

2022/23 OFFICE PROFESSIONAL SALARY SCHEDULE - 9 MONTH EMPLOYEES

* 1 Full Step Advancement

* Hourly rates as agreed to in Tentative Agreement 6-22-2022

| CLASS | STEP | 2022/23 Hourly | BASE | Hired Before 7/1/04 | Hired After 6/30/04 | |
|-------|--------|----------------|-------------|--------------------------|------------------------------|----------------------------|
| | | | | 208 | 200.506 | 204.25 |
| | | | DAYS 193 | 1.667 Day/Mo 15(3) | 0.8334 Day/Mo 7.506(4) | 1.25 Day/Mo 11.25(5) |
| | | | ANNUAL | PAID DAYS | PAID DAYS | PAID DAYS |
| C | 1 | \$16.75 | 25,862.00 | 27,872.00 | 26,867.80 | 27,369.50 |
| C | 2 | \$16.92 | 26,124.48 | 28,154.88 | 27,140.49 | 27,647.28 |
| C | 3 | \$17.09 | 26,386.96 | 28,437.76 | 27,413.18 | 27,925.06 |
| C | 4 | \$17.34 | 26,772.96 | 28,853.76 | 27,814.19 | 28,333.56 |
| C | 5 | \$19.34 | 29,860.96 | 32,181.76 | 31,022.29 | 31,601.56 |
| C | L1(8) | \$19.70 | 30,416.80 | 32,780.80 | 31,599.75 | 32,189.80 |
| C | L2(11) | \$20.08 | 31,003.52 | 33,413.12 | 32,209.28 | 32,810.72 |
| C | L3(14) | \$20.46 | 31,590.24 | 34,045.44 | 32,818.82 | 33,431.64 |
| D | 1 | \$17.15 | 26,479.60 | 28,537.60 | 27,509.42 | 28,023.10 |
| D | 2 | \$17.41 | 26,881.04 | 28,970.24 | 27,926.48 | 28,447.94 |
| D | 3 | \$17.67 | 27,282.48 | 29,402.88 | 28,343.53 | 28,872.78 |
| D | 4 | \$18.55 | 28,641.20 | 30,867.20 | 29,755.09 | 30,310.70 |
| D | 5 | \$20.59 | 31,790.96 | 34,261.76 | 33,027.35 | 33,644.06 |
| D | L1(8) | \$21.00 | 32,424.00 | 34,944.00 | 33,685.01 | 34,314.00 |
| D | L2(11) | \$21.42 | 33,072.48 | 35,642.88 | 34,358.71 | 35,000.28 |
| D | L3(14) | \$21.85 | 33,736.40 | 36,358.40 | 35,048.45 | 35,702.90 |
| T | 1 | \$17.65 | 27,251.60 | 29,369.60 | 28,311.45 | 28,840.10 |
| T | 2 | \$18.36 | 28,347.84 | 30,551.04 | 29,450.32 | 30,000.24 |
| T | 3 | \$19.09 | 29,474.96 | 31,765.76 | 30,621.28 | 31,193.06 |
| T | 4 | \$19.85 | 30,648.40 | 33,030.40 | 31,840.35 | 32,434.90 |
| T | 5 | \$21.94 | 33,875.36 | 36,508.16 | 35,192.81 | 35,849.96 |
| T | L1(8) | \$22.43 | 34,631.92 | 37,323.52 | 35,978.80 | 36,650.62 |
| T | L2(11) | \$22.94 | 35,419.36 | 38,172.16 | 36,796.86 | 37,483.96 |
| T | L3(14) | \$23.45 | 36,206.80 | 39,020.80 | 37,614.93 | 38,317.30 |
| Z | 1 | \$18.50 | 28,564.00 | 30,784.00 | 29,674.89 | 30,229.00 |
| Z | 2 | \$19.43 | 29,999.92 | 32,331.52 | 31,166.65 | 31,748.62 |
| Z | 3 | \$20.40 | 31,497.60 | 33,945.60 | 32,722.58 | 33,333.60 |
| Z | 4 | \$21.42 | 33,072.48 | 35,642.88 | 34,358.71 | 35,000.28 |
| Z | 5 | \$23.56 | 36,376.64 | 39,203.84 | 37,791.37 | 38,497.04 |
| Z | L1(8) | \$24.03 | 37,102.32 | 39,985.92 | 38,545.27 | 39,265.02 |
| Z | L2(11) | \$24.51 | 37,843.44 | 40,784.64 | 39,315.22 | 40,049.34 |
| Z | L3(14) | \$25.00 | 38,600.00 | 41,600.00 | 40,101.20 | 40,850.00 |

- L1: All employees with eight (8) to eleven (11) years of service as of 9/30/2022 shall receive additional compensation as indicated in Step 5
- L2: All employees with eleven (11) to fourteen (14) years of service as of 9/30/2022 shall receive additional compensation as indicated in Step 11
- L3: All employees with fourteen (14) plus years of service as of 9/30/2022 shall receive additional compensation as indicated in Step 14.

