	Grade 32 HS Plus 30	Grade 33 HS Plus 60	Grade 34 HS Plus 90	Grade 35 Bachelors Degree
1	23.05	23.69	24.32	24.98	25.60
2	24.09	24.76	25.41	26.10	26.75
3	25.17	25.87	26.55	27.27	27.95
4	26.31	27.04	27.75	28.50	29.21
5	27.49	28.25	28.99	29.78	30.53
6	28.73	29.52	30.30	31.12	31.90
7	30.02	30.85	31.66	32.52	33.33
8	31.37	32.24	33.08	33.98	34.83
9	32.78	33.69	34.57	35.51	36.40
10	34.26	35.21	36.13	37.11	38.04

Grade 35 Paraeducator Example

- Year 1 (2024-2025)
 - Grade 35, Step 7
 - Hourly Rate: \$30.53
- Year 2 (2025-2026)
 - Grade 35, Step 8
 - Hourly Rate: \$31.90
- Year 3 (2026-2027)
 - Grade 35, Step 7
 - Hourly Rate: \$33.33

Hourly Base Pay Scale for Non-Exempt Longevity 2024-2025
Effective July 1, 2024 (3% COLA on Longevity)

Step	Hourly
11 years	\$ 0.97
13 years	\$ 1.41
15 years	\$ 1.92
17 years	\$ 2.39
19 years	\$ 2.86
21 years	\$ 3.31
23 years	\$ 3.80
25 years	\$ 4.27
27 years	\$ 4.75
29 years	\$ 5.22
31 years	\$ 5.70
33 years	\$ 6.66
35 years	\$ 7.59
37 years	\$ 8.55
40 years	\$ 9.47

Hourly Base Pay Scale for Non-Exempt Longevity 2025-2026
Effective January 1, 2026 (1% COLA on Longevity)

Step	Hourly
11 years	\$ 0.98
13 years	\$ 1.42
15 years	\$ 1.94
17 years	\$ 2.41
19 years	\$ 2.89
21 years	\$ 3.34
23 years	\$ 3.84
25 years	\$ 4.31
27 years	\$ 4.80
29 years	\$ 5.27
31 years	\$ 5.76
33 years	\$ 6.73
35 years	\$ 7.67
37 years	\$ 8.64
40 years	\$ 9.56

Hourly Base Pay Scale for Non-Exempt Longevity 2026-2027
Effective January 1, 2027 (1% COLA on Longevity)

Step	Hourly
11 years	\$ 0.99
13 years	\$ 1.43
15 years	\$ 1.96
17 years	\$ 2.43
19 years	\$ 2.92
21 years	\$ 3.37
23 years	\$ 3.88
25 years	\$ 4.35
27 years	\$ 4.85
29 years	\$ 5.32
31 years	\$ 5.82
33 years	\$ 6.80
35 years	\$ 7.75
37 years	\$ 8.73
40 years	\$ 9.66



Duration

- Compensation arrangements are in effect until June 30, 2027.
- There will be no furloughs or layoffs for the duration of the agreement.
- During the agreement, it is permissible to negotiate two articles each year.



Current Negotiations

2 articles

- ESPBC articles was
 - Article 8: Leaves
- BCPS article was
 - Article 9: Health Insurance
 - Article 18: Wages



NEA Members and Supporters

- By attending this meeting, you confirm that you are a **member of ESPBC/affiliate staff/invited guest**. The information you receive here is only for your use in your capacity as an ESPBC member or supporter.
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EDUCATION SUPPORT PROFESSIONALS
STAFF



Understanding the Whys

OF BALTIMORE COUNTY

Why did ESPBC accept less than the initially negotiated agreement?

- Budget was not going to allow for more money than was offered
- Goal was to maintain the structure of the pay scales
 - Steps
 - Compensation for educational attainment



Why didn't ESPBC participate in collective actions?

- ESPBC's greatest power is the membership
- At the May RA, building reps were asked if they were willing to take action
 - Only 11 agreed



Why didn't ESPBC file for impasse?

- The law states that renegotiations proceedings are not subject to the impasse procedures.
- With guidance from our attorney, ESPBC was advised that impasse would be denied or the decision from the proceedings is not binding

