

2022 - 23 Salary Schedule

Step	Level 1	Level 1A	Level 2	Level 2A	Level 3	Level 3A
1	\$20.89	\$20.89	\$20.19	\$20.19	\$19.62	\$19.62
2	\$21.34	\$21.34	\$20.62	\$20.62	\$20.12	\$20.12
3	\$21.90	\$21.90	\$21.15	\$21.15	\$20.62	\$20.62
4	\$22.45	\$22.45	\$21.67	\$21.67	\$21.13	\$21.13
5	\$23.01	\$23.01	\$22.20	\$22.20	\$21.63	\$21.63
6	\$23.57	\$23.57	\$22.72	\$22.72	\$22.13	\$22.13
7	\$24.12	\$24.12	\$23.25	\$23.25	\$22.64	\$22.64
8	\$24.68	\$24.68	\$23.77	\$23.77	\$23.14	\$23.14
9	\$25.24	\$25.24	\$24.30	\$24.30	\$23.37	\$23.37
10	\$25.79	\$25.79	\$24.82	\$24.82	\$24.15	\$24.15
11	\$26.35	\$26.35	\$25.35	\$25.35	\$24.66	\$24.66
12	\$26.91	\$26.91	\$25.87	\$25.87	\$25.16	\$25.16
Longevity	\$27.82	\$27.82	\$26.80	\$26.80	\$26.00	\$26.00

Salary Schedule includes an increase on step. No step movement.

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

BOE Approved: June 22, 2021

Revised: March 8, 2022 (An increase was added to the longevity step)

Bereavement	PTO	Vacation	Paid Holidays	Perfect Attendance Bonus
3 days for qualified family member	10-month staff: 13 days annually 12-month staff: 15 days annually	10-month staff: N/A 12-month staff: Accrued based on years employed: 1-5 = 10 days 6-12 = 15 days 13-24 = 20 days 25+ years = 25	10-month staff: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, President's Day, Memorial Day, MLK Day 12-month staff: Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, 3 days between 12/25 and 12/31, New Year's Eve, New Year's Day, President's Day, Memorial Day, MLK Day, Juneteenth, Floating Holiday	Yes

SSD Joint Resolutions

A Joint Resolution is the signed agreement between each bargaining unit and SSD. This document is like your employee handbook.

What information can be found in the Joint Resolutions?

- Paid holidays, hours of work, PTO
- Employment procedures
- Leave options
- Employee rights and responsibilities
- Salary/hourly rate schedules



SSD Bargaining Units

- **SDVLS:** Interpreters, speech to text captionists, real-time translators
- **SEEA:** Teacher assistants, teacher aides, job coaches, PTOs, COTAs
- **SESPA:** Secretary/clerical positions
- **SDNEA:** Teachers, speech pathologist, social workers, school psychologists, nurses, OTs, PTs and other related service positions
- **Local 610:** Transportation hourly positions (drivers and monitors)
- **Local 610:** Maintenance and warehouse hourly positions
- **Board policy:** Miscellaneous business professionals, administrators, LPN 1:1, LPN instructors, ABA associates (staff not covered under a JR)



SSD Leave Options

Types of leave outlined in Joint Resolutions

- FMLA
- Non-paid leave of absence
- Bereavement
- COVID-19 leave
- Military leave
- Medical leave
- Domestic violence leave