2022/23 OFFICE PROFESSIONAL SALARY SCHEDULE 12 MONTH EMPLOYEES

* 1 Full Step Advancement

* Hourly rates as agreed to in Tentative Agreement 6-22-2022

| CLASS | STEP | 2022/23 Annual | |
|-------|--------|----------------|-------------|
| | | 2022/23 Hourly | Days 254 |
| C | 1 | \$16.75 | 34,036.00 |
| C | 2 | \$16.92 | 34,381.44 |
| C | 3 | \$17.09 | 34,726.88 |
| C | 4 | \$17.34 | 35,234.88 |
| C | 5 | \$19.34 | 39,298.88 |
| C | L1(8) | \$19.70 | 40,030.40 |
| C | L2(11) | \$20.08 | 40,802.56 |
| C | L3(14) | \$20.46 | 41,574.72 |
| D | 1 | \$17.15 | 34,848.80 |
| D | 2 | \$17.41 | 35,377.12 |
| D | 3 | \$17.67 | 35,905.44 |
| D | 4 | \$18.55 | 37,693.60 |
| D | 5 | \$20.59 | 41,838.88 |
| D | L1(8) | \$21.00 | 42,672.00 |
| D | L2(11) | \$21.42 | 43,525.44 |
| D | L3(14) | \$21.85 | 44,399.20 |
| T | 1 | \$17.65 | 35,864.80 |
| T | 2 | \$18.36 | 37,307.52 |
| T | 3 | \$19.09 | 38,790.88 |
| T | 4 | \$19.85 | 40,335.20 |
| T | 5 | \$21.94 | 44,582.08 |
| T | L1(8) | \$22.43 | 45,577.76 |
| T | L2(11) | \$22.94 | 46,614.08 |
| T | L3(14) | \$23.45 | 47,650.40 |
| Z | 1 | \$18.50 | 37,592.00 |
| Z | 2 | \$19.43 | 39,481.76 |
| Z | 3 | \$20.40 | 41,452.80 |
| Z | 4 | \$21.42 | 43,525.44 |
| Z | 5 | \$23.56 | 47,873.92 |
| Z | L1(8) | \$24.03 | 48,828.96 |
| Z | L2(11) | \$24.51 | 49,804.32 |
| Z | L3(14) | \$25.00 | 50,800.00 |

L1: All employees with eight (8) to eleven (11) years of service as of 9/30/2022 shall receive additional compensation as indicate

L2: All employees with eleven (11) to fourteen (14) years of service as of 9/30/2022 shall receive additional compensation as inc

L3: All employees with fourteen (14) plus years of service as of 9/30/2022 shall receive additional compensation as indicated in 5

