

**THE SCHOOL BOARD OF POLK COUNTY,
FLORIDA and the
POLK EDUCATION ASSOCIATION, INC.**

PARAEDUCATOR

COLLECTIVE

BARGAINING

AGREEMENT

2019-2022

***2021-2022 SALARY SCHEDULES
EXCERPT***

**Employee Ratification 10/11/21
School Board Approved 10/12/21**

APPENDIX B – PARAEDUCATOR PAY GRADES

Pay Grade	Days/Year	Hours/Day	Hrs/Year	Job Titles
PA01	186	7.5	1395	Basic, ESOL, Title I, Title I Parent Involvement
PA02	186	7.5	1395	Computer Lab Manager, Culinary Para, ESE Basic (non self-contained), ESE Cluster, Health Clinic, Library Media I (with teacher), Physical Education
PA03	186	7.5	1395	Credentialed Child Development Associate (CDA), ESE Pre-K, ESE Self-contained, Pre-K Basic, Library Media II (without teacher), SPELL, READ, PAT Para, ESE Student Specific
PA03-8	247	8	1976	Family Services Advocate - Head Start
PA04	186	7.5	1395	Specialized ESE Unit Paraeducator, Paraeducators assigned to ESE Learning Centers: Doris A. Sanders Learning Center, Jean O'Dell Learning Center, and Karen M. Siegel Academy, Vocational Trainer, Hearing Screener
PA05	186	7.5	1395	Cosmetologist, Massage Therapist
PA06	194	8	1552	Adjudicated Youth Assistant (AYA)
PA07-7.5	186	7.5	1395	-Title I Family Liaison, Virtual Education Facilitator
PA07-8	196	8	1568	Child Development Associate Teacher
PA07-12	247	8	1976	Head Start Parent Outreach Facilitator Books Bridge Outreach Facilitator
PA08-11	216	7.5	1620	Network Manager (11-month)
PA09	186	7.5	1395	LPN
PA10	194	8	1552	Occupational Therapy Assistant, Physical Therapist Assistant

SL00	186	7.5	1395	Educational Sign Language Interpreter – Entry Level
SL01	186	7.5	1395	Educational Sign Language Interpreter – Pre-Apprentice
SL02	186	7.5	1395	Educational Sign Language Interpreter – Apprentice
SL03	186	7.5	1395	Educational Sign Language Interpreter – Provisional
SL04	186	7.5	1395	Educational Sign Language Interpreter – Provisional Plus
SL05	186	7.5	1395	Educational Sign Language Interpreter – Proficient

PARAEDUCATOR PAY GRADES (cont.)

Level 4.0 - 5.0 EIPA with a passing score on the EIPA Knowledge Exam

*Definitions provided for informational purposes only.

Educational Sign Language Interpreter Levels:

FRID – Florida Registry of Interpreters for the Deaf

QA – Quality Assurance (No longer valid after 2016)

EIE – Educational Interpreter Evaluation (No longer valid after 2016)

EIPA – Educational Interpreter Performance Assessment

RID – Registry of Interpreters for the Deaf

- **Entry Level (SL00)** – No level or certification, or EIPA Level 1.0 - 1.9
- **Pre-Apprentice (SL01)** – 0-5 hours of college credit and one of the following credentials: Level 1, 2, or 3 FRID QA, or FRID EIE, or Level 2.0 – 5.0 EIPA, or National Certification (RID).
- **Apprentice (SL02)** – 6-11 hours of college credit and one of the following credentials: Level 1, 2 or 3 FRID QA, or FRID EIE, or Level 2.5 – 5.0 EIPA, or National Certification (RID)
- **Provisional (SL03)** – 12-35 hours of college credit and one of the following credentials: Level 1, 2 or 3 FRID QA, or FRID EIE, or Level 3.0 – 5.0 EIPA, or National Certification (RID)
- **Provisional Plus (SL04)** – 36-59 hours of college credit and one of the following credentials: Level 1, 2, or 3 FRID QA, or FRID EIE, or Level 3.5 – 5.0 EIPA, or National Certification (RID)
- **Proficient (SL05)** – Minimum of an Associate of Arts or Associate of Science degree, or equivalent number of college hours (60 or more) Level 4.0 - 5.0 EIPA with a passing score on the EIPA Knowledge Exam or National Certification (RID).

APPENDIX C – PARAEDUCATOR SALARY SCHEDULE

Two-year Salary Agreement with New Pay Schedules 2021-2022 and 2022-2023

Educational Support Personnel and Paraeducators:

In preparation for the incremental increase of the minimum wage to \$15 hourly by September 2026 under Florida Amendment 2 (2020), the joint subcommittee for support staff salaries proposes the following wage increases:

1. Effective July 1, 2021, all affected hourly rates will be increased to a new minimum base (entry level) rate of \$11/hour.
The increase in the new base salary will require compression of the number of levels available on each schedule. As a result of this level compression, salary levels will no longer equate to “years of experience”. Salaries and any salary level movement are collectively bargained annually and subject to ratification.
2. Effective July 1, 2021 all active employees will receive a 2% increase on their current salary level. With the exceptions noted below:
 - A. After reaching the new \$11/hour minimum base rate, for employees in Item #1 above who did not receive at least a 2% increase, they will also receive the difference up to no more than a 2% salary increase.
 - B. Employees on a Board-approved unpaid leave of absence will receive the appropriate increase following their return to active employment as long as there is no break in service.
3. Eligible employees who worked one day over one half the 2020-2021 contract year will advance one (1) salary level.
4. Those at the top of their respective schedules will receive a 3% increase in addition to the above 2% increase added to their current salary level.
5. Para Network Managers will only move laterally to their new pay schedule for the 2021-2022 school year due to their specific pay grade improvements.

2022-2023

Educational Support Personnel and Paraeducators:

6. Effective July 1, 2022 eligible employees who worked one day over one half the 2021-2022 contract year will advance one (1) salary level.
7. Those at the top of their respective schedules will receive a 3% increase.

