

**OSEA Salary Tables – Amended by MOU July 29, 2022**

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| 2022-2023 Salary Table – 1% Increase from 21-22 |             |                         |                      |                        |            |              | Steps 1-10      | 15-25        |              |
|---|-------------|-------------------------|----------------------|------------------------|------------|--------------|-----------------|--------------|--------------|
| Multiplier                                      |             |                         |                      |                        |            |              | 1.010           | 1.025 - 2.5% | 1.03 - 3%    |
|   | 1           | 2                       | 3                    | 4                      | 5          | 6            | 7               | 8            | 9            |
| STEP  | Bus Drivers | Driver Wait Relief Time | Maintenance Mechanic | Technology Health Aide | Grounds II | Custodian II | YTP Coordinator | Secretary    | Kitchen Lead |
| 1   | 19.44       | 17.00                   | 18.94                | 18.43                  | 18.18      | 17.93        | 17.17           | 16.67        | 19.19        |
| 2   | 19.93       | 17.00                   | 19.41                | 18.89                  | 18.63      | 18.38        | 17.60           | 17.08        | 19.67        |
| 3   | 20.43       | 17.00                   | 19.90                | 19.37                  | 19.10      | 18.84        | 18.04           | 17.51        | 20.16        |
| 4   | 20.94       | 17.00                   | 20.39                | 19.85                  | 19.58      | 19.31        | 18.49           | 17.95        | 20.67        |
| 5   | 21.46       | 17.00                   | 20.90                | 20.35                  | 20.07      | 19.79        | 18.95           | 18.40        | 21.18        |
| 6   | 22.00       | 17.00                   | 21.43                | 20.85                  | 20.57      | 20.28        | 19.43           | 18.85        | 21.71        |
| 7   | 22.55       | 17.00                   | 21.96                | 21.38                  | 21.08      | 20.79        | 19.91           | 19.33        | 22.25        |
| 8   | 23.11       | 17.00                   | 22.51                | 21.91                  | 21.61      | 21.31        | 20.41           | 19.81        | 22.81        |
| 9   | 23.69       | 17.00                   | 23.07                | 22.46                  | 22.15      | 21.84        | 20.92           | 20.30        | 23.38        |
| 10  | 24.28       | 17.00                   | 23.65                | 23.02                  | 22.70      | 22.39        | 21.44           | 20.81        | 23.97        |
| 15 YR   | 25.01       | 17.00                   | 24.36                | 23.71                  | 23.39      | 23.06        | 22.09           | 21.44        | 24.68        |
| 20 YR   | 25.76       | 17.00                   | 25.09                | 24.42                  | 24.09      | 23.75        | 22.75           | 22.08        | 25.43        |
| 25 YR   | 26.53       | 17.00                   | 25.84                | 25.15                  | 24.81      | 24.47        | 23.43           | 22.74        | 26.19        |

