

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
 - 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
 - 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 **Wage Charts** 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

AVID ASSISTANT	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

AVID LEAD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE IN CURRENT CONTRACT	\$19.38	\$20.32	\$21.26	\$22.29	\$23.41	\$25.34
STEPS 1 – 5 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.41	\$1.	\$1.	\$1.	\$1.	
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

CHILD CARE ASSISTANT (CCA) MINNEAPOLIS KIDS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
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 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	-	-	-	-	-	\$1,000 Plus \$0.73 per hour
HOURLY WAGE INCREASE ACHIEVED IN 2-YEAR PROPOSED CONTRACT	\$16.09	\$16.70	\$17.38	\$17.94	\$18.79	\$18.79

EDUCATIONAL SIGN LANGUAGE INTERPRETER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE IN CURRENT CONTRACT	\$22.57	\$23.12	\$23.71	\$24.30	\$24.90	\$25.79
STEPS 1 – 5 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.24	\$1.30	\$1.32	\$1.35	\$1.66	
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	\$23.81	\$24.42	\$25.03	\$25.65	\$26.56	\$26.56

FAMILY & COMMUNITY LIAISON (FORMERLY PARENT LIAISON)	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	\$21.41
STEPS 1 – 5 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.44	\$1.37	\$1.43	\$1.46	\$1.62	
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	\$18.47	\$19.30	\$20.17	\$21.04	\$22.05	\$22.05

FAMILY LEARNING ASST. CHILD CARE WORKER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
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 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	-	-	-	-	-	\$1,000 Plus \$0.73 per hour
HOURLY WAGE INCREASE ACHIEVED IN 2-YEAR PROPOSED CONTRACT	\$16.09	\$16.70	\$17.38	\$17.94	\$18.79	\$18.79

FAMILY LEARNING CHILD CARE WORKER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE IN CURRENT CONTRACT	\$18.01	\$18.54	\$19.01	\$19.54	\$20.05	\$21.14
STEPS 1 – 5 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.09	\$1.04	\$1.12	\$1.11	\$1.72	
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	\$19.10	\$19.58	\$20.13	\$20.65	\$21.77	\$21.77

INTERVENER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
STARTING STEP & WAGE IN CURRENT CONTRACT	\$22.35	\$22.91	\$23.47	\$24.06	\$24.66	\$26.05
STEPS 1 – 5 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.25	\$1.26	\$1.31	\$1.34	\$2.17	
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	\$23.60	\$24.17	\$24.78	\$25.40	\$26.83	\$26.83

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 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.44	\$1.54	\$1.54	\$1.73	\$2.37	
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	\$21.38	\$22.30	\$23.19	\$24.24	\$25.90	\$25.90

PHYSICAL 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 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.44	\$1.54	\$1.54	\$1.73	\$2.37	
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	\$21.38	\$22.30	\$23.19	\$24.24	\$25.90	\$25.90

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 IN CURRENT CONTRACT	\$22.80	\$23.36	\$23.95	\$24.55	\$25.15	\$26.58
STEPS 1 – 5 TOTAL 2-YEAR INCREASE IN PROPOSED CONTRACT	\$1.26	\$1.31	\$1.34	\$1.35	\$2.23	
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	\$24.06	\$24.67	\$25.29	\$25.90	\$27.38	\$27.38

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 EFFECTIVE JULY 1, 2019	Move to Step 2 \$20.06	Move to Step 3 \$20.95	Move to Step 4 \$21.88	Move to Step 5 \$22.58	Move to Step 6 \$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 \$20.66	Add 3% to Step 3 Wage \$0.63 \$21.58	Add 3% to Step 4 Wage \$0.66 \$22.54	Add 3% to Step 5 Wage \$0.68 \$23.36	Add 3% to Step 6 Wage \$0.73 \$25.03	Add 3% Step 6 Wage \$0.73 \$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 EFFECTIVE JULY 1, 2019	Move to Step 2 \$20.06	Move to Step 3 \$20.95	Move to Step 4 \$21.88	Move to Step 5 \$22.58	Move to Step 6 \$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 \$20.66	Add 3% to Step 3 Wage \$0.63 \$21.58	Add 3% to Step 4 Wage \$0.66 \$22.55	Add 3% to Step 5 Wage \$0.68 \$23.26	Add 3% to Step 6 Wage \$0.73 \$25.03	Add 3% Step 6 Wage \$0.73 \$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 EFFECTIVE JULY 1, 2019	Move to Step 2 \$20.32	Move to Step 3 \$21.26	Move to Step 4 \$22.29	Move to Step 5 \$23.41	Move to Step 6 \$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 \$20.93	Add 3% to Step 3 Wage \$0.64 \$21.90	Add 3% to Step 4 Wage \$0.67 \$22.96.	Add 3% to Step 5 Wage \$0.70 \$23.	Add 3% to Step 6 Wage \$0.76 \$26.10	Add 3% Step 6 Wage \$0.76 \$26.10

CHILD CARE ASSISTANT (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 EFFECTIVE JULY 1, 2019	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	-
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 \$16.09	Add 3% to Step 3 Wage \$0.49 \$16.70	Add 3% to Step 4 Wage \$0.51 \$16.87	Add 3% to Step 5 Wage \$0.52 \$17.94	Add 3% to Step 6 Wage \$0.55 \$18.79	Add 3% Step 6 Wage \$0.55 \$18.79

