

SAEOP and PARAPROFESSIONAL
Salary Schedule (SA1 and PA4) 260/8
2023-24 effective 9/1/2023

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 21.39	\$ 22.14	\$ 22.96	\$ 23.91	\$ 24.82	\$ 25.86	\$ 26.93	\$ 27.97	\$ 29.08
	Monthly	\$ 3,707.60	\$ 3,837.60	\$ 3,979.73	\$ 4,144.40	\$ 4,302.13	\$ 4,482.40	\$ 4,667.87	\$ 4,848.13	\$ 5,040.53
	Annual	\$ 44,491	\$ 46,051	\$ 47,757	\$ 49,733	\$ 51,626	\$ 53,789	\$ 56,014	\$ 58,178	\$ 60,486
16	Hourly	\$ 22.66	\$ 23.46	\$ 24.37	\$ 25.38	\$ 26.36	\$ 27.39	\$ 28.51	\$ 29.67	\$ 30.86
	Monthly	\$ 3,927.73	\$ 4,066.40	\$ 4,224.13	\$ 4,399.20	\$ 4,569.07	\$ 4,747.60	\$ 4,941.73	\$ 5,142.80	\$ 5,349.07
	Annual	\$ 47,133	\$ 48,797	\$ 50,690	\$ 52,790	\$ 54,829	\$ 56,971	\$ 59,301	\$ 61,714	\$ 64,189
17	Hourly	\$ 24.01	\$ 24.82	\$ 25.84	\$ 26.86	\$ 27.94	\$ 29.05	\$ 30.22	\$ 31.44	\$ 32.65
	Monthly	\$ 4,161.73	\$ 4,302.13	\$ 4,478.93	\$ 4,655.73	\$ 4,842.93	\$ 5,035.33	\$ 5,238.13	\$ 5,449.60	\$ 5,659.33
	Annual	\$ 49,941	\$ 51,626	\$ 53,747	\$ 55,869	\$ 58,115	\$ 60,424	\$ 62,858	\$ 65,395	\$ 67,912
18	Hourly	\$ 25.47	\$ 26.36	\$ 27.39	\$ 28.48	\$ 29.62	\$ 30.83	\$ 32.01	\$ 33.32	\$ 34.64
	Monthly	\$ 4,414.80	\$ 4,569.07	\$ 4,747.60	\$ 4,936.53	\$ 5,134.13	\$ 5,343.87	\$ 5,548.40	\$ 5,775.47	\$ 6,004.27
	Annual	\$ 52,978	\$ 54,829	\$ 56,971	\$ 59,238	\$ 61,610	\$ 64,126	\$ 66,581	\$ 69,306	\$ 72,051
19	Hourly	\$ 27.02	\$ 27.96	\$ 29.05	\$ 30.21	\$ 31.38	\$ 32.62	\$ 33.97	\$ 35.33	\$ 36.71
	Monthly	\$ 4,683.47	\$ 4,846.40	\$ 5,035.33	\$ 5,236.40	\$ 5,439.20	\$ 5,654.13	\$ 5,888.13	\$ 6,123.87	\$ 6,363.07
	Annual	\$ 56,202	\$ 58,157	\$ 60,424	\$ 62,837	\$ 65,270	\$ 67,850	\$ 70,658	\$ 73,486	\$ 76,357
20	Hourly	\$ 28.60	\$ 29.62	\$ 30.82	\$ 31.98	\$ 33.24	\$ 34.60	\$ 36.04	\$ 37.41	\$ 38.95
	Monthly	\$ 4,957.33	\$ 5,134.13	\$ 5,342.13	\$ 5,543.20	\$ 5,761.60	\$ 5,997.33	\$ 6,246.93	\$ 6,484.40	\$ 6,751.33
	Annual	\$ 59,488	\$ 61,610	\$ 64,106	\$ 66,518	\$ 69,139	\$ 71,968	\$ 74,963	\$ 77,813	\$ 81,016
21	Hourly	\$ 30.34	\$ 31.38	\$ 32.61	\$ 33.95	\$ 35.30	\$ 36.68	\$ 38.14	\$ 39.71	\$ 41.30
	Monthly	\$ 5,258.93	\$ 5,439.20	\$ 5,652.40	\$ 5,884.67	\$ 6,118.67	\$ 6,357.87	\$ 6,610.93	\$ 6,883.07	\$ 7,158.67
	Annual	\$ 63,107	\$ 65,270	\$ 67,829	\$ 70,616	\$ 73,424	\$ 76,294	\$ 79,331	\$ 82,597	\$ 85,904
22	Hourly	\$ 32.22	\$ 33.48	\$ 34.79	\$ 36.19	\$ 37.61	\$ 39.05	\$ 40.58	\$ 42.19	\$ 43.83
	Monthly	\$ 5,584.80	\$ 5,803.20	\$ 6,030.27	\$ 6,272.93	\$ 6,519.07	\$ 6,768.67	\$ 7,033.87	\$ 7,312.93	\$ 7,597.20
	Annual	\$ 67,018	\$ 69,638	\$ 72,363	\$ 75,275	\$ 78,229	\$ 81,224	\$ 84,406	\$ 87,755	\$ 91,166

