## MEMORANDUM OF AGREEMENT

The Worcester School Committee and the Massachusetts Nurses Association for and on behalf of the Worcester School Nurses agree to the following specific modifications to the Collective Bargaining Agreement between the Parties. Unless specifically modified herein, the terms and conditions of the collective bargaining agreement covering the periods from July 1, 2016, through June 30, 2017, and July 1, 2017, through June 30, 2020, as amended by the Memorandum of Agreement for the period of July 1, 2020, through June 30, 2022, and as further amended by the Memorandum of Agreement for the period of July 1, 2022, through June 30, 2023, shall remain in effect with the following amendments:

1. **ARTICLE 2A. Workday and Work Year.** Revise the first sentence of this Article to read as follows: "Effective July 1, 2024, non-supervisory school nurses work year shall consist of 180 days, plus two days preceding the opening of school and three staff development days for a total of 185 days. The 184th day will be a Professional Development Day."

   The 185th day will be a Nurse Preparation Day.

   a. The Nurse Preparation Day will be the first work day of the school year.
   b. The length of the Nurse Preparation Day will be six hours as follows:
      1. Nurses and Nurse Supervisors will meet with their principal/supervisor for up to sixty (60) minutes.
      2. Nurses and Nurse Supervisors will have a thirty (30) minute duty-free lunch.
      3. Nurses and Nurse Supervisors will use the remaining work time at their discretion.
      4. Nurses and Nurse Supervisors will remain on site for the entirety of the six hour day.

2. **ARTICLE 2A. Workday and Work Year.** Revise the fifth Paragraph of this Article by adding a new sentence after the current seventh sentence of this Article to read as follows:

   "In the months of September and January only nurses shall attend their building faculty meeting which time, up to sixty (60) minutes, shall be deducted from the one hundred twenty (120) minutes per month referenced herein."

3. **ARTICLE 4. Agency Service Fee.** Delete this Article in its entirety together with any other references to "Agency Service Fee" or "Agency Fee" that may appear elsewhere in the collective bargaining agreement and re-number all other Articles.

4. **ARTICLE 8. Wages and Salary Scales.**

   **School Nurses:**

The Parties have agreed to the following increases to be applied to the salary scales for "School Nurses":

a. Effective retroactive to the First Day of the 2023/2024 School Year: Increase all steps on the salary scales by Four (4%) percent;
b. Effective on the First Day of the 2024/2025 School Year: Increase all steps on the salary scales by Three Percent (3%); and
c. Effective on the First Day of the 2025/2026 School Year: Increase all steps on the salary scales by Four Percent (4%).

These increases are reflected in the attached salary scales.

**Nurse Supervisors**:

The Parties have agreed to the following increases to be applied to the salary scales for "Nurse Supervisors":

d. Effective retroactive to the First Day of the 2023/2024 School Year: Increase all steps on the salary scales by Four (4%) percent;
e. Effective on the First Day of the 2024/2025 School Year: Increase all steps on the salary scales by Three Percent (3%); and
f. Effective on the First Day of the 2025/2026 School Year: Increase all steps on the salary scales by Four Percent (4%).

These increases are reflected in the attached salary scales.

5. **ONE-TIME PAYMENT.** Effective on the first day of the 2024/2025 school year, all bargaining unit members will receive a one-time payment in the amount of five hundred dollars ($500.00), which payment shall not be included on the salary scales.

6. **NEW STEP.** Effective on the first day of the 2025/2026 school year, establish a new Step 10 at two percent (2%) above Step 9. All employees on Step 9 would move to Step 10 if not their first year on Step 9 (i.e., no double jump). Also, eliminate Step 1. All employees on Step 1 will be moved to Step 2.

   Effective on the 92nd day of the 2025/2026 school year, increase the differential between Step 9 and Step 10 by one percent (1%).

7. **Processing of Retroactive Pay**. The School Committee will agree to submit retroactive payment calculations to the City Auditing Department no later than thirty (30) days following ratification of this Agreement by all Parties. The Administration also agrees to endeavor to answer any retroactive payment calculation related questions from the City Auditing Department within twenty-four (24) hours.

