



12-Month Secretary/Clerical
SESPA Local 901
2025-26 Hourly Rate Schedule

| | Level 1 | Level 1 Longevity 6-10 Years | Level 1 Longevity 11-15 Years | Level 1 Longevity 16-20 Years | Level 1 Longevity 21+ Years |
|----|---------|------------------------------------|-------------------------------------|-------------------------------------|-----------------------------------|
| 1 | 22.41 | | | | |
| 2 | 22.90 | | | | |
| 3 | 23.49 | | | | |
| 4 | 24.09 | | | | |
| 5 | 24.69 | | | | |
| 6 | 25.29 | 25.77 | | | |
| 7 | 25.87 | 26.35 | | | |
| 8 | 26.48 | 26.96 | | | |
| 9 | 27.09 | 27.57 | | | |
| 10 | 27.68 | 28.16 | | | |
| 11 | 28.26 | 28.74 | | | |
| 12 | 28.87 | 29.35 | | | |
| 13 | 29.86 | 30.34 | 30.82 | 31.30 | 31.78 |

| | Level 2 | Level 2 Longevity 6-10 Years | Level 2 Longevity 11-15 Years | Level 2 Longevity 16-20 Years | Level 2 Longevity 21+ Years |
|----|---------|------------------------------------|-------------------------------------|-------------------------------------|-----------------------------------|
| 1 | 21.66 | | | | |
| 2 | 22.12 | | | | |
| 3 | 22.69 | | | | |
| 4 | 23.26 | | | | |
| 5 | 23.81 | | | | |
| 6 | 24.38 | 24.86 | | | |
| 7 | 24.95 | 25.43 | | | |
| 8 | 25.51 | 25.99 | | | |
| 9 | 26.07 | 26.55 | | | |
| 10 | 26.63 | 27.11 | | | |
| 11 | 27.20 | 27.68 | | | |
| 12 | 27.76 | 28.24 | | | |
| 13 | 28.76 | 29.24 | 29.72 | 30.20 | 30.68 |

| | Level 3 | Level 3 Longevity 6-10 Years | Level 3 Longevity 11-15 Years | Level 3 Longevity 16-20 Years | Level 3 Longevity 21+ Years |
|----|---------|------------------------------------|-------------------------------------|-------------------------------------|-----------------------------------|
| 1 | 21.05 | | | | |
| 2 | 21.59 | | | | |
| 3 | 22.12 | | | | |
| 4 | 22.67 | | | | |
| 5 | 23.21 | | | | |
| 6 | 23.74 | 24.22 | | | |
| 7 | 24.29 | 24.77 | | | |
| 8 | 24.83 | 25.31 | | | |
| 9 | 25.07 | 25.55 | | | |
| 10 | 25.91 | 26.39 | | | |
| 11 | 26.46 | 26.94 | | | |
| 12 | 27.00 | 27.48 | | | |
| 13 | 27.90 | 28.38 | 28.86 | 29.34 | 29.82 |

This schedule includes an overall 3.5% increase.

Eligible staff members will receive step movement and a longevity differential.

Longevity is based on current consecutive years of service with SSD.

Steps on the salary schedule do not represent years of service with the district.

Employees in the SESPBA bargaining unit who provide direct secretarial support to Chief Officer-level staff shall receive an additional \$2.83 per hour.

Board Approved: June 27, 2023

Board Approved (Revised): July 25, 2023

Effective: July 1, 2023