EDUCATIONAL SIGN LANGUAGE INTREPRETER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 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	STEP 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 EFFECTIVE JULY 1, 2019	Move to Step 2 \$17.93	Move to Step 3 \$18.74	Move to Step 4 \$19.58	Move to Step 5 \$20.43	Move to Step 6 \$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 \$18.47	Add 3% to Step 3 Wage \$0.56 \$19.30	Add 3% to Step 4 Wage \$0.59 \$20.17	Add 3% to Step 5 Wage \$0.61 \$21.04	Add 3% to Step 6 Wage \$0.64 \$22.05	Add 3% Step 6 Wage \$0.64 \$22.05

FAMILY LEARNING ASST. CHILD CARE WORKER	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 EFFECTIVE JULY 1, 2019	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	-
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 \$16.09	Add 3% to Step 3 Wage \$0.49 \$16.70	Add 3% to Step 4 Wage \$0.51 \$16.87	Add 3% to Step 5 Wage \$0.52 \$17.94	Add 3% to Step 6 Wage \$0.55 \$18.79	Add 3% Step 6 Wage \$0.55 \$18.79

FAMILY LEARNING CHILD CARE WORKER	STEP 1	STEP 2	STEP 3	STEP 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 EFFECTIVE JULY 1, 2019	Move to Step 2 \$18.54	Move to Step 3 \$19.01	Move to Step 4 \$19.54	Move to Step 5 \$20.05	Move to Step 6 \$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	STEP 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 \$23.60	Add 3% to Step 3 Wage \$0.70 \$24.17	Add 3% to Step 4 Wage \$0.72 \$24.78	Add 3% to Step 5 Wage \$0.74 \$25.40	Add 3% to Step 6 Wage \$0.78 \$26.83	Add 3% Step 6 Wage \$0.78 \$26.83

OCCUPATIONAL THERAPIST ASSISTANT	STEP 1	STEP 2	STEP 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 EFFECTIVE JULY 1, 2019	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	-
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 \$21.38	Add 3% to Step 3 Wage \$0.65 \$22.30	Add 3% to Step 4 Wage \$0.68 \$23.19	Add 3% to Step 5 Wage \$0.71 \$24.24	Add 3% to Step 6 Wage \$0.75 \$25.90	Add 3% Step 6 Wage \$0.75 \$25.90

PHYSICAL THERAPIST ASSISTANT	STEP 1	STEP 2	STEP 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 EFFECTIVE JULY 1, 2019	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	-
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 \$21.38	Add 3% to Step 3 Wage \$0.65 \$22.30	Add 3% to Step 4 Wage \$0.68 \$23.19	Add 3% to Step 5 Wage \$0.71 \$24.24	Add 3% to Step 6 Wage \$0.75 \$25.90	Add 3% Step 6 Wage \$0.75 \$25.90

SCHOOL SUCCESS PROGRAM ASSISTANT	STEP 1	STEP 2	STEP 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 EFFECTIVE JULY 1, 2019	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	-
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 \$27.12	Add 3% to Step 3 Wage \$0.81 \$27.95	Add 3% to Step 4 Wage \$0.84 \$28.76	Add 3% to Step 5 Wage \$0.86 \$29.62	Add 3% to Step 6 Wage \$0.91 \$31.37	Add 3% Step 6 Wage \$0.91 \$31.37

SITE COORDINATOR, GEAR UP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 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 EFFECTIVE JULY 1, 2019	Move to Step 2 \$23.36	Move to Step 3 \$23.95	Move to Step 4 \$24.55	Move to Step 5 \$25.15	Move to Step 6 \$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 \$0.70 \$24.06	Add 3% to Step 3 Wage \$0.72 \$24.67	Add 3% to Step 4 Wage \$0.74 \$25.29	Add 3% to Step 5 Wage \$0.75 \$25.90	Add 3% to Step 6 Wage \$0.80 \$27.38	Add 3% Step 6 Wage \$0. \$27.38

YEAR 1 & YEAR 2 INCREASES PARITY CLASSIFICATIONS

BILINGUAL PROGRAM ASSISTANT (BPA)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 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 = \$2.22	\$20.06 – \$17.93 = \$1.13	\$20.95 – \$18.74 = \$2.21	\$21.88 – \$19.58 = \$2.30	\$22.68 – \$20.43 = \$2.25	\$24.30 – \$21.84 = \$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 = \$2.05	\$20.06 – \$18.09 = \$1.97	\$20.95 – \$18.88 = \$2.07	\$21.88 – \$19.75 = \$2.13	\$22.68 – \$20.57 = \$2.11	\$24.30 – \$22.00 = \$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 (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

SPECIAL EDUCATION ASSISTANT (SEA)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 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 = \$1.92	\$20.06 – \$18.12 = \$1.94	\$20.95 – \$18.97 = \$1.98	\$21.88 – \$19.82 = \$2.06	\$22.68 – \$20.58 = \$2.10	\$24.30 – \$22.01 = \$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) 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

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