

EXHIBIT D - PARAPROFESSIONALS

| Original 2022-2023 | | | BOE Approved 2022-2023 | | | BOE Approved 2023-2024 | | |
|-----------------------|----------|---------|---------------------------|----------|---------|---------------------------|----------|---------|
| Step | Salary | Hourly | Step | Salary | Hourly | Step | Salary | Hourly |
| 1 | \$16,500 | \$14.06 | 1 | \$19,951 | \$17.00 | 1 | \$19,951 | \$17.00 |
| 2 (1) | \$17,000 | \$14.49 | 2 | \$20,726 | \$17.66 | 2 | \$20,726 | \$17.66 |
| 3 (1) | \$17,500 | \$14.91 | 3 | \$21,512 | \$18.33 | 3 | \$21,512 | \$18.33 |
| 4 (1) | \$18,000 | \$15.34 | 4 | \$22,298 | \$19.00 | 4 | \$22,298 | \$19.00 |
| 5 (1) | \$18,500 | \$15.76 | 5 | \$23,073 | \$19.66 | 5 | \$23,073 | \$19.66 |
| 6 (2) | \$19,200 | \$16.36 | 6 | \$23,859 | \$20.33 | 6 | \$23,859 | \$20.33 |
| 7 (3) | \$20,200 | \$17.21 | 7 | \$24,646 | \$21.00 | 7 | \$24,646 | \$21.00 |
| 8 (4) | \$21,200 | \$18.06 | 8 | \$25,420 | \$21.66 | 8 | \$25,420 | \$21.66 |
| 9 (6) | \$22,400 | \$19.09 | 9 | \$26,206 | \$22.33 | 9 | \$26,206 | \$22.33 |
| 10 (7) | \$23,600 | \$20.11 | 10 | \$26,993 | \$23.00 | 10 | \$26,993 | \$23.00 |
| 11 (9) | \$24,800 | \$21.13 | 11 | \$27,767 | \$23.66 | 11 | \$27,767 | \$23.66 |
| 12 (11) | \$26,050 | \$22.20 | 12 | \$28,554 | \$24.33 | 12 | \$28,554 | \$24.33 |
| 13 | \$27,700 | \$23.60 | 13 | \$29,340 | \$25.00 | 13 | \$29,340 | \$25.00 |
| 14 | \$29,000 | \$24.71 | 14 | \$30,115 | \$25.66 | 14 | \$30,115 | \$25.66 |
| 15 | \$30,000 | \$25.56 | 15 | \$30,901 | \$26.33 | 15 | \$30,901 | \$26.33 |
| 16 | \$31,000 | \$26.41 | 16 | \$31,687 | \$27.00 | 16 | \$31,687 | \$27.00 |
| 17 | \$32,150 | \$27.39 | 17 | \$32,567 | \$27.75 | 17 | \$32,743 | \$27.90 |

| | Original | | BOE Approved | |
|---------------------------------|----------|-----------|--------------|-----------|
| Substitute Certification | \$250 | \$0.21/hr | \$1,173 | \$1.0/hr |
| Long 15 | \$900 | \$0.77/hr | \$880 | \$0.75/hr |

NOTE: All current paraprofessionals will receive thier increment all three years of the contract.