WAGE CHARTS

PROPOSED CONTRACT

YEAR 1

- 1 STEP ADVANCE STEPS 1 5- For all eligible ESPs, except SEAs, BPAs, and EAs
 - Effective July 1, 2019
 - Retro Payments for the difference between current step and 1 step advance
- \$1,000 LUMP SUM PAYMENT FOR STEP 6 except SEAs, BPAs, and EAs
 - o Retro Payment

YEAR 2

- 3% INCREASE STEPS 1 6 For all eligible ESPs, except SEAs, BPAs, and EAs
 - Effective January 1, 2021
- **AE PARITY FOR SEAs, BPAs, & EAs** To be achieved through two "even increases," i.e., equal payouts:
 - 1st Equal Payment Retro Pay, effective January 1, 2020
 - o 2nd Equal Payment Payment, January 19, 2021

Note On Wage Charts

The "Quick Summary" Chart and the "Year 1 and Year 2" Chart are not Salary Schedules. Instead, they are <u>Wage Charts</u> to show every ESP in every Classification and on every Step the wage increases they should receive under this contract. Confused? Don't feel embarrassed! Come to a virtual Info Session, send an e-mail, or submit a Google form. Someone from the ESP Contract Team will gladly help you out.

QUICK SUMMARY TOTAL CONTRACT INCREASES NON-PARITY CLASSIFICATIONS

For Steps 1 – 5, the "Total 2-Year Increased in Proposed Contract" is calculated by deducting the beginning wage from the end wage. It's also calculated by adding the difference between the current step and step advance PLUS an additional 3% increase to the new step. For Step 6, this figure is calculated by adding the \$1000 lump sum payment PLUS the additional 3% increase to the current step. Step 6 ESPs work different hours, so the hourly breakdown for the \$1,000 is not calculated. See the "Year 1 and Year 2 Increases" for more details.

ASSOCIATE EDUCATOR (AE)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE IN CURRENT CONTRACT	\$19.25	\$20.06	\$20.95	\$21.88	\$22.68	\$24.30
STEPS 1 – 5 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.41	\$1.52	\$1.59	\$1.48	\$2.35	
STEP 6 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	-	-	-	-	-	\$1,000 Plus \$0.73 per hour
HOURLY WAGE INCREASE ACHIEVED IN 2-YEAR PROPOSED CONTRACT	\$20.66	\$21.58	\$22.54	\$23.36	\$25.03	\$25.03