***Example of pay movement for 2021-2022 tentative agreement:**

1. Find your current pay grade/pay level (look in staff portal under Payroll, then Salary).
2. Go to your corresponding Pay Grade (ex: PA03, PA09, etc.) then Pay level (ex: years of experience 0, 1, 2, 3, etc.).
3. From your current pay level, move across to the corresponding alpha level, then move down one row to your new alpha level and higher rate of pay. That will be your new hourly rate/annualized salary based on the hours you work per year.
4. Para Network Managers (PA08-11)- you will ONLY move across to the corresponding new alpha level due to the specific salary improvements into the NEW Para Network Manager Salary Schedule.

EXAMPLE Years of Experience Prior to 2020-2021	PA03 annualized prior to 2020-2021	-	PA03 Alpha Pay Level for 2021- 2022	PA03 annualized for 2021- 2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020- 2021			\$/hr for 2021-2022
7	\$16,514	\$11.84	PA03-E	\$16,844	\$12.07
8	\$17,009	\$12.19	PA03-F	\$17,349	\$12.44
9	\$17,009	\$12.19	PA03-G	\$17,349	\$12.44
10	\$17,519	\$12.56	PA03-H	\$17,869	\$12.81
11	\$17,519	\$12.56	PA03-I	\$17,869	\$12.81

EXAMPLE Years of Experience Prior to 2020-2021	PA04 annualized prior to 2020- 2021	-	PA04 Alpha Pay Level for 2021-2022	PA04 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021- 2022
0	\$13,790	\$9.89	PA04-A	\$15,345	\$11.00
1	\$14,204	\$10.18	PA04-A	\$15,345	\$11.00
2	\$14,630	\$10.49	PA04-A	\$15,345	\$11.00
3	\$15,069	\$10.80	PA04-B	\$15,370	\$11.02
4	\$15,521	\$11.13	PA04-C	\$15,831	\$11.35
5	\$15,986	\$11.46	PA04-D	\$16,306	\$11.69

APPENDIX C – PARAEDUCATOR SALARY SCHEDULE (cont)

Years of Experience Prior to 2020-2021	PA01 annualized prior to 2020-2021	-	PA 01 Alpha Pay Level for 2021-2022	PA01 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$12,734	\$9.13	PA01-A	\$15,345	\$11.00
1	\$13,116	\$9.40	PA01-A	\$15,345	\$11.00
2	\$13,510	\$9.68	PA01-A	\$15,345	\$11.00
3	\$13,915	\$9.97	PA01-A	\$15,345	\$11.00
4	\$14,332	\$10.27	PA01-A	\$15,345	\$11.00
5	\$14,762	\$10.58	PA01-A	\$15,345	\$11.00
6	\$15,205	\$10.90	PA01-B	\$15,509	\$11.12
7	\$15,661	\$11.23	PA01-C	\$15,974	\$11.45
8	\$16,131	\$11.56	PA01-D	\$16,454	\$11.79
9	\$16,131	\$11.56	PA01-E	\$16,454	\$11.79
10	\$16,615	\$11.91	PA01-F	\$16,947	\$12.15
11	\$16,615	\$11.91	PA01-G	\$16,947	\$12.15
12	\$17,113	\$12.27	PA01-H	\$17,455	\$12.51
13	\$17,627	\$12.64	PA01-I	\$17,980	\$12.89
14	\$18,156	\$13.02	PA01-J	\$18,519	\$13.28
15	\$18,700	\$13.41	PA01-K	\$19,074	\$13.67
16	\$19,261	\$13.81	PA01-L	\$19,646	\$14.08
17	\$19,839	\$14.22	PA01-M	\$20,236	\$14.51
18	\$20,434	\$14.65	PA01-N	\$20,843	\$14.94
19	\$21,047	\$15.09	PA01-O	\$21,468	\$15.39
20	\$21,679	\$15.54	PA01-P	\$22,113	\$15.85
21	\$22,329	\$16.01	PA01-Q	\$22,776	\$16.33
22	\$22,999	\$16.49	PA01-R	\$23,459	\$16.82
23	\$23,689	\$16.98	PA01-S	\$24,163	\$17.32
24	\$24,400	\$17.49	PA01-T	\$24,888	\$17.84
25	\$25,376	\$18.19	PA01-U	\$25,884	\$18.55
26	\$26,391	\$18.92	PA01-V	\$26,919	\$19.30
27+	\$27,182	\$19.49	PA01-W	\$27,726	\$19.88

*Employees currently at PA01, pay level 27+ will also receive a 3% Cost of Living Adjustment (COLA).
annualized:\$28,557 \$20.47/hour

Years of Experience Prior to 2020-2021	PA02 annualized prior to 2020-2021	-	PA02 Alpha Pay Level for 2021- 2022	PA02 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020- 2021			\$/hr for 2021-2022
0	\$13,074	\$9.37	<u>PA02-A</u>	\$15,345	\$11.00
1	\$13,466	\$9.65	<u>PA02-A</u>	\$15,345	\$11.00
2	\$13,870	\$9.94	<u>PA02-A</u>	\$15,345	\$11.00
3	\$14,286	\$10.24	<u>PA02-A</u>	\$15,345	\$11.00
4	\$14,715	\$10.55	<u>PA02-A</u>	\$15,345	\$11.00
5	\$15,156	\$10.86	<u>PA02-B</u>	\$15,459	\$11.08
6	\$15,611	\$11.19	<u>PA02-C</u>	\$15,923	\$11.41
7	\$16,079	\$11.53	<u>PA02-D</u>	\$16,401	\$11.76
8	\$16,562	\$11.87	<u>PA02-E</u>	\$16,893	\$12.11
9	\$16,562	\$11.87	<u>PA02-F</u>	\$16,893	\$12.11
10	\$17,059	\$12.23	<u>PA02-G</u>	\$17,400	\$12.47
11	\$17,059	\$12.23	<u>PA02-H</u>	\$17,400	\$12.47
12	\$17,570	\$12.59	<u>PA02-I</u>	\$17,921	\$12.85
13	\$18,097	\$12.97	<u>PA02-J</u>	\$18,459	\$13.23
14	\$18,640	\$13.36	<u>PA02-K</u>	\$19,013	\$13.63
15	\$19,200	\$13.76	<u>PA02-L</u>	\$19,584	\$14.04
16	\$19,776	\$14.18	<u>PA02-M</u>	\$20,172	\$14.46
17	\$20,369	\$14.60	<u>PA02-N</u>	\$20,776	\$14.89
18	\$20,980	\$15.04	<u>PA02-O</u>	\$21,400	\$15.34
19	\$21,609	\$15.49	<u>PA02-P</u>	\$22,041	\$15.80
20	\$22,258	\$15.96	<u>PA02-Q</u>	\$22,703	\$16.27
21	\$22,925	\$16.43	<u>PA02-R</u>	\$23,384	\$16.76
22	\$23,613	\$16.93	<u>PA02-S</u>	\$24,085	\$17.27
23	\$24,321	\$17.43	<u>PA02-T</u>	\$24,807	\$17.78
24	\$25,051	\$17.96	<u>PA02-U</u>	\$25,552	\$18.32
25	\$26,053	\$18.68	<u>PA02-V</u>	\$26,574	\$19.05
26	\$27,095	\$19.42	<u>PA02-W</u>	\$27,637	\$19.81
27+	\$27,908	\$20.01	<u>PA02-X</u>	\$28,466	\$20.41