For Salary Administration Plans SA1 and PA4 (260-8)
2023-24 with a 4% increase (260 days/2080 hours)
Effective 9/1/2023

SAEOP AND PARAPROFESSIONAL
Salary Schedule (SA2 and PA1) 203/8
2023-24 effective 9/1/2023

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly	\$ 21.39	\$ 22.15	\$ 22.96	\$ 23.91	\$ 24.82	\$ 25.86	\$ 26.93	\$ 27.97	\$ 29.08
	Monthly	\$ 3,473.74	\$ 3,597.16	\$ 3,728.70	\$ 3,882.98	\$ 4,030.77	\$ 4,199.66	\$ 4,373.43	\$ 4,542.33	\$ 4,722.59
	Annual	\$ 34,737	\$ 35,972	\$ 37,287	\$ 38,830	\$ 40,308	\$ 41,997	\$ 43,734	\$ 45,423	\$ 47,226
016	Hourly	\$ 22.66	\$ 23.46	\$ 24.37	\$ 25.38	\$ 26.36	\$ 27.39	\$ 28.51	\$ 29.67	\$ 30.86
	Monthly	\$ 3,679.98	\$ 3,809.90	\$ 3,957.69	\$ 4,121.71	\$ 4,280.86	\$ 4,448.14	\$ 4,630.02	\$ 4,818.41	\$ 5,011.66
	Annual	\$ 36,800	\$ 38,099	\$ 39,577	\$ 41,217	\$ 42,809	\$ 44,481	\$ 46,300	\$ 48,184	\$ 50,117
017	Hourly	\$ 24.01	\$ 24.82	\$ 25.84	\$ 26.86	\$ 27.94	\$ 29.05	\$ 30.22	\$ 31.44	\$ 32.65
	Monthly	\$ 3,899.22	\$ 4,030.77	\$ 4,196.42	\$ 4,362.06	\$ 4,537.46	\$ 4,717.72	\$ 4,907.73	\$ 5,105.86	\$ 5,302.36
	Annual	\$ 38,992	\$ 40,308	\$ 41,964	\$ 43,621	\$ 45,375	\$ 47,177	\$ 49,077	\$ 51,059	\$ 53,024
018	Hourly	\$ 25.47	\$ 26.36	\$ 27.39	\$ 28.48	\$ 29.62	\$ 30.83	\$ 32.01	\$ 33.32	\$ 34.64
	Monthly	\$ 4,136.33	\$ 4,280.86	\$ 4,448.14	\$ 4,625.15	\$ 4,810.29	\$ 5,006.79	\$ 5,198.42	\$ 5,411.17	\$ 5,625.54
	Annual	\$ 41,363	\$ 42,809	\$ 44,481	\$ 46,252	\$ 48,103	\$ 50,068	\$ 51,984	\$ 54,112	\$ 56,255
019	Hourly	\$ 27.02	\$ 27.96	\$ 29.05	\$ 30.21	\$ 31.38	\$ 32.62	\$ 33.97	\$ 35.33	\$ 36.71
	Monthly	\$ 4,388.05	\$ 4,540.70	\$ 4,717.72	\$ 4,906.10	\$ 5,096.11	\$ 5,297.49	\$ 5,516.73	\$ 5,737.59	\$ 5,961.70
	Annual	\$ 43,880	\$ 45,407	\$ 47,177	\$ 49,061	\$ 50,961	\$ 52,975	\$ 55,167	\$ 57,376	\$ 59,617
020	Hourly	\$ 28.60	\$ 29.62	\$ 30.82	\$ 31.98	\$ 33.24	\$ 34.60	\$ 36.04	\$ 37.41	\$ 38.95
	Monthly	\$ 4,644.64	\$ 4,810.29	\$ 5,005.17	\$ 5,193.55	\$ 5,398.18	\$ 5,619.04	\$ 5,852.90	\$ 6,075.38	\$ 6,325.48
	Annual	\$ 46,446	\$ 48,103	\$ 50,052	\$ 51,936	\$ 53,982	\$ 56,190	\$ 58,529	\$ 60,754	\$ 63,255
021	Hourly	\$ 30.34	\$ 31.38	\$ 32.61	\$ 33.95	\$ 35.30	\$ 36.68	\$ 38.14	\$ 39.71	\$ 41.30
	Monthly	\$ 4,927.22	\$ 5,096.11	\$ 5,295.86	\$ 5,513.48	\$ 5,732.72	\$ 5,956.83	\$ 6,193.94	\$ 6,448.90	\$ 6,707.12
	Annual	\$ 49,272	\$ 50,961	\$ 52,959	\$ 55,135	\$ 57,327	\$ 59,568	\$ 61,939	\$ 64,489	\$ 67,071
022	Hourly	\$ 32.22	\$ 33.48	\$ 34.79	\$ 36.19	\$ 37.61	\$ 39.05	\$ 40.58	\$ 42.19	\$ 43.83
	Monthly	\$ 5,232.53	\$ 5,437.15	\$ 5,649.90	\$ 5,877.26	\$ 6,107.86	\$ 6,341.72	\$ 6,590.19	\$ 6,851.66	\$ 7,117.99
	Annual	\$ 52,325	\$ 54,372	\$ 56,499	\$ 58,773	\$ 61,079	\$ 63,417	\$ 65,902	\$ 68,517	\$ 71,180