STARTING STEP & WAGE S19.25 S20.06 S20.95 S21.88 S22.68 S24.30	AVID ACCISTANT	STEP 1	CTED 3	CTED 3	CTED A	C	STED 6
N. CURRENT CONTRACT \$19.25 \$20.06 \$20.95 \$21.88 \$22.88 \$24.30	AVID ASSISTANT	SIEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STEPS 1 - 5		\$19.25	\$20.06	\$20.95	\$21.88	\$22.68	\$24.30
STEP 6							
STEP 6		\$1.41	\$1.52	\$1.59	\$1.48	\$2.35	
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT \$20.66 \$21.58 \$22.54 \$23.36 \$25.03 \$							Ć4 000 PI
HOURLY WAGE INCREASE ACHIEVED IN 2-YEAR PROPOSED CONTRACT STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6		-	-	-	-	-	
ACHIEVED IN 2-YEAR PROPOSED CONTRACT \$20.66 \$21.58 \$22.54 \$23.36 \$25.03 \$25.03 \$25.03							\$0.73 per hour
ACHIEVED IN 2-YEAR PROPOSED CONTRACT STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6		\$20.66	\$21.58	\$22.54	\$23.36	\$25.03	\$25.03
STARTING STEP & WAGE N CURRENT CONTRACT \$19.38 \$20.32 \$21.26 \$22.29 \$23.41 \$25.34 \$10.00 Plus \$10.00 Plus \$1.41 \$1. \$1	ACHIEVED IN 2-YEAR PROPOSED CONTRACT		•	•	•	•	
STARTING STEP & WAGE N CURRENT CONTRACT \$19.38 \$20.32 \$21.26 \$22.29 \$23.41 \$25.34 \$10.00 Plus \$10.00 Plus \$1.41 \$1. \$1	AVIDITAD	Cern 1	C-r-n 2	Cern 2	CTED 4	C	Szen 6
N CURRENT CONTRACT \$19.38 \$20.32 \$21.26 \$22.29 \$23.41 \$25.34		SIEP 1	SIEPZ	SIEPS	SIEP4	SIEPS	SIEPO
STEPS 1 - 5		\$19.38	\$20.32	\$21.26	\$22.29	\$23.41	\$25.34
STEP 6							
STEP 6		\$1.41	\$1.	\$1.	\$1.	\$1.	
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT S20.66 \$21.58 \$22.54 \$23.36 \$25.03 \$,	,	,	,	4
HOURLY WAGE INCREASE S20.66 S21.58 S22.54 S23.36 S25.03 S25.0		-	-	-	-	-	
STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6		1					\$0.73 per hour
STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6		\$20.66	\$21.58	\$22.54	\$23.36	\$25.03	\$25.03
STARTING STEP & WAGE S15.00 S15.62 S16.21 S16.87 S17.42 S18.24 STEPS 1 - 5	ACHIEVED IN 2-YEAR PROPOSED CONTRACT	720.00	721.30	ŞEE.S4	723.30	\$23.03	723.03
STARTING STEP & WAGE S15.00 S15.62 S16.21 S16.87 S17.42 S18.24 STEPS 1 - 5	CLULD CARE ASSISTANT (COA)	C 4		a	6 4		S C
STARTING STEP & WAGE N CURRENT CONTRACT S15.00 S15.62 S16.21 S16.87 S17.42 S18.24 STEPS 1 - 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
N CURRENT CONTRACT \$15.00 \$15.62 \$16.21 \$16.87 \$17.42 \$18.24							
STEPS 1 - 5		\$15.00	\$15.62	\$16.21	\$16.87	\$17.42	\$18.24
STEP 6							,
STEP 6		\$1.09	\$1.08	\$1.17	\$1.07	\$1.37	
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT \$16.09 \$16.70 \$17.38 \$17.94 \$18.79 \$18.79		7-100	7	7	7	7	
## HOURLY WAGE INCREASE ACHIEVED IN 2-YEAR PROPOSED CONTRACT ## STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 ## STARTING STEP & WAGE INCREASE IN PROPOSED CONTRACT \$1.24 \$1.30 \$1.32 \$1.35 \$1.66 ## STEP 5 \$1.000 Plus \$0.73 per hour \$0.73 per hour \$1.24 \$1.30 \$1.32 \$25.03 \$25.65 \$26.56 \$26.56 ## FAMILY & COMMUNITY LIAISON (FORMERLY PARENT LIAISON) ## STARTING STEP & WAGE IN CREASE IN PROPOSED CONTRACT \$1.24 \$1.30 \$1.32 \$1.35 \$1.66 ## FAMILY & COMMUNITY LIAISON (FORMERLY PARENT LIAISON) ## STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 ## STEP 3 \$1.44 \$1.37 \$1.43 \$1.46 \$1.62 ## STEP 6 \$1,000 Plus \$0.73 per hour \$1.44 \$1.37 \$1.43 \$1.46 \$1.62 ## STEP 6 \$1,000 Plus \$0.73 per hour \$0.73 per hour \$1.44 \$1.37 \$1.43 \$1.46 \$1.62 ## STEP 6 \$1,000 Plus \$0.73 per hour \$0.73 per h	STEP 6	-	-	-	-	-	' '
## EDUCATIONAL SIGN LANGUAGE INTREPRETER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6	TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT						\$0.73 per hour
### EDUCATIONAL SIGN LANGUAGE INTREPRETER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6	HOURLY WAGE INCREASE	\$16.09	\$16.70	\$17.38	\$17.94	\$18.79	\$18.79
STARTING STEP & WAGE	ACHIEVED IN 2-YEAR PROPOSED CONTRACT	710.03	710.70	717.30	71713 4	710.73	V10.75
STARTING STEP & WAGE			I	T		T	
N CURRENT CONTRACT \$22.57 \$23.12 \$23.71 \$24.30 \$24.90 \$25.79	EDUCATIONAL SIGN LANGUAGE INTREPRETER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
N CURRENT CONTRACT \$22.57 \$23.12 \$23.71 \$24.30 \$24.90 \$25.79							
STEPS 1 - 5		\$22.57	\$23.12	\$23.71	\$24.30	\$24.90	\$25.79
STEP 6							,
STEP 6		\$1.24	\$1.30	\$1.32	\$1.35	\$1.66	
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT \$0.73 per hour		,	7	7	7	7	
HOURLY WAGE INCREASE \$23.81 \$24.42 \$25.03 \$25.65 \$26.56 \$26.56		-	-	-	-	-	
S23.81 S24.42 S25.03 S25.65 S26.56 S26.56	TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT						\$0.73 per hour
STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6		\$23.81	\$24.42	\$25.03	\$25.65	\$26.56	\$26.56
STARTING STEP & WAGE	ACHIEVED IN 2-YEAR PROPOSED CONTRACT	7_3.01	Y= 11-12	Ţ_3.03	Ţ_3.03	Ţ_3.30	7=3.50
STARTING STEP & WAGE			ı	ı	T	ı	
STARTING STEP & WAGE \$17.03 \$17.93 \$18.74 \$19.58 \$20.43 \$21.41 STEPS 1 - 5 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT STEP 6		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STEPS 1 - 5	(FORMERLY PARENT LIAISON)						
STEPS 1 - 5	STARTING STEP & WAGE	\$17.02	\$17.02	\$19.74	\$10.59	\$20.42	¢21 //1
STEP 6 - - \$1,000 Plus	IN CURRENT CONTRACT	717.03	711.53	710.74	713.30	72U.43	741.41
STEP 6 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT HOURLY WAGE INCREASE \$1,000 Plus \$0.73 per hour \$0.73 per hour \$22.05	STEPS 1-5	¢1 //	¢1 27	¢1 //2	¢1 //C	\$1.62	
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT \$0.73 per hour HOURLY WAGE INCREASE \$18.47 \$19.30 \$20.17 \$21.04 \$22.05 \$22.05	TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	91.44	/ 1.3	71.45	1.40	20.02	
HOURLY WAGE INCREASE \$18.47 \$19.30 \$20.17 \$21.04 \$22.05 \$22.05	STEP 6	-	_	_	-	_	\$1,000 Plus
HOURLY WAGE INCREASE \$18.47 \$19.30 \$20.17 \$21.04 \$22.05 \$22.05	TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT						
ACHIEVED IN 2-YEAR PROPOSED CONTRACT \$18.47 \$19.30 \$20.17 \$21.04 \$22.05 \$22.05	HOURLY WAGE INCREASE	640.47	ć40.00	620.47	624.24	622.05	-
	ACHIEVED IN 2-YEAR PROPOSED CONTRACT	\$18.47	\$19.30	\$20.17	\$21.04	\$22.05	\$22.05