*Employees currently at PA02, pay level 27+ will also receive a 3% Cost of Living Adjustment (COLA).

annualized:\$29,320 \$21.02/hour

Years of Experience Prior to 2020-2021	PA03 annualized prior to 2020-2021	-	PA03 Alpha Pay Level for 2021-2022	PA03 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$13,427	\$9.63	<u>PA03-A</u>	\$15,345	\$11.00
1	\$13,830	\$9.91	<u>PA03-A</u>	\$15,345	\$11.00
2	\$14,245	\$10.21	<u>PA03-A</u>	\$15,345	\$11.00
3	\$14,672	\$10.52	<u>PA03-A</u>	\$15,345	\$11.00
4	\$15,112	\$10.83	<u>PA03-B</u>	\$15,414	\$11.05
5	\$15,566	\$11.16	<u>PA03-C</u>	\$15,877	\$11.38
6	\$16,033	\$11.49	<u>PA03-D</u>	\$16,354	\$11.72
7	\$16,514	\$11.84	<u>PA03-E</u>	\$16,844	\$12.07
8	\$17,009	\$12.19	<u>PA03-F</u>	\$17,349	\$12.44
9	\$17,009	\$12.19	<u>PA03-G</u>	\$17,349	\$12.44
10	\$17,519	\$12.56	<u>PA03-H</u>	\$17,869	\$12.81
11	\$17,519	\$12.56	<u>PA03-I</u>	\$17,869	\$12.81
12	\$18,045	\$12.94	<u>PA03-J</u>	\$18,406	\$13.19
13	\$18,586	\$13.32	<u>PA03-K</u>	\$18,958	\$13.59
14	\$19,144	\$13.72	<u>PA03-L</u>	\$19,527	\$14.00
15	\$19,718	\$14.13	<u>PA03-M</u>	\$20,112	\$14.42
16	\$20,310	\$14.56	<u>PA03-N</u>	\$20,716	\$14.85
17	\$20,919	\$15.00	<u>PA03-O</u>	\$21,337	\$15.30
18	\$21,546	\$15.45	<u>PA03-P</u>	\$21,977	\$15.75
19	\$22,193	\$15.91	<u>PA03-Q</u>	\$22,637	\$16.23
20	\$22,859	\$16.39	<u>PA03-R</u>	\$23,316	\$16.71
21	\$23,544	\$16.88	<u>PA03-S</u>	\$24,015	\$17.21
22	\$24,251	\$17.38	<u>PA03-T</u>	\$24,736	\$17.73
23	\$24,978	\$17.91	<u>PA03-U</u>	\$25,478	\$18.26
24	\$25,728	\$18.44	<u>PA03-V</u>	\$26,243	\$18.81
25	\$26,757	\$19.18	<u>PA03-W</u>	\$27,292	\$19.56
26	\$27,827	\$19.95	<u>PA03-X</u>	\$28,384	\$20.35
27+	\$28,662	\$20.55	<u>PA03-Y</u>	\$29,235	\$20.96

*Employees currently at PA03, pay level 27+ will also receive a 3% Cost of Living Adjustment (COLA).
annualized:\$30,112 \$21.59/hour

Years of Experience Prior to 2020-2021	PA03-8 annualized prior to 2020-2021	-	PA03-8 Alpha Pay Level for 2021-2022	PA03-8 annualized for 2021-2022	-
		1976 hrs			1976 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$18,007	\$9.11	<u>PA03-8-A</u>	\$21,736	\$11.00
1	\$18,547	\$9.39	<u>PA03-8-A</u>	\$21,736	\$11.00
2	\$19,104	\$9.67	<u>PA03-8-A</u>	\$21,736	\$11.00
3	\$19,677	\$9.96	<u>PA03-8-A</u>	\$21,736	\$11.00
4	\$20,267	\$10.26	<u>PA03-8-A</u>	\$21,736	\$11.00
5	\$20,875	\$10.56	<u>PA03-8-A</u>	\$21,736	\$11.00
6	\$21,501	\$10.88	<u>PA03-8-B</u>	\$21,931	\$11.10
7	\$22,146	\$11.21	<u>PA03-8-C</u>	\$22,589	\$11.43
8	\$22,811	\$11.54	<u>PA03-8-D</u>	\$23,267	\$11.77
9	\$22,811	\$11.54	<u>PA03-8-E</u>	\$23,267	\$11.77
10	\$23,495	\$11.89	<u>PA03-8-F</u>	\$23,965	\$12.13
11	\$23,495	\$11.89	<u>PA03-8-G</u>	\$23,965	\$12.13
12	\$24,200	\$12.25	<u>PA03-8-H</u>	\$24,684	\$12.49
13	\$24,926	\$12.61	<u>PA03-8-I</u>	\$25,425	\$12.87
14	\$25,674	\$12.99	<u>PA03-8-J</u>	\$26,187	\$13.25
15	\$26,444	\$13.38	<u>PA03-8-K</u>	\$26,973	\$13.65
16	\$27,237	\$13.78	<u>PA03-8-L</u>	\$27,782	\$14.06
17	\$28,054	\$14.20	<u>PA03-8-M</u>	\$28,615	\$14.48
18	\$28,896	\$14.62	<u>PA03-8-N</u>	\$29,474	\$14.92
19	\$29,763	\$15.06	<u>PA03-8-O</u>	\$30,358	\$15.36
20	\$30,656	\$15.51	<u>PA03-8-P</u>	\$31,269	\$15.82
21	\$31,575	\$15.98	<u>PA03-8-Q</u>	\$32,207	\$16.30
22	\$32,523	\$16.46	<u>PA03-8-R</u>	\$33,173	\$16.79
23	\$33,498	\$16.95	<u>PA03-8-S</u>	\$34,168	\$17.29
24	\$34,503	\$17.46	<u>PA03-8-T</u>	\$35,193	\$17.81
25	\$35,883	\$18.16	<u>PA03-8-U</u>	\$36,601	\$18.52
26	\$37,319	\$18.89	<u>PA03-8-V</u>	\$38,065	\$19.26
27+	\$38,438	\$19.45	<u>PA03-8-W</u>	\$39,207	\$19.84