For Salary Administration Plans SA2 and PA1, 203 days/1624 hours
Monthly amount reflects a 10-month work year (annual/10)
2022-23 includes a 4% increase, effective 9/1/2023

SAEOP and PARAPROFESSIONAL
Salary Schedule (SA3 and PA2) 222/8
2023-24 effective 9/1/2023

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 21.39	\$ 22.15	\$ 22.96	\$ 23.91	\$ 24.82	\$ 25.86	\$ 26.93	\$ 27.97	\$ 29.08
	Monthly	\$ 3,798.86	\$ 3,933.84	\$ 4,077.70	\$ 4,246.42	\$ 4,408.03	\$ 4,592.74	\$ 4,782.77	\$ 4,967.47	\$ 5,164.61
	Annual	\$ 37,989	\$ 39,338	\$ 40,777	\$ 42,464	\$ 44,080	\$ 45,927	\$ 47,828	\$ 49,675	\$ 51,646
16	Hourly	\$ 22.66	\$ 23.46	\$ 24.37	\$ 25.38	\$ 26.36	\$ 27.39	\$ 28.51	\$ 29.67	\$ 30.86
	Monthly	\$ 4,024.42	\$ 4,166.50	\$ 4,328.11	\$ 4,507.49	\$ 4,681.54	\$ 4,864.46	\$ 5,063.38	\$ 5,269.39	\$ 5,480.74
	Annual	\$ 40,244	\$ 41,665	\$ 43,281	\$ 45,075	\$ 46,815	\$ 48,645	\$ 50,634	\$ 52,694	\$ 54,807
17	Hourly	\$ 24.01	\$ 24.82	\$ 25.84	\$ 26.86	\$ 27.94	\$ 29.05	\$ 30.22	\$ 31.44	\$ 32.65
	Monthly	\$ 4,264.18	\$ 4,408.03	\$ 4,589.18	\$ 4,770.34	\$ 4,962.14	\$ 5,159.28	\$ 5,367.07	\$ 5,583.74	\$ 5,798.64
	Annual	\$ 42,642	\$ 44,080	\$ 45,892	\$ 47,703	\$ 49,621	\$ 51,593	\$ 53,671	\$ 55,837	\$ 57,986
18	Hourly	\$ 25.47	\$ 26.36	\$ 27.39	\$ 28.48	\$ 29.62	\$ 30.83	\$ 32.01	\$ 33.32	\$ 34.64
	Monthly	\$ 4,523.47	\$ 4,681.54	\$ 4,864.46	\$ 5,058.05	\$ 5,260.51	\$ 5,475.41	\$ 5,684.98	\$ 5,917.63	\$ 6,152.06
	Annual	\$ 45,235	\$ 46,815	\$ 48,645	\$ 50,580	\$ 52,605	\$ 54,754	\$ 56,850	\$ 59,176	\$ 61,521