FAMILY LEARNING ASST.	STEP 1	STEP 2	S TEP 3	STEP 4	STEP 5	S TEP 6
CHILD CARE WORKER STARTING STEP & WAGE						
IN CURRENT CONTRACT	\$15.00	\$15.62	\$16.21	\$16.87	\$17.42	\$18.24
STEPS 1 – 5						
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.09	\$1.08	\$1.17	\$1.07	\$1.37	
STEP 6	-	-	-	-	-	\$1,000 Plus
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT						\$0.73 per hour
HOURLY WAGE INCREASE	445.00	446	44= 00	44= 04	440 =0	-
ACHIEVED IN 2-YEAR PROPOSED CONTRACT	\$16.09	\$16.70	\$17.38	\$17.94	\$18.79	\$18.79
FAMILY LEARNING	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
CHILD CARE WORKER						
STARTING STEP & WAGE	ć40.04	Ć10 F1	ć10.01	¢10.54	¢20.05	624.44
IN CURRENT CONTRACT	\$18.01	\$18.54	\$19.01	\$19.54	\$20.05	\$21.14
STEPS 1-5	¢1.00	¢1.04	¢1 12	¢1 11	¢1 72	
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.09	\$1.04	\$1.12	\$1.11	\$1.72	
STEP 6	-	-	-	-	-	\$1,000 Plus
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT						\$0.73 per hour
HOURLY WAGE INCREASE	\$19.10	\$19.58	\$20.13	\$20.65	\$21.77	\$21.77
ACHIEVED IN 2-YEAR PROPOSED CONTRACT	Ψ13.10	Ψ13.30	720.13	720.03	γ21.,,	Ψ21.77
INTERVENER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE	400.05	400.04	400.47	404.00	40.4.66	425.05
IN CURRENT CONTRACT	\$22.35	\$22.91	\$23.47	\$24.06	\$24.66	\$26.05
STEPS 1-5	Ć1 2F	ć1 2C	ć1 21	ć1 2 <i>1</i>	ć2 17	
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.25	\$1.26	\$1.31	\$1.34	\$2.17	
STEP 6	-	-	-	-	-	\$1,000 Plus
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT						\$0.73 per hour
HOURLY WAGE INCREASE	\$23.60	\$24.17	\$24.78	\$25.40	\$26.83	\$26.83
ACHIEVED IN 2-YEAR PROPOSED CONTRACT	723.00	γ <u>2</u> 4.17	Ş 2 4.70	723.40	720.03	\$20.03
OCCUPATIONAL THERAPIST ASSISTANT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE						
In Current Contract	\$19.94	\$20.76	\$21.65	\$22.51	\$23.53	\$25.15
STEPS 1-5	64.44	64.54	64.54	64.70	62.27	
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.44	\$1.54	\$1.54	\$1.73	\$2.37	
STEP 6	-	-	-	-	-	\$1,000 Plus
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT						\$0.73 per hour
HOURLY WAGE INCREASE	\$21.38	\$22.30	\$23.19	\$24.24	\$25.90	\$25.90
ACHIEVED IN 2-YEAR PROPOSED CONTRACT	\$21.56	\$22.50	\$ 2 5.15	324.24	\$25.5U	\$25.90
PHYSICAL THERAPIST ASSISTANT	STED 1	STED 2	STED 2	STED 4	STED E	STED 6
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE	\$19.94	\$20.76	\$21.65	\$22.51	\$23.53	\$25.15
IN CURRENT CONTRACT STEPS 1 – 5						
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.44	\$1.54	\$1.54	\$1.73	\$2.37	
STEP 6	_	_	_			\$1,000 Plus
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	_	_	_	_	_	\$0.73 per hour
HOURLY WAGE INCREASE	_	_	_	_	_	-
ACHIEVED IN 2-YEAR PROPOSED CONTRACT	\$21.38	\$22.30	\$23.19	\$24.24	\$25.90	\$25.90
ACHIEVED IN E TEAM FROFUSED CONTRACT	<u> </u>	l	l			