8. **ARTICLE 8. Wages and Salary Scales. Longevity Payments.** Effective retroactive to the start of the 2023/2024 school year, increase the longevity benefit as follows:

| | |
|---|---|
| 10 Years of Service | $2,000 |
| 15 Years of Service | $2,500 |
| 20 Years of Service | $3,000 |
| 25 Years of Service | $4,000 |
| 30 Years of Service | $6,000 |

9. **ARTICLE 8. Wages and Salary Scales. Alternative and Comprehensive School Nurses.** Revise this Section in its entirety to read as follows: "Nurses assigned to Alternative and Comprehensive Schools shall be paid an additional stipend of ten percent (10%) of the Bachelor's Column, Step 1."

10. **ARTICLE 8. Wages and Salary Scales.** Add a new Section to this Article to read as follows:

    **Hourly Rate.** Effective upon ratification of this Agreement by all parties, establish a new structure for hourly rates whereby there are two separate hourly rates. One rate shall be applicable to work involving direct contact with students (i.e., "Student Hourly Rate") and one applicable to all other types of hourly work (i.e., "Non-Student Hourly Rate"). The Student Hourly Rate shall be $65.00 and the Non-Student Hourly Rate shall be $40.00. Schools nurses shall also be compensated at the rate of $65.00/hour for all time spent teaching CPR classes.

11. **ARTICLE 10. Health Insurance.** Bargaining Unit members have previously been advised of the fact that the Fallon Insurance plans will no longer be available to City employees effective on July 1, 2022. Accordingly, the City has explored other options and the subject has been discussed with the Insurance Advisory Committee and alternative coverages have been made available during the recent open enrollment period. The Union has agreed to such changes in coverage.

12. **ARTICLE 11. Uniform Allowance.** Revise this Article to read as follows: "Upon the request of a school nurse or supervisor, the School Committee shall provide school nurses and supervisors with the ability to purchase professional attire equivalent to the cost of two lab coats, up to an annual maximum uniform allowance of $150. Such purchases shall be made through an open Purchase Order line that the School Committee has established with a vendor. School nurses and supervisors shall wear appropriate professional attire."

13. **ARTICLE 13. Sick Leave.**

    a. Add new language to the start of this Article to read as follows: "The Parties recognize that the regular attendance of bargaining unit members is critical to the consistent provision of high quality educational services to the District's students and

that frequent interruption of those services can undermine the learning process for the District's students. The Parties have a shared belief that those bargaining unit members who are ill should not be present in the workplace but also that sporadic absences or absences under circumstances demonstrating a pattern of abuse of sick leave in the absence of serious illness or injury is detrimental to the provision of educational services to students and is to be discouraged by all Parties. To that end, the District and the Union leadership will cooperate in transmitting this shared messaging to all bargaining unit members on an annual basis."

b. Paragraph 7. Revise this Paragraph to read as follows: "Sick leave may be utilized by an employee enrolled in an approved alcoholism and/or other substance abuse program, provided the employee remains in the program until officially released."

c. Paragraph 15. Revise this Paragraph by inserting "or isolation" after each appearance of "quarantine" in this Paragraph.

14. **ARTICLE 15. Personal Leave**.

**a.** Paragraph 3. Revise the second sentence of this Paragraph to read as follows: "Such requests shall be in writing, and requests made with fewer than two weeks advance notice shall state the reason for the requested leave."

**b.** Paragraph 8. Add a new Paragraph 8 to read as follows: "A shared calendar shall be made available to the entire department to show the number of employees scheduled to be out on an approved personal/professional day on a particular date but shall not identify which employees are scheduled to be out or the schools of the employees who are scheduled to be out."

15. **ARTICLE 16. Professional Leave**. Add a sentence to the start of Paragraph 4 of this Article to read as follows: "A shared calendar shall be made available to the entire department to show the number of employees scheduled to be out on an approved personal/professional day on a particular date but shall not identify which employees are scheduled to be out or the schools of the employees who are scheduled to be out."