19	Hourly	\$ 27.02	\$ 27.96	\$ 29.05	\$ 30.21	\$ 31.38	\$ 32.62	\$ 33.97	\$ 35.33	\$ 36.71
	Monthly	\$ 4,798.75	\$ 4,965.70	\$ 5,159.28	\$ 5,365.30	\$ 5,573.09	\$ 5,793.31	\$ 6,033.07	\$ 6,274.61	\$ 6,519.70
	Annual	\$ 47,988	\$ 49,657	\$ 51,593	\$ 53,653	\$ 55,731	\$ 57,933	\$ 60,331	\$ 62,746	\$ 65,197
20	Hourly	\$ 28.60	\$ 29.62	\$ 30.82	\$ 31.98	\$ 33.24	\$ 34.60	\$ 36.04	\$ 37.41	\$ 38.95
	Monthly	\$ 5,079.36	\$ 5,260.51	\$ 5,473.63	\$ 5,679.65	\$ 5,903.42	\$ 6,144.96	\$ 6,400.70	\$ 6,644.02	\$ 6,917.52
	Annual	\$ 50,794	\$ 52,605	\$ 54,736	\$ 56,796	\$ 59,034	\$ 61,450	\$ 64,007	\$ 66,440	\$ 69,175
21	Hourly	\$ 30.34	\$ 31.38	\$ 32.61	\$ 33.95	\$ 35.30	\$ 36.68	\$ 38.14	\$ 39.71	\$ 41.30
	Monthly	\$ 5,388.38	\$ 5,573.09	\$ 5,791.54	\$ 6,029.52	\$ 6,269.28	\$ 6,514.37	\$ 6,773.66	\$ 7,052.50	\$ 7,334.88
	Annual	\$ 53,884	\$ 55,731	\$ 57,915	\$ 60,295	\$ 62,693	\$ 65,144	\$ 67,737	\$ 70,525	\$ 73,349
22	Hourly	\$ 32.22	\$ 33.48	\$ 34.79	\$ 36.19	\$ 37.61	\$ 39.05	\$ 40.58	\$ 42.19	\$ 43.83
	Monthly	\$ 5,722.27	\$ 5,946.05	\$ 6,178.70	\$ 6,427.34	\$ 6,679.54	\$ 6,935.28	\$ 7,207.01	\$ 7,492.94	\$ 7,784.21
	Annual	\$ 57,223	\$ 59,460	\$ 61,787	\$ 64,273	\$ 66,795	\$ 69,353	\$ 72,070	\$ 74,929	\$ 77,842
23	Hourly	\$ 32.75	\$ 33.89	\$ 35.19	\$ 36.65	\$ 38.13	\$ 39.61	\$ 41.16	\$ 42.87	\$ 44.56
	Monthly	\$ 5,816.40	\$ 6,018.86	\$ 6,249.74	\$ 6,509.04	\$ 6,771.89	\$ 7,034.74	\$ 7,310.02	\$ 7,613.71	\$ 7,913.86
	Annual	\$ 58,164	\$ 60,189	\$ 62,497	\$ 65,090	\$ 67,719	\$ 70,347	\$ 73,100	\$ 76,137	\$ 79,139