*Employees currently at PA03-8, pay level 27+ will also receive a 3% Cost of Living Adjustment (COLA).
annualized:\$40,383 \$20.44/hour

Years of Experience Prior to 2020-2021	PA04 annualized prior to 2020-2021	-	PA04 Alpha Pay Level for 2021-2022	PA04 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021- 2022
0	\$13,790	\$9.89	<u>PA04-A</u>	\$15,345	\$11.00
1	\$14,204	\$10.18	<u>PA04-A</u>	\$15,345	\$11.00
2	\$14,630	\$10.49	<u>PA04-A</u>	\$15,345	\$11.00
3	\$15,069	\$10.80	<u>PA04-B</u>	\$15,370	\$11.02
4	\$15,521	\$11.13	<u>PA04-C</u>	\$15,831	\$11.35
5	\$15,986	\$11.46	<u>PA04-D</u>	\$16,306	\$11.69
6	\$16,466	\$11.80	<u>PA04-E</u>	\$16,795	\$12.04
7	\$16,960	\$12.16	<u>PA04-F</u>	\$17,299	\$12.40
8	\$17,469	\$12.52	<u>PA04-G</u>	\$17,818	\$12.77
9	\$17,469	\$12.52	<u>PA04-H</u>	\$17,818	\$12.77
10	\$17,993	\$12.90	<u>PA04-I</u>	\$18,353	\$13.16
11	\$17,993	\$12.90	<u>PA04-J</u>	\$18,353	\$13.16
12	\$18,533	\$13.29	<u>PA04-K</u>	\$18,904	\$13.55
13	\$19,089	\$13.68	<u>PA04-L</u>	\$19,471	\$13.96
14	\$19,661	\$14.09	<u>PA04-M</u>	\$20,054	\$14.38
15	\$20,251	\$14.52	<u>PA04-N</u>	\$20,656	\$14.81
16	\$20,859	\$14.95	<u>PA04-O</u>	\$21,276	\$15.25
17	\$21,484	\$15.40	<u>PA04-P</u>	\$21,914	\$15.71
18	\$22,129	\$15.86	<u>PA04-Q</u>	\$22,572	\$16.18
19	\$22,793	\$16.34	<u>PA04-R</u>	\$23,249	\$16.67
20	\$23,477	\$16.83	<u>PA04-S</u>	\$23,947	\$17.17
21	\$24,181	\$17.33	<u>PA04-T</u>	\$24,665	\$17.68
22	\$24,906	\$17.85	<u>PA04-U</u>	\$25,404	\$18.21
23	\$25,653	\$18.39	<u>PA04-V</u>	\$26,166	\$18.76
24	\$26,423	\$18.94	<u>PA04-W</u>	\$26,951	\$19.32
25	\$27,480	\$19.70	<u>PA04-X</u>	\$28,030	\$20.09
26	\$28,579	\$20.49	<u>PA04-Y</u>	\$29,151	\$20.90
27+	\$29,437	\$21.10	<u>PA04-Z</u>	\$30,026	\$21.52

*Employees currently at PA04, pay level 27+ will also receive a 3% Cost of Living Adjustment (COLA).

annualized:\$30,927 \$22.17/hour

Years of Experience Prior to 2020-2021	PA05 annualized prior to 2020-2021	-	PA05 Alpha Pay Level for 2021- 2022	PA05 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$14,159	\$10.15	PA05-A	\$15,345	\$11.00
1	\$14,584	\$10.45	PA05-A	\$15,345	\$11.00
2	\$15,021	\$10.77	PA05-A	\$15,345	\$11.00
3	\$15,472	\$11.09	PA05-B	\$15,781	\$11.31
4	\$15,936	\$11.42	PA05-C	\$16,255	\$11.65
5	\$16,414	\$11.77	PA05-D	\$16,742	\$12.00
6	\$16,907	\$12.12	PA05-E	\$17,245	\$12.36
7	\$17,414	\$12.48	PA05-F	\$17,762	\$12.73
8	\$17,936	\$12.86	PA05-G	\$18,295	\$13.11
9	\$17,936	\$12.86	PA05-H	\$18,295	\$13.11
10	\$18,474	\$13.24	PA05-I	\$18,843	\$13.51
11	\$18,474	\$13.24	PA05-J	\$18,843	\$13.51
12	\$19,029	\$13.64	PA05-K	\$19,410	\$13.91
13	\$19,599	\$14.05	PA05-L	\$19,991	\$14.33
14	\$20,187	\$14.47	PA05-M	\$20,591	\$14.76
15	\$20,793	\$14.91	PA05-N	\$21,209	\$15.20
16	\$21,417	\$15.35	PA05-O	\$21,845	\$15.66
17	\$22,059	\$15.81	PA05-P	\$22,500	\$16.13
18	\$22,721	\$16.29	PA05-Q	\$23,175	\$16.61
19	\$23,403	\$16.78	PA05-R	\$23,871	\$17.11
20	\$24,105	\$17.28	PA05-S	\$24,587	\$17.63
21	\$24,828	\$17.80	PA05-T	\$25,325	\$18.15
22	\$25,573	\$18.33	PA05-U	\$26,084	\$18.70
23	\$26,340	\$18.88	PA05-V	\$26,867	\$19.26
24	\$27,130	\$19.45	PA05-W	\$27,673	\$19.84
25	\$28,215	\$20.23	PA05-X	\$28,779	\$20.63
26	\$29,344	\$21.04	PA05-Y	\$29,931	\$21.46
27+	\$30,224	\$21.67	PA05-Z	\$30,828	\$22.10