SCHOOL SUCCESS PROGRAM ASSISTANT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE IN CURRENT CONTRACT	\$25.51	\$26.33	\$27.14	\$27.92	\$28.76	\$30.46
STEPS 1 – 5 Total 2-Year Increase In Proposed Contract	\$1.61	\$1.62	\$1.62	\$1.70	\$2.61	
STEP 6 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	-	-	-	-	-	\$1,000 Plus \$0.73 per hour
HOURLY WAGE INCREASE ACHIEVED IN 2-YEAR PROPOSED CONTRACT	\$27.12	\$27.95	\$28.76	\$29.62	\$31.37	\$31.37

SITE COORDINATOR, GEAR UP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE	\$22.80	\$23.36	\$23.95	\$24.55	\$25.15	\$26.58
IN CURRENT CONTRACT	\$22.60	Ş23.30	Ş23.93	\$24.55	\$25.15	\$20.56
STEPS 1-5	\$1.26	\$1.31	\$1.34	\$1.35	\$2.23	
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	Ş1.20	31.31	Э1. 54	γ1.5 5	32.23	
STEP 6	-	-	-	•	•	\$1,000 Plus
TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT						\$0.73 per hour
HOURLY WAGE INCREASE	\$24.06	\$24.67	\$25.29	\$25.90	\$27.38	\$27.38
ACHIEVED IN 2-YEAR PROPOSED CONTRACT	324.UU	324.07	323.25	3 2 3.30	341.30	321.30

QUICK SUMMARY TOTAL CONTRACT INCREASES PARITY CLASSIFICATIONS

The "Total 2-Year Increase In Proposed Contract" is calculated by deducting the beginning wage from the end wage. That end wage is calculated by adding the difference between the Current Parity Classification Step AND the 3% increase added to the AE equivalent step. This is so parity with AEs remains consistent. All 3 ESP Classifications moving up to the AE steps will achieve - and maintain - parity with the AE step wages. See the "Year 1 and Year 2 Increases" for more details.