2022/23 OFFICE PROFESSIONAL SALARY SCHEDULE - 10+ MONTH EMPLOYEES

* 1 Full Step Advancement

* Hourly rates as agreed to in Tentative Agreement 6-22-2022

| CLASS | STEP | 2022/23 Hourly | BASE | Hired Before 7/1/0 | Hired After 6/30/04 | |
|-------|--------|----------------|-----------------|-----------------------------|-----------------------------|---------------------------|
| | | | DAYS | 227.67 | 219.34 | 223.5 |
| | | | 211 | 1.667 Day/Mo 16.67(3) | 0.8334 Day/Mo 8.34(4) | 1.25 Day/Mo 12.5(5) |
| | | | ANNUAL | PAID DAYS | PAID DAYS | PAID DAYS |
| B | 1 | \$16.50 | varies by hours | varies by hours | varies by hours | varies by hours |
| B | 2 | \$16.50 | | | | |
| B | 3 | \$16.50 | | | | |
| B | 4 | \$16.50 | | | | |
| B | 5 | \$16.50 | | | | |
| B | L1(8) | \$16.83 | | | | |
| B | L2(11) | \$17.17 | | | | |
| B | L3(14) | \$17.52 | | | | |
| C | 1 | \$16.75 | 28,274.00 | 30,507.78 | 29,391.56 | 29,949.00 |
| C | 2 | \$16.92 | 28,560.96 | 30,817.41 | 29,689.86 | 30,252.96 |
| C | 3 | \$17.09 | 28,847.92 | 31,127.04 | 29,988.16 | 30,556.92 |
| C | 4 | \$17.34 | 29,269.92 | 31,582.38 | 30,426.84 | 31,003.92 |
| C | 5 | \$19.34 | 32,645.92 | 35,225.10 | 33,936.28 | 34,579.92 |
| C | L1(8) | \$19.70 | 33,253.60 | 35,880.79 | 34,567.98 | 35,223.60 |
| C | L2(11) | \$20.08 | 33,895.04 | 36,572.91 | 35,234.78 | 35,903.04 |
| C | L3(14) | \$20.46 | 34,536.48 | 37,265.03 | 35,901.57 | 36,582.48 |
| D | 1 | \$17.15 | 28,949.20 | 31,236.32 | 30,093.45 | 30,664.20 |
| D | 2 | \$17.41 | 29,388.08 | 31,709.88 | 30,549.68 | 31,129.08 |
| D | 3 | \$17.67 | 29,826.96 | 32,183.43 | 31,005.90 | 31,593.96 |
| D | 4 | \$18.55 | 31,312.40 | 33,786.23 | 32,550.06 | 33,167.40 |
| D | 5 | \$20.59 | 34,755.92 | 37,501.80 | 36,129.68 | 36,814.92 |
| D | L1(8) | \$21.00 | 35,448.00 | 38,248.56 | 36,849.12 | 37,548.00 |
| D | L2(11) | \$21.42 | 36,156.96 | 39,013.53 | 37,586.10 | 38,298.96 |
| D | L3(14) | \$21.85 | 36,882.80 | 39,796.72 | 38,340.63 | 39,067.80 |
| T | 1 | \$17.65 | 29,793.20 | 32,147.00 | 30,970.81 | 31,558.20 |
| T | 2 | \$18.36 | 30,991.68 | 33,440.17 | 32,216.66 | 32,827.68 |
| T | 3 | \$19.09 | 32,223.92 | 34,769.76 | 33,497.60 | 34,132.92 |
| T | 4 | \$19.85 | 33,506.80 | 36,154.00 | 34,831.19 | 35,491.80 |
| T | 5 | \$21.94 | 37,034.72 | 39,960.64 | 38,498.56 | 39,228.72 |
| T | L1(8) | \$22.43 | 37,861.84 | 40,853.10 | 39,358.37 | 40,104.84 |
| T | L2(11) | \$22.94 | 38,722.72 | 41,782.00 | 40,253.28 | 41,016.72 |
| T | L3(14) | \$23.45 | 39,583.60 | 42,710.89 | 41,148.18 | 41,928.60 |
| Z | 1 | \$18.50 | 31,228.00 | 33,695.16 | 32,462.32 | 33,078.00 |
| Z | 2 | \$19.43 | 32,797.84 | 35,389.02 | 34,094.21 | 34,740.84 |
| Z | 3 | \$20.40 | 34,435.20 | 37,155.74 | 35,796.29 | 36,475.20 |
| Z | 4 | \$21.42 | 36,156.96 | 39,013.53 | 37,586.10 | 38,298.96 |
| Z | 5 | \$23.56 | 39,769.28 | 42,911.24 | 41,341.20 | 42,125.28 |
| Z | L1(8) | \$24.03 | 40,562.64 | 43,767.28 | 42,165.92 | 42,965.64 |
| Z | L2(11) | \$24.51 | 41,372.88 | 44,641.53 | 43,008.19 | 43,823.88 |
| Z | L3(14) | \$25.00 | 42,200.00 | 45,534.00 | 43,868.00 | 44,700.00 |

L1: All employees with eight (8) to eleven (11) years of service as of 9/30/2022 shall receive additional compensation as indicated in Step 5

L2: All employees with eleven (11) to fourteen (14) years of service as of 9/30/2022 shall receive additional compensation as indicated in Step 6

L3: All employees with fourteen (14) plus years of service as of 9/30/2022 shall receive additional compensation as indicated in Step 14.