16. **ARTICLE 17. Family and Maternity Leave.** Replace the first Paragraph of this Article in its entirety with the following:

"Both Pregnancy Leave and Parental Leave are unpaid with the exception of the provisions contained herein providing otherwise. The new language is as follows:

**A. PREGNANCY LEAVE**

1. A member of this bargaining unit, upon request, shall be granted pregnancy leave in accordance with 29 USC Chapter 28, the Family Medical Leave Act (FMLA), and Mass. G.L. c. 149, Section 105D, the Massachusetts Parental Leave Act (MPLA). An

eligible member for purposes of pregnancy leave under the FMLA is one who has been employed full time by the Worcester Public Schools for at least twelve (12) months (the summer counts for purposes of FMLA) and worked at least 1250 hours during the twelve months immediately preceding the leave; and for purposes of the MPLA if they have been employed full time by the Worcester Public Schools for at least three consecutive months.

2. An eligible member under the FMLA may take up to twelve (12) weeks of leave, and under the MPLA up to eight (8) weeks of leave, for purposes of giving birth. The periods of FMLA and MPLA may run concurrently, however, leave taken due to complications from pregnancy may be designated as FMLA, whereas MPLA leave commences upon the birth of the child. In the case of multiple births, the MPLA provides for eight (8) weeks of leave for each child.

3. Employees who are pregnant will be supported by the District in their continued employment during their pregnancy to the extent that such continued employment does not pose a danger to the employee or students under their supervision. Pregnant employees are encouraged when necessary to work with the Human Resources Department to address any need for accommodations that may arise during pregnancy.

4. An eligible member must provide at least two (2) weeks' notice of their anticipated date of departure and probable return date, although eligible members are encouraged to provide notice of greater length if possible in order to assist the District in planning and the provision of appropriate coverage.

5. Eligible members on pregnancy leave may apply their accumulated sick leave days or personal days to up to eight (8) weeks of their period of disability that occurs from the birth of a child due to vaginal birth and up to ten (10) weeks due to caesarian section. The eight (or ten) week period during which an eligible member may use paid leave is calendar weeks and could include the two (2) weeks prior to birth. Paid leave may only be used for days during which school is in session. Otherwise, pregnancy leave shall be without pay or increment.

6. If, for documented medical reasons, more than the forty (40) consecutive work days (eight weeks) of accrued paid sick leave are required, additional weeks of accrued sick time may be paid. In order to qualify for such benefit, the eligible member must provide satisfactory medical documentation to the Human Resources Department prior to the conclusion of the original period of pregnancy leave.

7. In addition to leave available under the FMLA and MPLA, an eligible member may take leave for such longer period of time as they may be disabled from

performing their usual professional responsibilities because of their pregnancy or other pregnancy related condition. An eligible employee on such medical leave shall return to work as soon as they are able.

8. Beyond the statutory periods of leave addressed above, and disability leaves addressed in Paragraph 7 above, an eligible member may request to extend pregnancy leave by taking discretionary leave for a specified period of time up to the start of the second school year following the commencement of their pregnancy leave. In no case will the combined pregnancy and discretionary leaves exceed two (2) school years. A pregnancy leave of absence that begins in the summer (i.e., child is born in July or August) will be granted for the full school year immediately following the birth of the child.

9. When returning from pregnancy leave, the eligible member shall be returned to the same position they held when the leave commenced. If the same position is not available, the eligible member will be assigned the most nearly equivalent position which is available at the time of their return and for which they are qualified. Exceptions to this language may be made in the event that there has been a reduction in force, in which case, the provisions of the Reduction in Force Article will prevail.

## B. PARENTAL LEAVE

1. Bargaining unit members who are not eligible for leave under the Pregnancy Leave Section A above, shall, upon request and after completion of three (3) consecutive months of employment, be granted parental leave. Such leave is provided to any employee in the case of a newborn child in the home or the placement of a child pursuant to a court order or adoption where the child is under the age of eighteen (18), or under the age of twenty-three (23) if the child is mentally or physically disabled.

2. Such leave, when requested, will be granted as follows:

   a. For a period of up to twelve (12) weeks, consistent with the provisions of the FMLA;

   b. For up to eight (8) weeks for any other adoption or new placement of a foster child, consistent with the provisions of the Parental Leave Law. Under the Parental Leave Law, a bargaining unit member is eligible for eight weeks of leave per child.