*Employees currently at PA05, pay level 27+ will also receive a 3% Cost of Living Adjustment (COLA).

annualized:\$31,753 \$22.76/hour

Years of Experience Prior to 2020-2021	PA06 annualized prior to 2020-2021	-	PA06 Alpha Pay Level for 2021-2022	PA06 annualized for 2021-2022	-
		1552 hrs			1552 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$20,540	\$13.23	PA06-A	\$20,951	\$13.50
1	\$21,156	\$13.63	PA06-B	\$21,579	\$13.90
2	\$21,791	\$14.04	PA06-C	\$22,227	\$14.32
3	\$22,445	\$14.46	PA06-D	\$22,894	\$14.75
4	\$23,118	\$14.90	PA06-E	\$23,580	\$15.19
5	\$23,811	\$15.34	PA06-F	\$24,287	\$15.65
6	\$24,526	\$15.80	PA06-G	\$25,017	\$16.12
7	\$25,262	\$16.28	PA06-H	\$25,767	\$16.60
8	\$26,019	\$16.76	PA06-I	\$26,539	\$17.10
9	\$26,019	\$16.76	PA06-J	\$26,539	\$17.10
10	\$26,800	\$17.27	PA06-K	\$27,336	\$17.61
11	\$26,800	\$17.27	PA06-L	\$27,336	\$17.61
12	\$27,872	\$17.96	PA06-M	\$28,429	\$18.32
13	\$28,987	\$18.68	PA06-N	\$29,567	\$19.05
14+	\$29,857	\$19.24	PA06-O	\$30,454	\$19.62

*Employees currently at PA06, pay level 14+ will also receive a 3% Cost of Living Adjustment (COLA).

annualized:\$31,368 \$20.21/hour

Years-of Experience Prior to 2020-2021	PA07-12 annualized prior to 2020-2021	-	PA07-12 Alpha Pay Level for 2021-2022	PA07-12 annualized for 2021-2022	-
		1976 hrs			1976 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$24,838	\$12.57	PA07-12-A	\$25,335	\$12.82
1	\$25,583	\$12.95	PA07-12-B	\$26,095	\$13.21
2	\$26,351	\$13.34	PA07-12-C	\$26,878	\$13.60
3	\$27,141	\$13.74	PA07-12-D	\$27,684	\$14.01
4	\$27,955	\$14.15	PA07-12-E	\$28,514	\$14.43
5	\$28,794	\$14.57	PA07-12-F	\$29,370	\$14.86
6	\$29,658	\$15.01	PA07-12-G	\$30,251	\$15.31
7	\$30,548	\$15.46	PA07-12-H	\$31,159	\$15.77
8	\$31,464	\$15.92	PA07-12-I	\$32,093	\$16.24
9	\$31,464	\$15.92	PA07-12-J	\$32,093	\$16.24
10	\$32,408	\$16.40	PA07-12-K	\$33,056	\$16.73
11	\$32,408	\$16.40	PA07-12-L	\$33,056	\$16.73
12	\$33,704	\$17.06	PA07-12-M	\$34,378	\$17.40
13	\$35,052	\$17.74	PA07-12-N	\$35,753	\$18.09
14+	\$36,104	\$18.27	PA07-12-O	\$36,826	\$18.64

*Employees currently at PA07-12, pay level 14+ will also receive a 3% Cost of Living Adjustment (COLA).

annualized:\$37,931 \$19.20/hour

Years of Experience Prior to 2020-2021	PA07-7.5 annualized prior to 2020-2021	-	PA07-7.5 Alpha Pay Level for 2021-2022	PA07-7.5 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$18,492	\$13.26	PA07-7.5-A	\$18,862	\$13.52
1	\$19,047	\$13.65	PA07-7.5-B	\$19,428	\$13.93
2	\$19,618	\$14.06	PA07-7.5-C	\$20,011	\$14.34
3	\$20,207	\$14.49	PA07-7.5-D	\$20,611	\$14.77
4	\$20,813	\$14.92	PA07-7.5-E	\$21,229	\$15.22
5	\$21,437	\$15.37	PA07-7.5-F	\$21,866	\$15.67
6	\$22,080	\$15.83	PA07-7.5-G	\$22,522	\$16.14
7	\$22,743	\$16.30	PA07-7.5-H	\$23,198	\$16.63
8	\$23,425	\$16.79	PA07-7.5-I	\$23,894	\$17.13
9	\$23,425	\$16.79	PA07-7.5-J	\$23,894	\$17.13
10	\$24,128	\$17.30	PA07-7.5-K	\$24,610	\$17.64
11	\$24,128	\$17.30	PA07-7.5-L	\$24,611	\$17.64
12	\$25,093	\$17.99	PA07-7.5-M	\$25,595	\$18.35
13	\$26,097	\$18.71	PA07-7.5-N	\$26,619	\$19.08
14+	\$26,880	\$19.27	PA07-7.5-O	\$27,418	\$19.65

*Employees currently at PA07-7.5, pay level 14+ will also receive a 3% Cost of Living Adjustment (COLA).