2022/23 OFFICE PROFESSIONAL SALARY SCHEDULE - 10 MONTH EMPLOYEES

* 1 Full Step Advancement

* Hourly rates as agreed to in Tentative Agreement 6-22-2022

| CLASS | STEP | 2022/23 Hourly | BASE | Hired Before 7/1/0 | Hired After 6/30/04 | |
|-------|--------|----------------|-------------|-----------------------------|-----------------------------|---------------------------|
| | | | | 217.67 | 209.34 | 213.5 |
| | | | DAYS 201 | 1.667 Day/Mo 16.67(3) | 0.8334 Day/Mo 8.34(4) | 1.25 Day/Mo 12.5(5) |
| | | | ANNUAL | PAID DAYS | PAID DAYS | PAID DAYS |
| C | 1 | \$16.75 | 26,934.00 | 29,167.78 | 28,051.56 | 28,609.00 |
| C | 2 | \$16.92 | 27,207.36 | 29,463.81 | 28,336.26 | 28,899.36 |
| C | 3 | \$17.09 | 27,480.72 | 29,759.84 | 28,620.96 | 29,189.72 |
| C | 4 | \$17.34 | 27,882.72 | 30,195.18 | 29,039.64 | 29,616.72 |
| C | 5 | \$19.34 | 31,098.72 | 33,677.90 | 32,389.08 | 33,032.72 |
| C | L1(8) | \$19.70 | 31,677.60 | 34,304.79 | 32,991.98 | 33,647.60 |
| C | L2(11) | \$20.08 | 32,288.64 | 34,966.51 | 33,628.38 | 34,296.64 |
| C | L3(14) | \$20.46 | 32,899.68 | 35,628.23 | 34,264.77 | 34,945.68 |
| D | 1 | \$17.15 | 27,577.20 | 29,864.32 | 28,721.45 | 29,292.20 |
| D | 2 | \$17.41 | 27,995.28 | 30,317.08 | 29,156.88 | 29,736.28 |
| D | 3 | \$17.67 | 28,413.36 | 30,769.83 | 29,592.30 | 30,180.36 |
| D | 4 | \$18.55 | 29,828.40 | 32,302.23 | 31,066.06 | 31,683.40 |
| D | 5 | \$20.59 | 33,108.72 | 35,854.60 | 34,482.48 | 35,167.72 |
| D | L1(8) | \$21.00 | 33,768.00 | 36,568.56 | 35,169.12 | 35,868.00 |
| D | L2(11) | \$21.42 | 34,443.36 | 37,299.93 | 35,872.50 | 36,585.36 |
| D | L3(14) | \$21.85 | 35,134.80 | 38,048.72 | 36,592.63 | 37,319.80 |
| T | 1 | \$17.65 | 28,381.20 | 30,735.00 | 29,558.81 | 30,146.20 |
| T | 2 | \$18.36 | 29,522.88 | 31,971.37 | 30,747.86 | 31,358.88 |
| T | 3 | \$19.09 | 30,696.72 | 33,242.56 | 31,970.40 | 32,605.72 |
| T | 4 | \$19.85 | 31,918.80 | 34,566.00 | 33,243.19 | 33,903.80 |
| T | 5 | \$21.94 | 35,279.52 | 38,205.44 | 36,743.36 | 37,473.52 |
| T | L1(8) | \$22.43 | 36,067.44 | 39,058.70 | 37,563.97 | 38,310.44 |
| T | L2(11) | \$22.94 | 36,887.52 | 39,946.80 | 38,418.08 | 39,181.52 |
| T | L3(14) | \$23.45 | 37,707.60 | 40,834.89 | 39,272.18 | 40,052.60 |
| Z | 1 | \$18.50 | 29,748.00 | 32,215.16 | 30,982.32 | 31,598.00 |
| Z | 2 | \$19.43 | 31,243.44 | 33,834.62 | 32,539.81 | 33,186.44 |
| Z | 3 | \$20.40 | 32,803.20 | 35,523.74 | 34,164.29 | 34,843.20 |
| Z | 4 | \$21.42 | 34,443.36 | 37,299.93 | 35,872.50 | 36,585.36 |
| Z | 5 | \$23.56 | 37,884.48 | 41,026.44 | 39,456.40 | 40,240.48 |
| Z | L1(8) | \$24.03 | 38,640.24 | 41,844.88 | 40,243.52 | 41,043.24 |
| Z | L2(11) | \$24.51 | 39,412.08 | 42,680.73 | 41,047.39 | 41,863.08 |
| Z | L3(14) | \$25.00 | 40,200.00 | 43,534.00 | 41,868.00 | 42,700.00 |

L1: All employees with eight (8) to eleven (11) years of service as of 9/30/2022 shall receive additional compensation as indicated in Step 1

L2: All employees with eleven (11) to fourteen (14) years of service as of 9/30/2022 shall receive additional compensation as indicated

L3: All employees with fourteen (14) plus years of service as of 9/30/2022 shall receive additional compensation as indicated in Step 14