3. Beyond the statutory periods of leave addressed above, a bargaining unit member with Professional Teacher Status may request to extend parental leave by taking a discretionary leave for a specified period of time up to the start of the second school year following the commencement of their parental leave but in no case will the combined parental leave and discretionary leaves exceed two (2) school years.

4. The periods of FMLA and MPLA may run concurrently.

5. Use of paid sick leave while on parental leave shall be as follows:

a. Upon adoption or placement of child by employee's immediate family, employees will be allowed to utilize four (4) weeks of accumulated paid sick leave during authorized absence at the time of the adoption. This is in addition to ten (10) family sick days to the extent not already utilized.

b. Upon birth of their child, employees will be allowed to utilize four (4) weeks of accumulated paid sick leave during an authorized absence at the time of birth of the child. This is in addition to ten (10) family sick days to the extent not already utilized."

17. **ARTICLE 18. Compassionate Leave.** Revise this Article in its entirety to read as follows: "A bargaining unit member is entitled to a leave of absence of up to five consecutive days, or Memorial Week for people of the Jewish faith, without loss of salary upon the death of their spouse, domestic partner, parent, child, sibling, grandparent, grandchild, person living in the same household, or someone who has acted in loco parentis. All step- and in-laws are included in the previous sentence. Such leave to take effect from the date of death. If the death occurs on a school day and the bargaining unit member has worked all or part of said day the five days will commence the following day. Such five consecutive days include vacation periods. Saturdays, Sundays and Holidays are specifically excluded and shall not be counted. In the event that the funeral services are not held immediately after the death, then the bereavement leave may be delayed to better coincide with the funeral services. Such delay may be requested by the employee and approved by the Human Resources Manager, which approval will not be unreasonably withheld. When the bereavement leave is delayed pursuant to this paragraph, such leave shall be delayed to the date of the funeral and shall be taken only in consecutive days, with no splitting up of the benefit days. Saturdays, Sundays and Holidays are specifically excluded and shall not be counted. Bargaining unit members may use one day of compassionate leave non-consecutively upon written approval from the District's Assistant Superintendent for Personnel, Engagement, and Equity, which approval shall not be unreasonably withheld.

Funerals:
(a) Cousin, niece, nephew, uncle, aunt, - one day.

(b) In the case of the funeral of an employee, present or past, a delegation of a limited number of bargaining unit members may attend the funeral services at the discretion of the Principal and Superintendent.
(c) In the case of the death of a friend, necessary time may be granted by the Principal to attend funeral services."

The Parties agree that any changes to compassionate leave are to be applied prospectively following ratification.

18. **ARTICLE 22. Tuition Reimbursement**. Replace the first Paragraph of this Article in its entirety with the following: "The Parties have agreed to the establishment of an annual minimum tuition reimbursement fund of $7,500.00. The maximum annual reimbursement available to bargaining unit members shall be $900.00, with the exception of those individuals who were bargaining unit members at the time of ratification (June 14, 2006) who shall be eligible for a maximum annual reimbursement of $1,200. Such tuition reimbursement shall be subject to the following conditions:"

19. **ARTICLE 25. Miscellaneous Provisions.**
    a. Paragraph 8. Substitute Nurses.
        i. Delete the second sentence of this Paragraph in its entirety and replace with the following: "Effective upon the ratification of the Memorandum of Agreement for the period of July 1, 2023, through June 30, 2026, Per Diem substitute nurses will be paid at the hourly rate of $50.00 per hour with no benefits."
        ii. Insert a new sentence after the second sentence of this Paragraph to read as follows: "This rate of pay shall also apply to per diem substitute nurses for summer programs."
    b. Paragraph 12. Orientation and Mentoring. Within 30 calendar days of ratification of the Memorandum of Agreement covering the period of July 1, 2023, through June 30, 2026, the parties shall convene a joint committee made up of an equal number of representatives from the MNA and the District to review and revise the current orientation and mentoring program. The committee shall meet at least monthly unless agreed otherwise with a goal of finalizing a new orientation and mentoring program prior to the start of the 2024/25 school year.
    c. Paragraph 13. Joint Committee. Delete this Paragraph in its entirety.