annualized:\$28,240 \$20.24/hour

Years of Experience Prior to 2020-2021	PA07-8 annualized prior to 2020-2021	-	PA07-8 Alpha Pay Level for 2021-2022	PA07-8 annualized for 2021-2022	-
		1568 hrs			1568 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$20,785.00	\$13.26	PA07-8-A	\$21,201	\$13.52
1	\$21,409.00	\$13.65	PA07-8-B	\$21,837	\$13.93
2	\$22,051.00	\$14.06	PA07-8-C	\$22,492	\$14.34
3	\$22,713.00	\$14.49	PA07-8-D	\$23,167	\$14.78
4	\$23,394.00	\$14.92	PA07-8-E	\$23,862	\$15.22
5	\$24,096.00	\$15.37	PA07-8-F	\$24,578	\$15.67
6	\$24,819.00	\$15.83	PA07-8-G	\$25,315	\$16.15
7	\$25,563.00	\$16.30	PA07-8-H	\$26,074	\$16.63
8	\$26,330.00	\$16.79	PA07-8-I	\$26,857	\$17.13
9	\$26,330.00	\$16.79	PA07-8-J	\$26,857	\$17.13
10	\$27,120.00	\$17.30	PA07-8-K	\$27,662	\$17.64
11	\$27,120.00	\$17.30	PA07-8-L	\$27,662	\$17.64
12	\$28,205.00	\$17.99	PA07-8-M	\$28,769	\$18.35
13	\$29,333.00	\$18.71	PA07-8-N	\$29,920	\$19.08
14+	\$30,213.00	\$19.27	PA07-8-O	\$30,817	\$19.65

*Employees currently at PA07-8, pay level 14+ will also receive a 3% Cost of Living Adjustment (COLA).

annualized:\$31,742 \$20.24/hour

Years of Experience Prior to 2020-2021	PA08-11 annualized prior to 2020-2021	-	PA08-11 Alpha Pay Level for 2021-2022	PA08-11 annualized for 2021-2022	-
		1620 hrs			1620 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$18,150	\$11.20	PA08-11-A	\$30,000	\$18.52
1	\$18,695	\$11.54	PA08-11-B	\$30,900	\$19.07
2	\$19,255	\$11.89	PA08-11-C	\$31,827	\$19.65
3	\$19,833	\$12.24	PA08-11-D	\$32,782	\$20.24
4	\$20,428	\$12.61	PA08-11-E	\$33,765	\$20.84
5	\$21,041	\$12.99	PA08-11-F	\$34,778	\$21.47
6	\$21,672	\$13.38	PA08-11-G	\$35,822	\$22.11
7	\$22,322	\$13.78	PA08-11-H	\$36,896	\$22.78
8	\$22,992	\$14.19	PA08-11-I	\$38,003	\$23.46
9	\$22,992	\$14.19	PA08-11-J	\$39,143	\$24.16
10	\$23,682	\$14.62	PA08-11-K	\$40,317	\$24.89
11	\$23,682	\$14.62	PA08-11-L	\$41,527	\$25.63
12	\$24,392	\$15.06	PA08-11-M	\$42,773	\$26.40
13	\$25,124	\$15.51	PA08-11-N	\$44,056	\$27.20
14	\$25,878	\$15.97	PA08-11-O	\$45,378	\$28.01
15	\$26,654	\$16.45	PA08-11-P	\$46,739	\$28.85
16	\$27,454	\$16.95	PA08-11-Q	\$48,141	\$29.72
17	\$28,277	\$17.45	PA08-11-R	\$49,585	\$30.61
18	\$29,125	\$17.98	PA08-11-S	\$51,073	\$31.53
19	\$30,290	\$18.70	PA08-11-T	\$52,605	\$32.47
20	\$31,502	\$19.45	PA08-11-U	\$54,183	\$33.45
21+	\$32,762	\$20.22	PA08-11-V	\$55,809	\$34.45

Example of how Para Network Managers will find new pay level:

Years of Experience Prior to 2020-2021	PA08-11 annualized prior to 2020-2021	-	PA08-11 Alpha Pay Level for 2021-2022	PA08-11 annualized for 2021-2022	-
		1620 hrs			1620 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$18,150	\$11.20	➔ PA08-11-A	\$30,000	\$18.52
1	\$18,695	\$11.54	➔ PA08-11-B	\$30,900	\$19.07
2	\$19,255	\$11.89	➔ PA08-11-C	\$31,827	\$19.65

*Para Network Managers currently at pay level 21+ at the top of their schedule will not receive an extra 3% Cost of Living Adjustment (COLA) due to their specific Salary Schedule improvements.

Years of Experience Prior to 2020-2021	PA09 annualized prior to 2020-2021	-	PA09 Alpha Pay Level for 2021-2022	PA09 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$20,105	\$14.41	PA09-A	\$20,507	\$14.70
1	\$20,708	\$14.84	PA09-B	\$21,122	\$15.14
2	\$21,329	\$15.29	PA09-C	\$21,756	\$15.60
3	\$21,969	\$15.75	PA09-D	\$22,408	\$16.06
4	\$22,628	\$16.22	PA09-E	\$23,081	\$16.55
5	\$23,307	\$16.71	PA09-F	\$23,773	\$17.04
6	\$24,006	\$17.21	PA09-G	\$24,486	\$17.55
7	\$24,727	\$17.73	PA09-H	\$25,222	\$18.08
8	\$25,468	\$18.26	PA09-I	\$25,977	\$18.62
9	\$25,468	\$18.26	PA09-J	\$25,977	\$18.62
10	\$26,232	\$18.80	PA09-K	\$26,757	\$19.18
11	\$26,232	\$18.80	PA09-L	\$26,757	\$19.18
12	\$27,019	\$19.37	PA09-M	\$27,559	\$19.76
13	\$27,830	\$19.95	PA09-N	\$28,387	\$20.35
14	\$28,665	\$20.55	PA09-O	\$29,238	\$20.96
15	\$29,525	\$21.16	PA09-P	\$30,116	\$21.59
16	\$30,411	\$21.80	PA09-Q	\$31,019	\$22.24
17	\$31,323	\$22.45	PA09-R	\$31,949	\$22.90
18	\$32,263	\$23.13	PA09-S	\$32,908	\$23.59
19	\$33,553	\$24.05	PA09-T	\$34,224	\$24.53
20	\$34,895	\$25.01	PA09-U	\$35,593	\$25.51
21+	\$36,291	\$26.02	PA09-V	\$37,017	\$26.54