BILINGUAL PROGRAM ASSISTANT (BPA)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE IN CURRENT CONTRACT	\$17.03	\$17.93	\$18.74	\$19.58	\$20.43	\$21.84
STEPS 1 – 6 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$2.80	\$2.73	\$2.84	\$2.96	\$2.93	\$3.19
HOURLY WAGE INCREASE ACHIEVED IN 2-YEAR PROPOSED CONTRACT EQUIVALENT TO AE HOURLY WAGE	\$19.83	\$20.66	\$21.58	\$22.54	\$23.36	\$25.03

EDUCATIONAL ASSISTANT (EA)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE IN CURRENT CONTRACT	\$17.20	\$18.09	\$18.88	\$19.75	\$20.57	\$22.00
STEPS 1 – 6 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$2.63	\$2.57	\$2.70	\$2.79	\$2.79	\$3.03
HOURLY WAGE INCREASE ACHIEVED IN 2-YEAR PROPOSED CONTRACT EQUIVALENT TO AE HOURLY WAGE	\$19.83	\$20.66	\$21.58	\$22.54	\$23.36	\$25.03

SPECIAL EDUCATION ASSISTANT (SEA)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE IN CURRENT CONTRACT	\$17.33	\$18.12	\$18.97	\$19.82	\$20.58	\$22.01
STEPS 1 – 6 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$2.50	\$2.54	\$2.61	\$2.72	\$2.78	\$3.02
HOURLY WAGE INCREASE ACHIEVED IN 2-YEAR PROPOSED CONTRACT EQUIVALENT TO AE HOURLY WAGE	\$19.83	\$20.66	\$21.58	\$22.54	\$23.36	\$25.03

YEAR 1 & YEAR 2 INCREASES NON-PARITY CLASSIFICATIONS

ASSOCIATE EDUCATOR (AE)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$19.25	\$20.06	\$20.95	\$21.88	\$22.68	\$24.30
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2	Move to Step 3	Move to Step 4	Move to Step 5	Move to Step 6	-
EFFECTIVE JULY 1, 2019	\$20.06	\$20.95	\$21.88	\$22.58	\$24.30	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.60	Add 3% to Step 3 Wage \$0.63	Add 3% to Step 4 Wage \$0.66	Add 3% to Step 5 Wage \$0.68	Add 3% to Step 6 Wage \$0.73	Add 3% Step 6 Wage \$0.73
	\$20.66	\$21.58	\$22.54	\$23.36	\$25.03	\$25.03

AVID ASSISTANT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$19.25	\$20.06	\$20.95	\$21.88	\$22.68	\$24.30
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2	Move to Step 3	Move to Step 4	Move to Step 5	Move to Step 6	-
EFFECTIVE JULY 1, 2019	\$20.06	\$20.95	\$21.88	\$22.58	\$24.30	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.60	Add 3% to Step 3 Wage \$0.63	Add 3% to Step 4 Wage \$0.66	Add 3% to Step 5 Wage \$0.68	Add 3% to Step 6 Wage \$0.73	Add 3% Step 6 Wage \$0.73
	\$20.66	\$21.58	\$22.55	\$23.26	\$25.03	\$25.03

AVID LEAD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$19.38	\$20.32	\$21.26	\$22.29	\$23.41	\$25.34
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2	Move to Step 3	Move to Step 4	Move to Step 5	Move to Step 6	-
EFFECTIVE JULY 1, 2019	\$20.32	\$21.26	\$22.29	\$23.41	\$25.34	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.61	Add 3% to Step 3 Wage \$0.64	Add 3% to Step 4 Wage \$0.67	Add 3% to Step 5 Wage \$0.70	Add 3% to Step 6 Wage \$0.76	Add 3% Step 6 Wage \$0.76
	\$20.93	\$21.90	\$22.96.	\$23.	\$26.10	\$26.10

CHILD CARE ASSISATNT (CCA) MINNEAPOLIS KIDS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$15.00	\$15.62	\$16.21	\$16.87	\$17.42	\$18.24
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2	Move to Step 3	Move to Step 4	Move to Step 5	Move to Step 6	-
EFFECTIVE JULY 1, 2019	\$15.62	\$16.21	\$16.87	\$17.42	\$18.24	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.47	Add 3% to Step 3 Wage \$0.49	Add 3% to Step 4 Wage \$0.51	Add 3% to Step 5 Wage \$0.52	Add 3% to Step 6 Wage \$0.55	Add 3% Step 6 Wage \$0.55
	\$16.09	\$16.70	\$16.87	\$17.94	\$18.79	\$18.79