20. **ARTICLE 29. Summer Programs.** Revise this Article as follows:

    a. Delete the 6th and 7th sentences of this Article in their entirety.
    b. Revise the current 8th sentence in this Article to read as follows: "Nurses working in a Summer Program shall be paid the applicable hourly rate established in Article 8, Hourly Rate. of the parties' CBA and shall be entitled to four (4) hour minimum pay each day for those services."

21. **ARTICLE 31. Work Assignments and Filling of Vacancies. Paragraph 1. Work Assignments.** Add the following after the first paragraph of this Section: "In non-emergency situations, work assignments will be the assignment of each incumbent nurse. Bargaining Unit members shall only be pulled from their incumbent assignment to cover another assignment after every available per diem/substitute nurse has been utilized. The District will also endeavor to use any Nurse Supervisor before pulling an incumbent nurse from their assignment."

22. **ARTICLE 31. Work Assignments and Filling of Vacancies. Paragraph 3. Vacancy Posting.** Revise this Article in its entirety to read as follows: "All vacancies will be posted, and made available for bidding by bargaining unit members, on June 1st; August 1st; and December 1st. Once a vacancy is filled, the successful applicant will move to the vacant position within two weeks of being awarded the position. The foregoing notwithstanding, bargaining unit members shall only be able to change positions once per school year."

23. **ARTICLE 32. Conditions and Duration of Agreement.** The Parties have agreed to a contract duration of three years, from July 1, 2023, through June 30, 2026.

24. **FINANCIAL MANAGEMENT PLATFORM.** The City has begun the implementation of a new financial management platform through WorkDay Software. This will fully automate all payroll processing in the District, as well as connect to the District's onboarding system – which will help to eliminate any double data entry into multiple systems for the same employee. It is expected that this project will take significant time and will involve different phases. Among the expected areas where this will be expected to intersect with the work of bargaining unit members is in the area of payroll processing and input of hours worked. For example, the intent is to utilize an employee centered portal where such tasks as address changes, changes to tax withholdings, and other similar tasks will be performed by employees. Also, during the implementation of this new platform, it is expected that there may be roles for employees to play with respect to inputting hours worked, such as in the case of after-school programs. It is also expected that employees will be able to review payrolls before they are run for accuracy. In addition, depending upon product offerings, AESOP may continue and be integrated into the platform or may be replaced by a different attendance program. The School Committee agrees that it will bargain over the impacts of the implementation of this new financial management platform should the need arise and the union so requests.

25. **OTHER POST EMPLOYMENT BENEFITS ("OPEB") STUDY COMMITTEE.** The Parties have agreed to the formation of an OPEB Study Committee comprised of an equal number of representatives from the Employer and the MNA. The Study Committee will be expected to focus on ways in which the Parties can work together in an effort to better understand and address concerns around reducing the City and School Department's OPEB liability associated with funding retiree health insurance. This Study Committee will complete its work no later than December 31, 2024. To the extent that

any changes to the collective bargaining agreement are recommended by the Study Committee, any such changes would be subject to ratification by all Parties.

26. **INTEGRATED CONTRACT DOCUMENT.** The Parties agree that in the event of a ratification of this Memorandum of Agreement by all Parties, the Parties will cooperate in the preparation of a fully integrated collective bargaining agreement reflecting the changes contained in this Memorandum of Agreement; the Memorandum of Agreement for the period of July 1, 2020, through June 30, 2022; and the Memorandum of Agreement for the period of July 1, 2022, through June 30, 2023.

27. The Parties will make such housekeeping changes as are mutually agreed to as part of the integration of the contract document.