|       | 10                    | 11           | 12               | 13        | 14             | 15           | 16               | 17           | 18                   |
|-------|-----------------------|--------------|------------------|-----------|----------------|--------------|------------------|--------------|----------------------|
| STEP  | Custodian I Grounds I | Library Aide | Life Skills Aide | SPED Aide | Education Aide | Nutrition II | Independent Aide | Food Service | Driver Coord Trainer |
| 1     | 16.16                 | 15.91        | 19.16            | 17.66     | 15.15          | 15.66        | 15.66            | 15.15        | 22.98                |
| 2     | 16.56                 | 16.31        | 19.64            | 18.10     | 15.53          | 16.05        | 16.05            | 15.53        | 23.55                |
| 3     | 16.98                 | 16.72        | 20.13            | 18.55     | 15.92          | 16.45        | 16.45            | 15.92        | 24.14                |
| 4     | 17.40                 | 17.13        | 20.63            | 19.02     | 16.31          | 16.86        | 16.86            | 16.31        | 24.75                |
| 5     | 17.84                 | 17.56        | 21.15            | 19.49     | 16.72          | 17.29        | 17.29            | 16.72        | 25.37                |
| 6     | 18.28                 | 18.00        | 21.68            | 19.98     | 17.14          | 17.72        | 17.72            | 17.14        | 26.00                |
| 7     | 18.74                 | 18.45        | 22.22            | 20.48     | 17.57          | 18.16        | 18.16            | 17.57        | 26.65                |
| 8     | 19.21                 | 18.91        | 22.78            | 20.99     | 18.01          | 18.61        | 18.61            | 18.01        | 27.32                |
| 9     | 19.69                 | 19.38        | 23.34            | 21.52     | 18.46          | 19.08        | 19.08            | 18.46        | 28.00                |
| 10    | 20.18                 | 19.87        | 23.93            | 22.05     | 18.92          | 19.56        | 19.56            | 18.92        | 28.70                |
| 15 YR | 20.79                 | 20.47        | 24.65            | 22.72     | 19.49          | 20.14        | 20.14            | 19.49        | 29.56                |
| 20 YR | 21.41                 | 21.08        | 25.39            | 23.40     | 20.07          | 20.75        | 20.75            | 20.07        | 30.45                |
| 25 YR | 22.05                 | 21.71        | 26.15            | 24.10     | 20.67          | 21.37        | 21.37            | 20.67        | 31.36                |

**OSEA Salary Tables – Amended by MOU July 29, 2022**

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| 2023-2024 Salary Table – 1% Increase from 22-23   |             |                         |                      |                        |            |              |                 |           |              |
|---|-------------|-------------------------|----------------------|------------------------|------------|--------------|-----------------|-----------|--------------|
| Multiplier <b>1.010</b>   |             |                         |                      |                        |            |              |                 |           |              |
| Steps 1-10      15-25   |             |                         |                      |                        |            |              |                 |           |              |
| 1.025 - 2.5%    1.03 - 3%   |             |                         |                      |                        |            |              |                 |           |              |
| 1                    2                    3                    4                    5                    6                    7                    8                    9 |             |                         |                      |                        |            |              |                 |           |              |
| STEP  | Bus Drivers | Driver Wait Relief Time | Maintenance Mechanic | Technology Health Aide | Grounds II | Custodian II | YTP Coordinator | Secretary | Kitchen Lead |
| 1   | 19.64       | 17.17                   | 19.13                | 18.62                  | 18.36      | 18.11        | 17.34           | 16.83     | 19.38        |
| 2   | 20.13       | 17.17                   | 19.61                | 19.08                  | 18.82      | 18.56        | 17.78           | 17.25     | 19.87        |
| 3   | 20.63       | 17.17                   | 20.10                | 19.56                  | 19.29      | 19.02        | 18.22           | 17.68     | 20.36        |
| 4   | 21.15       | 17.17                   | 20.60                | 20.05                  | 19.77      | 19.50        | 18.68           | 18.13     | 20.87        |
| 5   | 21.68       | 17.17                   | 21.11                | 20.55                  | 20.27      | 19.99        | 19.14           | 18.58     | 21.39        |
| 6   | 22.22       | 17.17                   | 21.64                | 21.06                  | 20.77      | 20.49        | 19.62           | 19.04     | 21.93        |
| 7   | 22.77       | 17.17                   | 22.18                | 21.59                  | 21.29      | 21.00        | 20.11           | 19.52     | 22.48        |
| 8   | 23.34       | 17.17                   | 22.74                | 22.13                  | 21.83      | 21.52        | 20.61           | 20.01     | 23.04        |
| 9   | 23.93       | 17.17                   | 23.30                | 22.68                  | 22.37      | 22.06        | 21.13           | 20.51     | 23.61        |
| 10  | 24.52       | 17.17                   | 23.89                | 23.25                  | 22.93      | 22.61        | 21.66           | 21.02     | 24.21        |
| 15 YR   | 25.26       | 17.17                   | 24.60                | 23.95                  | 23.62      | 23.29        | 22.31           | 21.65     | 24.93        |
| 20 YR   | 26.02       | 17.17                   | 25.34                | 24.67                  | 24.33      | 23.99        | 22.98           | 22.30     | 25.68        |
| 25 YR   | 26.80       | 17.17                   | 26.10                | 25.41                  | 25.06      | 24.71        | 23.67           | 22.97     | 26.45        |