*Employees currently at PA09, pay level 21+ will also receive a 3% Cost of Living Adjustment (COLA).

annualized:\$38,127 \$27.33/hour

Years of Experience Prior to 2020-2021	PA10 annualized prior to 2020-2021	-	PA10 Alpha Pay Level for 2021-2022	PA10 annualized for 2021-2022	-
		1552 hrs			1552 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$32,022	\$20.63	<u>PA10-A</u>	\$32,662	\$21.05
1	\$32,974	\$21.25	<u>PA10-B</u>	\$33,633	\$21.67
2	\$33,954	\$21.88	<u>PA10-C</u>	\$34,633	\$22.32
3	\$34,964	\$22.53	<u>PA10-D</u>	\$35,663	\$22.98
4	\$36,003	\$23.20	<u>PA10-E</u>	\$36,723	\$23.66
5	\$37,074	\$23.89	<u>PA10-F</u>	\$37,815	\$24.37
6	\$38,178	\$24.60	<u>PA10-G</u>	\$38,942	\$25.09
7	\$39,314	\$25.33	<u>PA10-H</u>	\$40,100	\$25.84
8	\$40,485	\$26.09	<u>PA10-I</u>	\$41,295	\$26.61
9	\$41,690	\$26.86	<u>PA10-J</u>	\$42,524	\$27.40
10	\$42,932	\$27.66	<u>PA10-K</u>	\$43,791	\$28.22
11	\$44,211	\$28.49	<u>PA10-L</u>	\$45,095	\$29.06
12+	\$44,711	\$28.81	<u>PA10-M</u>	\$45,605	\$29.38

*Employees currently at PA10, pay level 12+ will also receive a 3% Cost of Living Adjustment (COLA).

annualized:\$46,973 \$30.27/hour

Years of Experience Prior to 2020-2021	SL00 annualized prior to 2020-2021	-	SL00 Alpha Pay Level for 2021-2022	SL00 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$14,532	\$10.42	<u>SL00-A</u>	\$15,345	\$11.00
1	\$14,968	\$10.73	<u>SL00-B</u>	\$15,345	\$11.00
2	\$15,417	\$11.05	<u>SL00-C</u>	\$15,725	\$11.27
3	\$15,880	\$11.38	<u>SL00-D</u>	\$16,198	\$11.61
4	\$16,356	\$11.72	<u>SL00-E</u>	\$16,683	\$11.96
5	\$16,847	\$12.08	<u>SL00-F</u>	\$17,184	\$12.32
6	\$17,352	\$12.44	<u>SL00-G</u>	\$17,699	\$12.69
7	\$17,873	\$12.81	<u>SL00-H</u>	\$18,230	\$13.07
8	\$18,409	\$13.20	<u>SL00-I</u>	\$18,777	\$13.46
9	\$18,409	\$13.20	<u>SL00-J</u>	\$18,777	\$13.46
10	\$18,961	\$13.59	<u>SL00-K</u>	\$19,340	\$13.86
11	\$18,961	\$13.59	<u>SL00-L</u>	\$19,340	\$13.86
12	\$19,530	\$14.00	<u>SL00-M</u>	\$19,921	\$14.28
13	\$20,116	\$14.42	<u>SL00-N</u>	\$20,518	\$14.71
14+	\$20,719	\$14.85	<u>SL00-O</u>	\$21,133	\$15.15

*Employees currently at SL00, pay level 14+ will also receive a 3% Cost of Living Adjustment (COLA).
annualized:\$21,767 \$15.60/hour

Years of Experience Prior to 2020-2021	SL01 annualized prior to 2020-2021	-	SL01 Alpha Pay Level for <u>2021-2022</u>	SL01 annualized for <u>2021-2022</u>	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for <u>2021-2022</u>
0	\$16,809	\$12.05	<u>SL01-A</u>	\$17,145	\$12.29
1	\$17,313	\$12.41	<u>SL01-B</u>	\$17,659	\$12.66
2	\$17,833	\$12.78	<u>SL01-C</u>	\$18,190	\$13.04
3	\$18,368	\$13.17	<u>SL01-D</u>	\$18,735	\$13.43
4	\$18,919	\$13.56	<u>SL01-E</u>	\$19,297	\$13.83
5	\$19,486	\$13.97	<u>SL01-F</u>	\$19,876	\$14.25
6	\$20,071	\$14.39	<u>SL01-G</u>	\$20,472	\$14.68
7	\$20,673	\$14.82	<u>SL01-H</u>	\$21,086	\$15.12
8	\$21,293	\$15.26	<u>SL01-I</u>	\$21,719	\$15.57
9	\$21,293	\$15.26	<u>SL01-J</u>	\$21,719	\$15.57
10	\$21,932	\$15.72	<u>SL01-K</u>	\$22,371	\$16.04
11	\$21,932	\$15.72	<u>SL01-L</u>	\$22,371	\$16.04
12	\$22,590	\$16.19	<u>SL01-M</u>	\$23,042	\$16.52
13	\$23,268	\$16.68	<u>SL01-N</u>	\$23,733	\$17.01
14+	\$23,966	\$17.18	<u>SL01-O</u>	\$24,445	\$17.52

*Employees currently at SL01, pay level 14+ will also receive a 3% Cost of Living Adjustment (COLA).
annualized:\$25,179 \$18.05/hour

