ESD4J/OSEA - 2022 Bargaining
Wage Scales For District's 8.31.22 10:00 am Economic Package Proposal

Year 1 - Effective Upon Ratification **2%COLA; $15.00 Base Wage**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Longevity
18	28.91	29.63	30.37	31.13	31.91	32.71	33.52	34.36	35.22	36.28
17	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	34.15
16	25.64	26.28	26.94	27.61	28.30	29.01	29.74	30.48	31.24	32.18
15	24.21	24.82	25.44	26.08	26.73	27.40	28.08	28.78	29.50	30.39
14	22.98	23.56	24.14	24.75	25.37	26.00	26.65	27.32	28.00	28.84
13	21.82	22.36	22.92	23.50	24.08	24.68	25.30	25.93	26.58	27.38
12	20.76	21.28	21.81	22.35	22.91	23.48	24.07	24.67	25.29	26.05
11	19.83	20.32	20.83	21.35	21.89	22.43	23.00	23.57	24.16	24.88
10	18.91	19.38	19.87	20.36	20.87	21.40	21.93	22.48	23.04	23.73
9	17.71	18.15	18.60	19.07	19.55	20.03	20.54	21.05	21.57	22.22
8	16.50	16.92	17.34	17.77	18.22	18.67	19.14	19.62	20.11	20.71
7	15.44	15.83	16.22	16.63	17.05	17.47	17.91	18.36	18.82	19.38
6	15.00	15.00	15.20	15.58	15.97	16.36	16.77	17.19	17.62	18.15
5	15.00	15.00	15.00	15.00	15.00	15.35	15.73	16.13	16.53	17.02
4	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.13	15.51	15.98

Percent Increases

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Longevity
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
5.78%	3.20%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
12.78%	10.03%	7.35%	4.73%	2.17%	2.00%	2.00%	2.00%	2.00%	2.00%
20.19%	17.26%	14.40%	11.61%	8.89%	6.23%	3.64%	2.00%	2.00%	2.00%

Year 2 - Effective 7/1/23 **2.5% COLA; $16.00 Base Wage**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Longevity
18	29.63	30.37	31.13	31.91	32.71	33.52	34.36	35.22	36.10	37.18
17	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	35.01
16	26.28	26.94	27.61	28.30	29.01	29.74	30.48	31.24	32.02	32.99
15	24.82	25.44	26.08	26.73	27.40	28.08	28.78	29.50	30.24	31.15
14	23.56	24.14	24.75	25.37	26.00	26.65	27.32	28.00	28.70	29.56
13	22.36	22.92	23.50	24.08	24.68	25.30	25.93	26.58	27.25	28.06
12	21.28	21.81	22.35	22.91	23.48	24.07	24.67	25.29	25.92	26.70
11	20.32	20.83	21.35	21.89	22.43	23.00	23.57	24.16	24.76	25.51
10	19.38	19.87	20.36	20.87	21.40	21.93	22.48	23.04	23.62	24.33
9	18.15	18.60	19.07	19.55	20.03	20.54	21.05	21.57	22.11	22.78
8	16.92	17.34	17.77	18.22	18.67	19.14	19.62	20.11	20.61	21.23
7	16.00	16.22	16.63	17.05	17.47	17.91	18.36	18.82	19.29	19.86
6	16.00	16.00	16.00	16.00	16.36	16.77	17.19	17.62	18.06	18.60
5	16.00	16.00	16.00	16.00	16.00	16.00	16.13	16.53	16.94	17.45
4	16.00	16.00	16.00	16.00	16.00	16.00	16.00	16.00	16.00	16.37

Percent Increases

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Longevity
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
3.61%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
6.67%	6.67%	5.29%	2.72%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
6.67%	6.67%	6.67%	6.67%	6.67%	4.24%	2.50%	2.50%	2.50%	2.50%
6.67%	6.67%	6.67%	6.67%	6.67%	6.67%	6.67%	5.74%	3.16%	2.50%

Year 3 - Effective 7/1/24 **3% COLA; $17.00 Base Wage**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Longevity
18	30.52	31.28	32.06	32.86	33.69	34.53	35.39	36.28	37.18	38.30
17	28.73	29.45	30.19	30.94	31.71	32.51	33.32	34.15	35.01	36.06
16	27.07	27.75	28.44	29.15	29.88	30.63	31.40	32.18	32.99	33.97
15	25.56	26.20	26.86	27.53	28.22	28.92	29.65	30.39	31.15	32.08
14	24.26	24.87	25.49	26.13	26.78	27.45	28.14	28.84	29.56	30.45
13	23.03	23.61	24.20	24.81	25.43	26.06	26.71	27.38	28.06	28.91
12	21.91	22.46	23.02	23.60	24.19	24.79	25.41	26.05	26.70	27.50
11	20.93	21.46	21.99	22.54	23.11	23.69	24.28	24.88	25.51	26.27
10	19.97	20.46	20.98	21.50	22.04	22.59	23.15	23.73	24.33	25.06
9	18.69	19.16	19.64	20.13	20.64	21.15	21.68	22.22	22.78	23.46
8	17.42	17.86	18.31	18.76	19.23	19.71	20.21	20.71	21.23	21.87
7	17.00	17.00	17.13	17.56	18.00	18.45	18.91	19.38	19.86	20.46
6	17.00	17.00	17.00	17.00	17.00	17.28	17.71	18.15	18.60	19.16
5	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.02	17.45	17.97
4	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00

Percent Increases

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Longevity
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
6.25%	4.78%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
6.25%	6.25%	6.25%	6.25%	3.88%	3.00%	3.00%	3.00%	3.00%	3.00%
6.25%	6.25%	6.25%	6.25%	6.25%	6.25%	5.42%	3.00%	3.00%	3.00%
6.25%	6.25%	6.25%	6.25%	6.25%	6.25%	6.25%	6.25%	6.25%	3.82%