| 10                    11                    12                    13                    14                    15                    16                    17                    18 |                       |              |                  |           |                |              |                  |              |                      |
|--|-----------------------|--------------|------------------|-----------|----------------|--------------|------------------|--------------|----------------------|
| STEP   | Custodian I Grounds I | Library Aide | Life Skills Aide | SPED Aide | Education Aide | Nutrition II | Independent Aide | Food Service | Driver Coord Trainer |
| 1  | 16.32                 | 16.07        | 19.35            | 17.84     | 15.30          | 15.82        | 15.82            | 15.30        | 23.21                |
| 2  | 16.73                 | 16.47        | 19.84            | 18.28     | 15.68          | 16.21        | 16.21            | 15.68        | 23.79                |
| 3  | 17.15                 | 16.88        | 20.33            | 18.74     | 16.08          | 16.62        | 16.62            | 16.08        | 24.38                |
| 4  | 17.58                 | 17.30        | 20.84            | 19.21     | 16.48          | 17.03        | 17.03            | 16.48        | 24.99                |
| 5  | 18.02                 | 17.74        | 21.36            | 19.69     | 16.89          | 17.46        | 17.46            | 16.89        | 25.62                |
| 6  | 18.47                 | 18.18        | 21.89            | 20.18     | 17.31          | 17.90        | 17.90            | 17.31        | 26.26                |
| 7  | 18.93                 | 18.64        | 22.44            | 20.68     | 17.75          | 18.34        | 18.34            | 17.75        | 26.92                |
| 8  | 19.40                 | 19.10        | 23.00            | 21.20     | 18.19          | 18.80        | 18.80            | 18.19        | 27.59                |
| 9  | 19.89                 | 19.58        | 23.58            | 21.73     | 18.64          | 19.27        | 19.27            | 18.64        | 28.28                |
| 10   | 20.38                 | 20.07        | 24.17            | 22.28     | 19.11          | 19.75        | 19.75            | 19.11        | 28.99                |
| 15 YR  | 20.99                 | 20.67        | 24.89            | 22.94     | 19.68          | 20.35        | 20.35            | 19.68        | 29.86                |
| 20 YR  | 21.62                 | 21.29        | 25.64            | 23.63     | 20.27          | 20.96        | 20.96            | 20.27        | 30.75                |
| 25 YR  | 22.27                 | 21.93        | 26.41            | 24.34     | 20.88          | 21.58        | 21.58            | 20.88        | 31.67                |

## OSEA Salary Tables – Amended by MOU July 29, 2022

### Summary of negotiated changes going into the 2022-2023 contract year:

- New positions listed on table and salaries calculated for 2022-2023 & 2023-2024
  - Kitchen Lead
  - Driver Coordinator & Trainer
- New pay rates for Life Skills and Special Education aides, beginning Fall 2022
  - Special Education Aide – base rate increased \$2/hour from \$15.66 to \$17.66/hour
  - Life Skills Aide – base rate increased \$3/hour from \$16.16 to \$19.16/hour
- Unused or obsolete position codes separated into unique categories or eliminated from salary table
  - Nutrition 1 – obsolete, deleted
  - Special Education Aide and Independent Aide separated into unique categories by base salary rate
  - Education Aide is one category; no longer EA 1 and EA 2, with EA 1 being paid at a lower rate
  - Youth Transition Program (YTP) is a separate category
  - Sign Language Interpreter and American Education grant positions will be “Independent Aides” if rehired in the future
- Complete job titles are now used in the headers of each column; more descriptive than the limited character code allowed by payroll software