For Salary Administration Plans SA3 and PA2, 222 days/1776 hours
2023-24 with a 4% increase, effective 9/1/2023
Monthly amount reflects a 10-month work year (annual/10)

2023-24 Combined Substitute Salary Schedule

CERTIFICATED

CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Grade	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Up to 209.9 hours worked	\$37.02	\$259.14
CH1	2	30 - 59.9 days	At least 210 hours worked	\$38.72	\$271.04
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$40.41	\$282.87
CH1	4	90 or more	At least 630 hours worked	\$43.02	\$301.14
CH1	5	Senior Subs	Senior Subs	\$44.45	\$311.14

CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$55.09	\$385.63

CLASSIFIED

PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$29.40
SU1		60-90 Days	\$X*1.05	\$30.86
SU1		91-120 Days	\$X*1.10	\$32.32
SU1		121+ Days	\$X*1.15	\$33.81
SU1		Senior Subs	Senior Subs	\$35.24

CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$25.75
SU2		60-90 Days	\$X*1.05	\$27.03
SU2		91-120 Days	\$X*1.10	\$28.32
SU2		121+ Days	\$X*1.15	\$29.62
SU2		Senior Subs	Senior Subs	\$30.87

CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$38.94	\$311.52

2023-2024 rates effective 9/1/2023 with a 4% negotiated increase

Cert and PARA daily rates based on 7 hours; Clerical and Classified Nurse Sub daily rate based on 8 hours

Senior Sub rates add \$10

SAEOP JOB TITLES BY PAY GRADE

A	Accounting Specialist II	19
A	Accounting Specialist III	20
A	Accounts Payable Accounting Specialist	19
S	Administrative Secretary Alternative	21
S	Administrative Secretary Alternative Secondary	21
S	Administrative Secretary Elementary	21
S	Administrative Secretary High School	21
S	Administrative Secretary Middle School	21
A	Administrative Secretary Student Health Services	21
S	Assistant Secretary Alternative School	18
S	Assistant Secretary High School	18
S	Assistant Secretary Middle School	18
S	Attendance Specialist High School	19
S	Attendance Specialist Middle School	18
A	Capital Programs Project Assistant	21
A	Capital Projects Account Specialist	20
A	Capital Proj Acctg Contract & Inv Control Spec	20
S	Cash Office Coordinator	21
S	Counseling Secretary	17
S	Data Registrar	21
S	Elementary School Assistant	18
A	Enrollment Technician Enrollment Services	21
A	Facilities Operations Payroll Specialist	21
S	Fiscal Clerk Elementary	17
S	Fiscal Specialist Alternative	19
S	Fiscal Specialist High School	21
S	Fiscal Specialist Middle School	19
S	High School Data Registration Specialist	21
A	HRIS Specialist	22
S	Interagency Student Records Specialist	21
A	Lead Transportation Control Center Representative	18
S	Library Assistant II	18
A	Mail Clerk II	17
A	Nutrition Services Office Specialist	18
A	Office Specialist I	16
A	Office Specialist II	17
A	Office Specialist III	19
A	Operations Specialist-Transportation	21
A	ORCA Coordinator	16
A	Personnel Records Assistant	17
A	Secretary II	19
A	Senior Budget Technician	20
A	Senior Customer Service Representative	21
A	Senior Payroll Specialist	21
A	Senior Personnel Specialist	21
A	Senior Special Education Compliance Specialist	21
A	Special Education Compliance Specialist	19
A	SPED Administrative Data Specialist	20
A	SPED Preschool Assignment Facilitator	20
A	SPED Records Room Technician	20
A	Substitute Office Coordinator	21
A	Transportation Control Center Representative	16
A	Transportation Specialist	21

A = Administrative
S = Schools