28. This Agreement is subject to ratification by the Union and ratification and funding by the School Committee.

For the Association:

Dated: 5/15, 2024

For the School Committee:

Dated: , 2024

## School Nurse Supervisors

### First day of 2023-2024 school year (4%)

| Step | BA | MASTERS | M+30 | CAGS/2M | DOC |
|---|---|---|---|---|---|
| 1 | $85,930 | $91,335 | $101,134 | $103,192 | $109,670 |
| 2 | $88,893 | $94,294 | $104,101 | $106,159 | $112,633 |
| 3 | $92,139 | $97,257 | $107,060 | $109,119 | $114,054 |
| 4 | $94,707 | $100,218 | $110,024 | $112,083 | $118,559 |
| 5 | $97,636 | $103,182 | $112,990 | $115,047 | $121,520 |
| 6 | $100,634 | $106,151 | $115,950 | $118,008 | $124,483 |
| 7 | $103,558 | $109,107 | $118,917 | $120,972 | $127,442 |
| 8 | $109,483 | $115,035 | $124,836 | $126,892 | $133,371 |
| 9 | $113,730 | $119,105 | $128,913 | $130,975 | $137,445 |

### First day of 2024-2025 school year (3%)
### Plus $500 Lump Sum Not Included on Scale

| Step | BA | MASTERS | M+30 | CAGS/2M | DOC |
|---|---|---|---|---|---|
| 1 | $88,508 | $94,075 | $104,168 | $106,288 | $112,960 |
| 2 | $91,560 | $97,123 | $107,224 | $109,344 | $116,012 |
| 3 | $94,903 | $100,174 | $110,272 | $112,393 | $117,475 |
| 4 | $97,549 | $103,225 | $113,324 | $115,445 | $122,116 |
| 5 | $100,565 | $106,277 | $116,379 | $118,498 | $125,166 |
| 6 | $103,653 | $109,336 | $119,428 | $121,548 | $128,217 |
| 7 | $106,665 | $112,380 | $122,484 | $124,601 | $131,265 |
| 8 | $112,768 | $118,486 | $128,581 | $130,699 | $137,372 |
| 9 | $117,142 | $122,678 | $132,781 | $134,904 | $141,568 |

### First day of 2025-2026 school year (4%)

| Step | BA | MASTERS | M+30 | CAGS/2M | DOC |
|---|---|---|---|---|---|
| 1 | N/A | N/A | N/A | N/A | N/A |
| 2 | $95,222 | $101,008 | $111,513 | $113,718 | $120,652 |
| 3 | $98,699 | $104,181 | $114,683 | $116,889 | $122,174 |
| 4 | $101,451 | $107,354 | $117,857 | $120,063 | $127,000 |
| 5 | $104,587 | $110,528 | $121,035 | $123,238 | $130,172 |
| 6 | $107,799 | $113,709 | $124,206 | $126,410 | $133,346 |
| 7 | $110,932 | $116,875 | $127,384 | $129,585 | $136,516 |
| 8 | $117,278 | $123,226 | $133,724 | $135,927 | $142,867 |
| 9 | $121,828 | $127,585 | $138,092 | $140,300 | $147,231 |
| 10 | $124,264 | $130,137 | $140,854 | $143,106 | $150,175 |

### 92nd day of 2025-2026 school year (Step 10 @ 1.0%)

| Step | BA | MASTERS | M+30 | CAGS/2M | DOC |
|---|---|---|---|---|---|
| 1 | N/A | N/A | N/A | N/A | N/A |
| 2 | $95,222 | $101,008 | $111,513 | $113,718 | $120,652 |
| 3 | $98,699 | $104,181 | $114,683 | $116,889 | $122,174 |
| 4 | $101,451 | $107,354 | $117,857 | $120,063 | $127,000 |
| 5 | $104,587 | $110,528 | $121,035 | $123,238 | $130,172 |
| 6 | $107,799 | $113,709 | $124,206 | $126,410 | $133,346 |
| 7 | $110,932 | $116,875 | $127,384 | $129,585 | $136,516 |
| 8 | $117,278 | $123,226 | $133,724 | $135,927 | $142,867 |
| 9 | $121,828 | $127,585 | $138,092 | $140,300 | $147,231 |
| 10 | $125,507 | $131,439 | $142,262 | $144,537 | $151,677 |