EDUCATIONAL SIGN LANGUAGE INTREPRETER	STEP 1	STEP 2	S TEP 3	STEP 4	S TEP 5	S TEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$22.57	\$23.12	\$23.71	\$24.30	\$24.90	\$25.79
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE EFFECTIVE JULY 1, 2019	Move to Step 2 \$23.12	Move to Step 3 \$23.71	Move to Step 4 \$24.30	Move to Step 5 \$24.90	Move to Step 6 \$25.79	-
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.69 \$23.81	Add 3% to Step 3 Wage \$0.71 \$24.42	Add 3% to Step 4 Wage \$0.73 \$25.03	Add 3% to Step 5 Wage \$0.75 \$25.65	Add 3% to Step 6 Wage \$0.77 \$26.56	Add 3% Step 6 Wage \$0.77 \$26.56

FAMILY & COMMUNITY LIAISON (FORMERLY PARENT LIAISON)	STEP 1	STEP 2	S TEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$17.03	\$17.93	\$18.74	\$19.58	\$20.43	\$21.41
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2	Move to Step 3	Move to Step 4	Move to Step 5	Move to Step 6	-
EFFECTIVE JULY 1, 2019	\$17.93	\$18.74	\$19.58	\$20.43	\$21.41	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.54	Add 3% to Step 3 Wage \$0.56	Add 3% to Step 4 Wage \$0.59	Add 3% to Step 5 Wage \$0.61	Add 3% to Step 6 Wage \$0.64	Add 3% Step 6 Wage \$0.64
	\$18.47	\$19.30	\$20.17	\$21.04	\$22.05	\$22.05

FAMILY LEARNING ASST. CHILD CARE WORKER	STEP 1	STEP 2	S TEP 3	STEP 4	STEP 5	S TEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$15.00	\$15.62	\$16.21	\$16.87	\$17.42	\$18.24
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2 \$15.62	Move to Step 3 \$16.21	Move to Step 4 \$16.87	Move to Step 5 \$17.42	Move to Step 6 \$18.24	-
EFFECTIVE JULY 1, 2019	\$13.02	\$10.21	\$10.67	Ş17.4Z	Ş10.24	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.47	Add 3% to Step 3 Wage \$0.49	Add 3% to Step 4 Wage \$0.51	Add 3% to Step 5 Wage \$0.52	Add 3% to Step 6 Wage \$0.55	Add 3% Step 6 Wage \$0.55
	\$16.09	\$16.70	\$16.87	\$17.94	\$18.79	\$18.79

FAMILY LEARNING CHILD CARE WORKER	STEP 1	STEP 2	STEP 3	S тер 4	STEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$18.01	\$18.54	\$19.01	\$19.54	\$20.05	\$21.14
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2	Move to Step 3	Move to Step 4	Move to Step 5	Move to Step 6	-
EFFECTIVE JULY 1, 2019	\$18.54	\$19.01	\$19.54	\$20.05	\$21.14	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.56 \$19.10	Add 3% to Step 3 Wage \$0.57 \$19.58	Add 3% to Step 4 Wage \$0.59 \$20.13	Add 3% to Step 5 Wage \$0.60 \$20.65	Add 3% to Step 6 Wage \$0.63 \$21.77	Add 3% Step 6 Wage \$0.63 \$21.77

INTERVENER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	S TEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$22.35	\$22.91	\$23.47	\$24.06	\$24.66	\$26.05
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE EFFECTIVE JULY 1, 2019	Move to Step 2 \$22.91	Move to Step 3 \$23.47	Move to Step 4 \$24.06	Move to Step 5 \$24.66	Move to Step 6 \$26.05	-
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.69	Add 3% to Step 3 Wage \$0.70	Add 3% to Step 4 Wage \$0.72	Add 3% to Step 5 Wage \$0.74	Add 3% to Step 6 Wage \$0.78	Add 3% Step 6 Wage \$0.78
	\$23.60	\$24.17	\$24.78	\$25.40	\$26.83	\$26.83

