

OSEA SOESD 2022-23 Salary Schedule Adjustments

Primary Objectives

#1	Increase the first code and step of the salary schedule to atleast Minimum Wage (\$13.50 in July 2022)
#2	Raise Starting EA positions (Code 8) to a fair & competitive wage (\$17.00+)
#3	Adjust all Codes to be fair in relation to each other & be a competitive wage
#4	Maintain Longevity Pay to incentivise staff retention & reduce turnover

2022-23 Salary Schedule	Description	Calculator Adjustments for Each Option		Code 1, Step 1	Code 8, Step 1 (EA's)	% Raise			\$ Raise			2022-23 Compensation Costs	
						Average	Min	Max	Average	Min	Max	Total	Difference
Option 1	% Raise	Percent Raise	36.5%	\$13.54	\$18.58	36.5%	36.5%	36.5%	\$11.85	\$4.33	\$23.32	\$11,491,534.48	\$2,647,026.47
Option 2	Reset Schedule to start at Minimum Wage (\$13.50), maintain 8 Step Schedule, adjust % between steps and codes.	% Between Steps	4.00%	\$13.50	\$17.77	20.59%	13.03%	33.05%	\$6.24	\$3.92	\$8.39	\$10,422,910.87	\$1,578,402.86
		% Between Codes	4.00%										

Current 2021-22 Classified Total Compensation Costs

\$8,664,864.80

Current Scale: 2022-23 Compensation (w/ Step Advancement)

\$8,844,508.00

Estimated Costs for 4 Remote Contract ASL Interpreters working fulltime

\$370,697.60

Estimated 2021-22 Cost Savings for Unfilled Positions

Estimated % of Positions Open:

22.15%

\$1,919,432.08

Estimated Labor Costs for Staff not Taking Breaks

*We Estimate atleast 25% of breaks are not being taken. 50% of staff say they often are not taking breaks

\$185,730.64

Other Financial Compensation Proposals:

\$3,000 Retention Bonus for all other Classified Positions

\$1,000 Sign on Bonus for Classified New Hires after completion of 6 month probation

\$500 Referral Bonus (For Classified Staff who Refer a SOESD new hire)

\$5,000 Relocation Bonus for Current Classified or new classified new hires who relocate to an open position over 60 miles from their current residence

Mileage reimbursement for involuntary transfer to a site 25+ miles from previous or original worksite plus payment for drive time. This would apply to anyone who was transferred and being reimbursed during the past two years.

OSEA Proposed 2022-23 Salary Schedule

% Between Steps	4.00%
% Between Codes	4.00%

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Code 1	\$13.50	\$14.04	\$14.60	\$15.19	\$15.79	\$16.42	\$17.08	\$17.77
Code 2	\$14.04	\$14.60	\$15.19	\$15.79	\$16.42	\$17.08	\$17.77	\$18.48
Code 3	\$14.60	\$15.19	\$15.79	\$16.42	\$17.08	\$17.77	\$18.48	\$19.21
Code 4	\$15.19	\$15.79	\$16.42	\$17.08	\$17.77	\$18.48	\$19.21	\$19.98
Code 5	\$15.79	\$16.42	\$17.08	\$17.77	\$18.48	\$19.21	\$19.98	\$20.78
Code 6	\$16.42	\$17.08	\$17.77	\$18.48	\$19.21	\$19.98	\$20.78	\$21.61
Code 7	\$17.08	\$17.77	\$18.48	\$19.21	\$19.98	\$20.78	\$21.61	\$22.48
Code 8	\$17.77	\$18.48	\$19.21	\$19.98	\$20.78	\$21.61	\$22.48	\$23.38
Code 9	\$18.48	\$19.21	\$19.98	\$20.78	\$21.61	\$22.48	\$23.38	\$24.31
Code 10	\$19.21	\$19.98	\$20.78	\$21.61	\$22.48	\$23.38	\$24.31	\$25.29
Code 11	\$19.98	\$20.78	\$21.61	\$22.48	\$23.38	\$24.31	\$25.29	\$26.30
Code 12	\$20.78	\$21.61	\$22.48	\$23.38	\$24.31	\$25.29	\$26.30	\$27.35
Code 13	\$21.61	\$22.48	\$23.38	\$24.31	\$25.29	\$26.30	\$27.35	\$28.44
Code 14	\$22.48	\$23.38	\$24.31	\$25.29	\$26.30	\$27.35	\$28.44	\$29.58
Code 15	\$23.38	\$24.31	\$25.29	\$26.30	\$27.35	\$28.44	\$29.58	\$30.76
Code 16	\$24.31	\$25.29	\$26.30	\$27.35	\$28.44	\$29.58	\$30.76	\$31.99
Code 17	\$25.29	\$26.30	\$27.35	\$28.44	\$29.58	\$30.76	\$31.99	\$33.27
Code 18	\$26.30	\$27.35	\$28.44	\$29.58	\$30.76	\$31.99	\$33.27	\$34.60
Code 19	\$27.35	\$28.44	\$29.58	\$30.76	\$31.99	\$33.27	\$34.60	\$35.99
Code 20	\$28.44	\$29.58	\$30.76	\$31.99	\$33.27	\$34.60	\$35.99	\$37.43
Code 21	\$29.58	\$30.76	\$31.99	\$33.27	\$34.60	\$35.99	\$37.43	\$38.93
Code 22	\$30.76	\$31.99	\$33.27	\$34.60	\$35.99	\$37.43	\$38.93	\$40.48
Code 23	\$31.99	\$33.27	\$34.60	\$35.99	\$37.43	\$38.93	\$40.48	\$42.10
Code 24	\$33.27	\$34.60	\$35.99	\$37.43	\$38.93	\$40.48	\$42.10	\$43.79
Code 25	\$34.60	\$35.99	\$37.43	\$38.93	\$40.48	\$42.10	\$43.79	\$45.54
Code 26	\$35.99	\$37.43	\$38.93	\$40.48	\$42.10	\$43.79	\$45.54	\$47.36
Code 27	\$37.43	\$38.93	\$40.48	\$42.10	\$43.79	\$45.54	\$47.36	\$49.25
Code 28	\$38.93	\$40.48	\$42.10	\$43.79	\$45.54	\$47.36	\$49.25	\$51.22
Code 29	\$40.48	\$42.10	\$43.79	\$45.54	\$47.36	\$49.25	\$51.22	\$53.27
Code 30	\$42.10	\$43.79	\$45.54	\$47.36	\$49.25	\$51.22	\$53.27	\$55.40