Years of Experience Prior to 2020- 2021	SL02 annualized prior to 2020-2021	-	SL02 Alpha Pay Level for 2021- 2022	SL02 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$19,449	\$13.94	SL02-A	\$19,838	\$14.22
1	\$20,032	\$14.36	SL02-B	\$20,433	\$14.65
2	\$20,633	\$14.79	SL02-C	\$21,046	\$15.09
3	\$21,252	\$15.23	SL02-D	\$21,677	\$15.54
4	\$21,890	\$15.69	SL02-E	\$22,328	\$16.01
5	\$22,547	\$16.16	SL02-F	\$22,998	\$16.49
6	\$23,223	\$16.65	SL02-G	\$23,687	\$16.98
7	\$23,920	\$17.15	SL02-H	\$24,398	\$17.49
8	\$24,637	\$17.66	SL02-I	\$25,130	\$18.01
9	\$24,637	\$17.66	SL02-J	\$25,130	\$18.01
10	\$25,377	\$18.19	SL02-K	\$25,885	\$18.56
11	\$25,377	\$18.19	SL02-L	\$25,885	\$18.56
12	\$26,392	\$18.92	SL02-M	\$26,920	\$19.30
13	\$27,447	\$19.68	SL02-N	\$27,996	\$20.07
14+	\$28,820	\$20.66	SL02-O	\$29,396	\$21.07

*Employees currently at SL02, pay level 14+ will also receive a 3% Cost of Living Adjustment (COLA).
annualized:\$30,278 \$21.70/hour

Years of Experience Prior to 2020-2021	SL03 annualized prior to 2020-2021	-	SL03 Alpha Pay Level for 2021-2022	SL03 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$22,514	\$16.14	SL03-A	\$22,964	\$16.46
1	\$23,189	\$16.62	SL03-B	\$23,653	\$16.96
2	\$23,885	\$17.12	SL03-C	\$24,363	\$17.46
3	\$24,602	\$17.64	SL03-D	\$25,094	\$17.99
4	\$25,340	\$18.16	SL03-E	\$25,847	\$18.53
5	\$26,100	\$18.71	SL03-F	\$26,622	\$19.08
6	\$26,883	\$19.27	SL03-G	\$27,421	\$19.66
7	\$27,689	\$19.85	SL03-H	\$28,243	\$20.25
8	\$28,520	\$20.44	SL03-I	\$29,090	\$20.85
9	\$28,520	\$20.44	SL03-J	\$29,090	\$20.85
10	\$29,376	\$21.06	SL03-K	\$29,964	\$21.48
11	\$29,376	\$21.06	SL03-L	\$29,964	\$21.48
12	\$30,551	\$21.90	SL03-M	\$31,162	\$22.34
13	\$31,773	\$22.78	SL03-N	\$32,408	\$23.23
14+	\$33,361	\$23.91	SL03-O	\$34,028	\$24.39

*Employees currently at SL03, pay level 14+ will also receive a 3% Cost of Living Adjustment (COLA).
annualized:\$35,049 \$25.12/hour

Years of Experience Prior to 2020-2021	SL04 annualized prior to 2020-2021	-	SL04 Alpha Pay Level for 2021-2022	SL04 annualized for 2021-2022	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021-2022
0	\$26,067	\$18.69	SL04-A	\$26,588	\$19.06
1	\$26,849	\$19.25	SL04-B	\$27,386	\$19.63
2	\$27,654	\$19.82	SL04-C	\$28,207	\$20.22
3	\$28,484	\$20.42	SL04-D	\$29,054	\$20.83
4	\$29,339	\$21.03	SL04-E	\$29,926	\$21.45
5	\$30,219	\$21.66	SL04-F	\$30,823	\$22.10
6	\$31,125	\$22.31	SL04-G	\$31,748	\$22.76
7	\$32,059	\$22.98	SL04-H	\$32,700	\$23.44
8	\$33,021	\$23.67	SL04-I	\$33,681	\$24.14
9	\$33,021	\$23.67	SL04-J	\$33,681	\$24.14
10	\$34,012	\$24.38	SL04-K	\$34,692	\$24.87
11	\$34,012	\$24.38	SL04-L	\$34,692	\$24.87
12	\$35,032	\$25.11	SL04-M	\$35,733	\$25.61
13	\$36,083	\$25.87	SL04-N	\$36,805	\$26.38
14+	\$37,526	\$26.90	SL04-O	\$38,277	\$27.44

*Employees currently at SL04, pay level 14+ will also receive a 3% Cost of Living Adjustment (COLA).
annualized:\$39,425 \$28.26/hour

Years of Experience Prior to 2020-2021	SL05 annualized prior to 2020-2021	-	SL05 Alpha Pay Level for <u>2021-2022</u>	SL05 annualized for <u>2021-2022</u>	-
		1395 hrs			1395 hrs
		\$/hr prior to 2020-2021			\$/hr for 2021- 2022
0	\$30,190	\$21.64	SL05-A	\$30,794	\$22.07
1	\$31,096	\$22.29	SL05-B	\$31,718	\$22.74
2	\$32,029	\$22.96	SL05-C	\$32,670	\$23.42
3	\$32,989	\$23.65	SL05-D	\$33,649	\$24.12
4	\$33,979	\$24.36	SL05-E	\$34,659	\$24.84
5	\$34,998	\$25.09	SL05-F	\$35,698	\$25.59
6	\$36,048	\$25.84	SL05-G	\$36,769	\$26.36
7	\$37,130	\$26.62	SL05-H	\$37,873	\$27.15
8	\$38,244	\$27.42	SL05-I	\$39,009	\$27.96
9	\$38,244	\$27.42	SL05-J	\$39,009	\$27.96
10	\$39,391	\$28.24	SL05-K	\$40,179	\$28.80
11	\$39,391	\$28.24	SL05-L	\$40,179	\$28.80
12	\$40,967	\$29.37	SL05-M	\$41,786	\$29.95
13	\$42,196	\$30.25	SL05-N	\$43,040	\$30.85
14+	\$43,462	\$31.16	SL05-O	\$44,331	\$31.78

*Employees currently at SL05, pay level 14+ will also receive a 3% Cost of Living Adjustment (COLA).

annualized:\$45,661 \$32.73/hour

All employees hired after July 1, 2020 are to be paid in twenty-four (24) equal payments over twelve (12) months. All employees hired prior to July 1, 2020 are to be paid in twelve (12) equal payments unless that employee has opted into semi-monthly payments of twenty-four (24) equal payments over twelve (12) months.

Longevity supplement of \$37.00 per month beginning upon completion of 15 years of creditable service and in 5 year increments thereafter.

Health Contact Supplement of \$200

Title 1 Supplement of \$200 for any paraeducator working at a designated Title 1 School.