OCCUPATIONAL THERAPIST ASSISTANT	STEP 1	STEP 2	S TEP 3	S TEP 4	STEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$19.94	\$20.76	\$21.65	\$22.51	\$23.53	\$25.15
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2 \$20.76	Move to Step 3 \$21.65	Move to Step 4 \$22.51	Move to Step 5 \$23.53	Move to Step 6 \$25.15	-
EFFECTIVE JULY 1, 2019	\$20.70	\$21.05	\$22.51	Ş23.33	\$23.13	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.62	Add 3% to Step 3 Wage \$0.65	Add 3% to Step 4 Wage \$0.68	Add 3% to Step 5 Wage \$0.71	Add 3% to Step 6 Wage \$0.75	Add 3% Step 6 Wage \$0.75
	\$21.38	\$22.30	\$23.19	\$24.24	\$25.90	\$25.90

PHYSICAL THERAPIST ASSISTANT	STEP 1	STEP 2	S TEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$19.94	\$20.76	\$21.65	\$22.51	\$23.53	\$25.15
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2	Move to Step 3	Move to Step 4	Move to Step 5	Move to Step 6	-
EFFECTIVE JULY 1, 2019	\$20.76	\$21.65	\$22.51	\$23.53	\$25.15	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.62	Add 3% to Step 3 Wage \$0.65	Add 3% to Step 4 Wage \$0.68	Add 3% to Step 5 Wage \$0.71	Add 3% to Step 6 Wage \$0.75	Add 3% Step 6 Wage \$0.75
	\$21.38	\$22.30	\$23.19	\$24.24	\$25.90	\$25.90

SCHOOL SUCCESS PROGRAM ASSISTANT	STEP 1	STEP 2	S TEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$25.51	\$26.33	\$27.14	\$27.92	\$28.76	\$30.46
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2 \$26.33	Move to Step 3 \$27.14	Move to Step 4 \$27.92	Move to Step 5 \$28.76	Move to Step 6 \$30.46	-
EFFECTIVE JULY 1, 2019	\$20.33	727.14	Ş27. 3 2	Ş20.7U	\$30.40	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage \$0.79	Add 3% to Step 3 Wage \$0.81	Add 3% to Step 4 Wage \$0.84	Add 3% to Step 5 Wage \$0.86	Add 3% to Step 6 Wage \$0.91	Add 3% Step 6 Wage \$0.91
	\$27.12	\$27.95	\$28.76	\$29.62	\$31.37	\$31.37

SITE COORDINATOR, GEAR UP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	S TEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$22.80	\$23.36	\$23.95	\$24.55	\$25.15	\$26.58
YEAR 1 / PROPOSED CONTRACT						
STEPS 1-5 1 STEP ADVANCE	Move to Step 2	Move to Step 3	Move to Step 4	Move to Step 5	Move to Step 6	-
EFFECTIVE JULY 1, 2019	\$23.36	\$23.95	\$24.55	\$25.15	\$26.58	
STEP 6 \$1000 PAYMENT	-	-	-	-	-	\$1,000
YEAR 2 / PROPOSED CONTRACT						
STEPS 1-6 3% WAGE INCREASE EFFECTIVE JANUARY 1, 2021	Add 3% to Step 2 Wage	Add 3% to Step 3 Wage	Add 3% to Step 4 Wage	Add 3% to Step 5 Wage	Add 3% to Step 6 Wage	Add 3% Step 6 Wage
	\$0.70 \$24.06	\$0.72 \$24.67	\$0.74 \$25.29	\$0.75 \$25.90	\$0.80 \$27.38	\$0. \$27.38

