

APPENDIX A-2 2019-2020 SALARY SCHEDULE

**EDUCATIONAL SUPPORT PERSONNEL (ESP)
NORTHSORE SCHOOL DISTRICT NO. 417**

SCHEDULE 36

Effective September 01, 2019

Step	01	02	03	04	05	06	10	15
LEVEL I	24.11	24.83	25.55	26.27	27.00	27.72	29.17	30.61
LEVEL II	32.13	33.09	34.06	35.02	35.99	36.95	38.88	40.81
LEVEL III	40.18	41.39	42.59	43.80	45.00	46.21	48.62	51.03

Substitute Rate of Pay: Step 1 of Levels 1 and 2, Step 3 of Level 3

See Article 45.20 for placement on Step Ten (10)

Employees shall be eligible for placement on Step 15 of Appendix A-2 at the start of the work year in which they will complete fourteen (14) years of service in the bargaining unit by the end of the calendar year (December 31).

An annual stipend shall be given beyond the normal salary to any employee holding a basic Standards Certificate (NAEOP)/Advanced Paraeducator Certification - **\$905**; Associate Professional (NAEOP)/AA Degree - **\$1063**; Advanced I (NAEOP) - **\$1178**; Advanced II (NAEOP) - **\$1303**; Advanced III (NAEOP) - **\$1445**; Professional Bachelor's Degree (NAEOP)/BA or BS Degree - **\$1599**; Professional Master's Degree (NAEOP)/MA or MS Degree - **\$1663**.

Employees employed for less than 3.5 hours shall be eligible for one half of the PSP stipend.

An annual stipend shall be given beyond the normal salary to any eligible Level II or Level III employee with MA/MS appropriate to the job (no ESA) - **\$3060**; Level II or Level III employee with ESA appropriate to the job - **\$3060**; Level II or Level III employee with ESA appropriate to the job and holding a MA/MS appropriate to the job - **\$4589**

Employees qualifying at more than one level will receive only one level of incentive pay - see Article 26.80 in the Collective Bargaining Agreement.

The parties have agreed that the Salary Schedule listed in this Appendix will be adjusted per Article 45.70:

For 2020-2021, wages in Appendix A-2 shall be increased by the State's inflationary adjustment index identified in RCW 28A.400.205 (IPD), plus an additional 0.86%.

For 2021-2022, wages in Appendix A-2 shall be increased by the State's inflationary adjustment index identified in RCW 28A.400.205 (IPD), plus an additional 1%.

Adopted by the Board of Directors on: - September 9, 2019