WORCESTER PUBLIC SCHOOLS

## School Nurses

### First day of 2023-2024 school year (4%)

| STEP | Base | B+15 | Master | M+15 | Doc |
|---|---|---|---|---|---|
| 1 | 54,363 | 57,133 | 61,497 | 63,081 | 65,289 |
| 2 | 57,329 | 60,098 | 64,463 | 66,054 | 68,257 |
| 3 | 61,618 | 64,381 | 68,746 | 70,336 | 72,539 |
| 4 | 64,584 | 67,358 | 71,715 | 73,304 | 75,513 |
| 5 | 67,555 | 70,327 | 74,687 | 76,274 | 78,482 |
| 6 | 70,521 | 73,296 | 77,655 | 79,245 | 81,450 |
| 7 | 73,496 | 76,260 | 80,626 | 82,217 | 84,421 |
| 8 | 80,064 | 82,834 | 87,199 | 88,790 | 90,993 |
| 9 | 85,175 | 87,946 | 92,636 | 94,687 | 96,562 |

### First day of 2024-2025 school year (3%) 185 Days
### Plus $500 Lump Sum Not Included on Scale

| STEP | Base | B+15 | Master | M+15 | Doc |
|---|---|---|---|---|---|
| 1 | 55,994 | 58,847 | 63,342 | 64,973 | 67,248 |
| 2 | 59,049 | 61,901 | 66,397 | 68,036 | 70,305 |
| 3 | 63,467 | 66,312 | 70,808 | 72,446 | 74,715 |
| 4 | 66,522 | 69,379 | 73,866 | 75,503 | 77,778 |
| 5 | 69,582 | 72,437 | 76,928 | 78,562 | 80,836 |
| 6 | 72,637 | 75,495 | 79,985 | 81,622 | 83,894 |
| 7 | 75,701 | 78,548 | 83,045 | 84,684 | 86,954 |
| 8 | 82,466 | 85,319 | 89,815 | 91,454 | 93,723 |
| 9 | 87,730 | 90,584 | 95,415 | 97,528 | 99,459 |

### First day of 2025-2026 school year (4%) 185 Days

| STEP | Base | B+15 | Master | M+15 | Doc |
|---|---|---|---|---|---|
| 1 | N/A | N/A | N/A | N/A | N/A |
| 2 | 61,411 | 64,377 | 69,053 | 70,757 | 73,117 |
| 3 | 66,006 | 68,964 | 73,640 | 75,344 | 77,704 |
| 4 | 69,183 | 72,154 | 76,821 | 78,523 | 80,889 |
| 5 | 72,365 | 75,334 | 80,005 | 81,704 | 84,069 |
| 6 | 75,542 | 78,515 | 83,184 | 84,887 | 87,250 |
| 7 | 78,729 | 81,690 | 86,367 | 88,071 | 90,432 |
| 8 | 85,765 | 88,732 | 93,408 | 95,112 | 97,472 |
| 9 | 91,239 | 94,207 | 99,232 | 101,429 | 103,437 |
| 10 | 93,064 | 96,091 | 101,217 | 103,458 | 105,506 |

### 92nd day of 2025-2026 school year (Step 10 @ 1.0%)

| STEP | Base | B+15 | Master | M+15 | Doc |
|---|---|---|---|---|---|
| 1 | N/A | N/A | N/A | N/A | N/A |
| 2 | 61,411 | 64,377 | 69,053 | 70,757 | 73,117 |
| 3 | 66,006 | 68,964 | 73,640 | 75,344 | 77,704 |
| 4 | 69,183 | 72,154 | 76,821 | 78,523 | 80,889 |
| 5 | 72,365 | 75,334 | 80,005 | 81,704 | 84,069 |
| 6 | 75,542 | 78,515 | 83,184 | 84,887 | 87,250 |
| 7 | 78,729 | 81,690 | 86,367 | 88,071 | 90,432 |
| 8 | 85,765 | 88,732 | 93,408 | 95,112 | 97,472 |
| 9 | 91,239 | 94,207 | 99,232 | 101,429 | 103,437 |
| 10 | 93,994 | 97,052 | 102,229 | 104,492 | 106,561 |