YEAR 1 & YEAR 2 INCREASES PARITY CLASSIFICATIONS

BILINGUAL PROGRAM ASSISTANT (BPA)	S TEP 1	STEP 2	S TEP 3	S TEP 4	S TEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$17.03	\$17.93	\$18.74	\$19.58	\$20.43	\$21.84
YEAR 1 / PROPOSED CONTRACT						
ADVANCE TO AE EQUIVALENT STEP	\$19.25	\$20.06	\$20.95	\$21.88	\$22.68	\$24.30
AE STEP – SEA STEP = INCREASE	\$19.25 – \$17.03 =	\$20.06 - \$17.93 =	\$20.95 – \$18.74 =	\$21.88 - \$19.58 =	\$22.68 – \$20.43 =	\$24.30 - \$21.84 =
	\$2.22	\$1.13	\$2.21	\$2.30	\$2.25	\$2.46
STEPS 1-6 HALF OF "EVEN INCREASE" RETRO PAYMENT- JANUARY 1, 2020	\$1.11	\$1.06	\$1.10	\$1.15	\$1.12	\$1.23
YEAR 2 / PROPOSED CONTRACT						
Steps 1-6 HALF OF "EVEN INCREASE" PAYMENT - JANUARY 19, 2021	\$1.11	\$1.07	\$1.11	\$1.15	\$1.13	\$1.23
STEP WAGE GOING FORWARD AE STEP (WITH 3% FACTORED IN) EFFECTIVE AFTER JANUARY 19, 2021	AE Step 1 \$19.83	AE Step 2 \$20.66	AE Step 3 \$21.58	AE Step 4 \$22.54	AE Step 5 \$23.36	AE Step 6 \$25.03

EDUCATIONAL ASSISTANT (EA)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$17.20	\$18.09	\$18.88	\$19.75	\$20.57	\$22.00
YEAR 1 / PROPOSED CONTRACT						
ADVANCE TO AE EQUIVALENT STEP	\$19.25	\$20.06	\$20.95	\$21.88	\$22.68	\$24.30
AE STEP – SEA STEP = INCREASE	\$19.25 – \$17.20 =	\$20.06 - \$18.09 =	\$20.95 - \$18.88 =	\$21.88 – \$19.75 =	\$22.68 – \$20.57 =	\$24.30 - \$22.00 =
	\$2.05	\$1.97	\$2.07	\$2.13	\$2.11	\$2.30
STEPS 1-6 HALF OF "EVEN INCREASE" RETRO PAYMENT- JANUARY 1, 2020	\$1.02	\$0.98	\$1.03	\$1.06	\$1.05	\$1.15
YEAR 2 / PROPOSED CONTRACT						
Steps 1-6 HALF OF "EVEN INCREASE" PAYMENT - JANUARY 19, 2021	\$1.03	\$0.99.	\$1.04	\$1.07	\$1.06	\$1.15
STEP WAGE GOING FORWARD	AE Step 1	AE Step 2	AE Step 3	AE Step 4	AE Step 5	AE Step 6
AE STEP (WITH 3% FACTORED IN) EFFECTIVE AFTER JANUARY 19, 2021	\$19.83	\$20.66	\$21.58	\$22.54	\$23.36	\$25.03

SPECIAL EDUCATION ASSISTANT (SEA)	S TEP 1	STEP 2	S TEP 3	STEP 4	S TEP 5	S TEP 6
STARTING STEP & WAGE CURRENT CONTRACT	\$17.33	\$18.12	\$18.97	\$19.82	\$20.58	\$22.01
YEAR 1 / PROPOSED CONTRACT						
ADVANCE TO AE EQUIVALENT STEP	\$19.25	\$20.06	\$20.95	\$21.88	\$22.68	\$24.30
AE STEP – SEA STEP = INCREASE	\$19.25 - \$17.33 =	\$20.06 - \$18.12 =	\$20.95 – \$18.97 =	\$21.88 - \$19.82 =	\$22.68 - \$20.58 =	\$24.30 - \$22.01 =
	\$1.92	\$1.94	\$1.98	\$2.06	\$2.10	\$2.29
STEPS 1-6 HALF OF "EVEN INCREASE" RETRO PAYMENT- JANUARY 1, 2020	\$0.96	\$0.97	\$0.99	\$1.03	\$1.05	\$1.14
YEAR 2 / PROPOSED CONTRACT						
Steps 1-6 HALF OF "EVEN INCREASE" PAYMENT- JANUARY 19, 2021	\$0.96	\$0.97	\$0.99	\$1.03	\$1.05	\$1.15
STEP WAGE GOING FORWARD AE STEP (WITH 3% FACTORED IN)	AE Step 1	AE Step 2	AE Step 3	AE Step 4	AE Step 5	AE Step 6
EFFECTIVE AFTER JANUARY 19, 2021	\$19.83	\$20.66	\$21.58	\$22.54	\$23.36	\$25.03

Prepared by Stacey Gurian-Sherman, ESP Contract Team Recording Secretary, 5-26-2020