

NON-EXEMPT SALARY SCHEDULE "D"

11/28/2023

2022/2023 School Year

SUPPORT STAFF HOURLY RATES

Pay Grade	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U
5	\$15.0000	\$15.0000	\$15.0000	\$15.0000	\$15.0000	\$15.0000	\$15.0000	\$15.2272	\$15.7213	\$16.2272	\$16.7568	\$17.2982	\$17.8630	\$18.4396	\$19.0398
6	\$15.0000	\$15.0000	\$15.0000	\$15.0000	\$15.2152	\$15.7094	\$16.2156	\$16.7452	\$17.2863	\$17.8511	\$18.4278	\$19.0278	\$19.6518	\$20.2871	\$20.9460
7	\$15.0000	\$15.2036	\$15.6979	\$16.2038	\$16.7332	\$17.2746	\$17.8395	\$18.4160	\$19.0162	\$19.6399	\$20.2754	\$20.9342	\$21.6167	\$22.3227	\$23.0523
8	\$16.3568	\$16.7332	\$17.2746	\$17.8395	\$18.4160	\$19.0162	\$19.6399	\$20.2754	\$20.9342	\$21.6167	\$22.3227	\$23.0523	\$23.8056	\$24.5822	\$25.3824
9	\$17.9806	\$18.3925	\$18.9927	\$19.6045	\$20.2400	\$20.8990	\$21.5815	\$22.2875	\$23.0171	\$23.7701	\$24.5468	\$25.3470	\$26.1707	\$27.0181	\$27.9005
10	\$19.7928	\$20.2400	\$20.8990	\$21.5815	\$22.2875	\$23.0171	\$23.7701	\$24.5468	\$25.3470	\$26.1707	\$27.0181	\$27.9005	\$28.8067	\$29.7479	\$30.7131
11	\$21.7580	\$22.2640	\$22.9818	\$23.7231	\$24.4998	\$25.3001	\$26.1237	\$26.9710	\$27.8417	\$28.7479	\$29.6776	\$30.6424	\$31.6426	\$32.6664	\$33.7254
12	\$23.9350	\$24.4762	\$25.2765	\$26.1002	\$26.9474	\$27.8182	\$28.7244	\$29.6540	\$30.6189	\$31.6190	\$32.6429	\$33.7019	\$34.7963	\$35.9259	\$37.0910
13	\$26.3238	\$26.9357	\$27.8066	\$28.7125	\$29.6420	\$30.6072	\$31.6072	\$32.6311	\$33.6902	\$34.7846	\$35.9143	\$37.0792	\$38.2795	\$39.5268	\$40.8094
14	\$28.9478	\$29.6186	\$30.5835	\$31.5721	\$32.5958	\$33.6549	\$34.7492	\$35.8789	\$37.0439	\$38.2442	\$39.4916	\$40.7742	\$42.1040	\$43.4690	\$44.8811

With rounding to 4 decimal places

What is my increase?

Step 1: View your current hourly rate in Employee Self-Service (ESS) under Salary.

Step 2: Locate hourly rate on 22/23 salary schedule (above) and identify the level that you are currently placed in.

Step 3: Find the same pay grade/level on the 23/24 salary schedule (below). This is your new hourly rate.

Step 4: To determine the raise percentage, use the last grid below.

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"

4.50% Proposed Increase for those making more than \$15 per hour
3.00% - 4.25% Proposed range for those at \$15 per hour

2023/2024 School Year

SUPPORT STAFF HOURLY RATES*

Pay Grade	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U
5	\$15.0000	\$15.4500	\$15.4875	\$15.5250	\$15.5625	\$15.6000	\$15.6375	\$15.6750	\$15.9124	\$16.4288	\$16.9574	\$17.5109	\$18.0766	\$18.6668	\$19.2694	\$19.8966
6	\$15.0000	\$15.5625	\$15.6000	\$15.6375	\$15.6750	\$15.8999	\$16.4163	\$16.9453	\$17.4987	\$18.0642	\$18.6544	\$19.2571	\$19.8841	\$20.5361	\$21.2000	\$21.8886
7	\$15.0000	\$15.6750	\$15.8878	\$16.4043	\$16.9330	\$17.4862	\$18.0520	\$18.6423	\$19.2447	\$19.8719	\$20.5237	\$21.1878	\$21.8762	\$22.5895	\$23.3272	\$24.0897
8	\$16.3568	\$17.0929	\$17.4862	\$18.0520	\$18.6423	\$19.2447	\$19.8719	\$20.5237	\$21.1878	\$21.8762	\$22.5895	\$23.3272	\$24.0897	\$24.8769	\$25.6884	\$26.5246
9	\$17.9806	\$18.7897	\$19.2202	\$19.8474	\$20.4867	\$21.1508	\$21.8395	\$22.5527	\$23.2904	\$24.0529	\$24.8398	\$25.6514	\$26.4876	\$27.3484	\$28.2339	\$29.1560
10	\$19.7928	\$20.6835	\$21.1508	\$21.8395	\$22.5527	\$23.2904	\$24.0529	\$24.8398	\$25.6514	\$26.4876	\$27.3484	\$28.2339	\$29.1560	\$30.1030	\$31.0866	\$32.0952
11	\$21.7580	\$22.7371	\$23.2659	\$24.0160	\$24.7906	\$25.6023	\$26.4386	\$27.2993	\$28.1847	\$29.0946	\$30.0416	\$31.0131	\$32.0213	\$33.0665	\$34.1364	\$35.2430
12	\$23.9350	\$25.0121	\$25.5776	\$26.4139	\$27.2747	\$28.1600	\$29.0700	\$30.0170	\$30.9884	\$31.9968	\$33.0419	\$34.1118	\$35.2185	\$36.3621	\$37.5426	\$38.7601
13	\$26.3238	\$27.5084	\$28.1478	\$29.0579	\$30.0046	\$30.9759	\$31.9845	\$33.0295	\$34.0995	\$35.2063	\$36.3499	\$37.5304	\$38.7478	\$40.0021	\$41.3055	\$42.6458
14	\$28.9478	\$30.2505	\$30.9514	\$31.9598	\$32.9928	\$34.0626	\$35.1694	\$36.3129	\$37.4935	\$38.7109	\$39.9652	\$41.2687	\$42.6090	\$43.9987	\$45.4251	\$46.9007

With rounding to 4 decimal places

Employee Type	One Time Payment
All PESPA* employees at Centers**	\$415.00
All other PESPA employees*	\$200.00

**Centers include: Nina Harris, Calvin Hunsinger, Richard L. Sanders and Paul B. Stephens

*Working 4 hours or more per day and excluding CDA and LPN

* Pursuant to paragraph 3 of the MOU, PESPA determined the \$450,000 be distributed at the rates set forth above and paid in February

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"

2023/2024 School Year

SUPPORT STAFF PERCENTAGE INCREASE FROM PRIOR LEVELS

Pay Grade	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U
5	0.00%	3.00%	3.25%	3.50%	3.75%	4.00%	4.25%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
6	0.00%	3.75%	4.00%	4.25%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
7	0.00%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
8	0.00%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
9	0.00%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
10	0.00%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
11	0.00%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
12	0.00%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
13	0.00%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
14	0.00%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%

*Pending Ratification and Board Approval