



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)

| | | | | | | | | | | | | | |
|-------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 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)

| | | | | | | | | | | | | | |
|-------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 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)

| | | | | | | | | | | | | | |
|-------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 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 |

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 | 27.45 | 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 +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

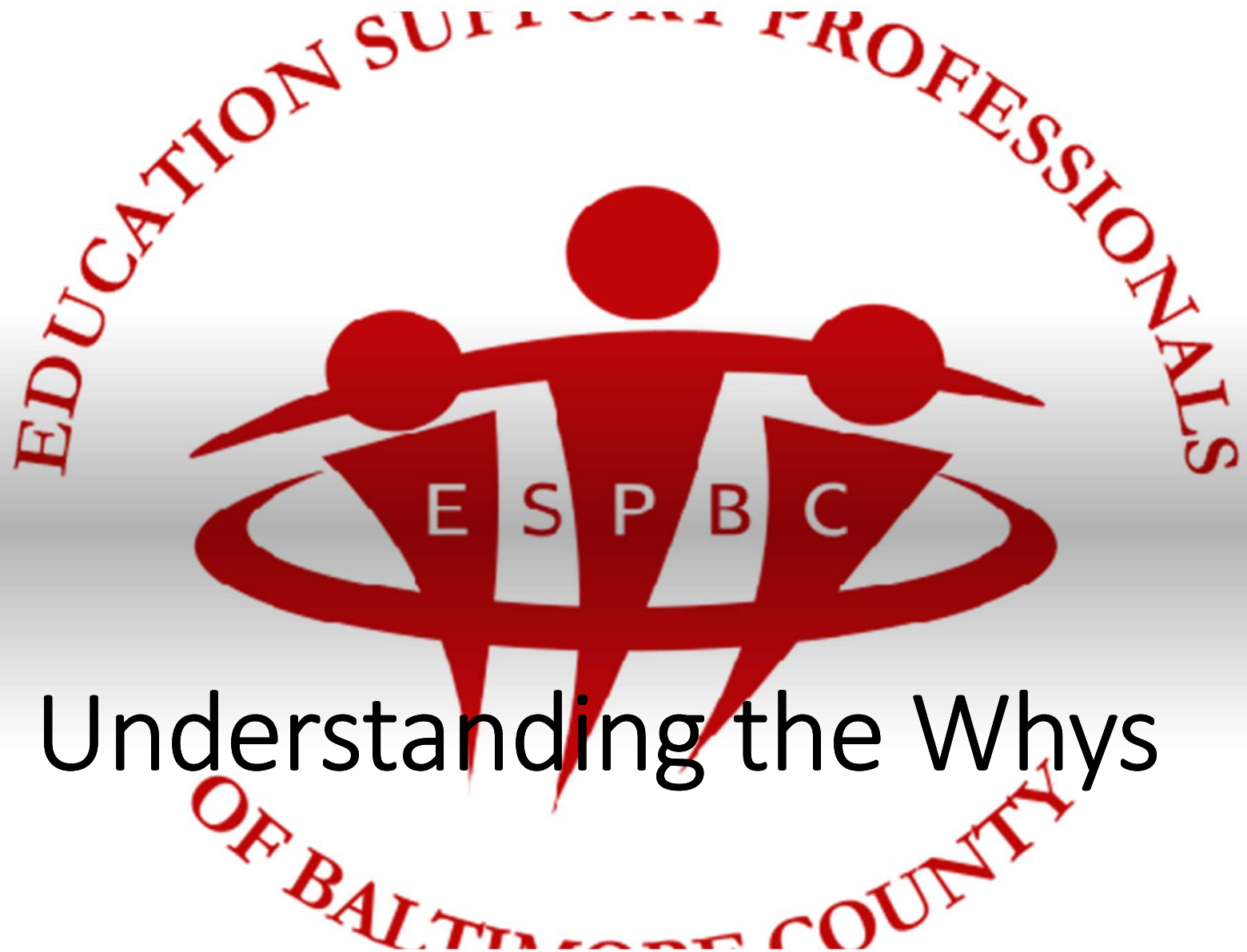
- ESPBC articles was
 - Article 8: Leaves
- BCPS article was
 - Article 9: Health Insurance
 - Article 18: Wages



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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Understanding the Whys

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

