

OCEA Counter Proposal for Hourly Rates, 2023-24 School Year 5.18.2023

Years of Experience Tier	E	E	D	D	F	F	2	2	3	3	4	4	5	5	6	6	7	7	8	8
0-5 (Tier 1)	\$15.10	\$15.60	\$15.30	\$15.80	\$15.65	\$16.15	\$15.40	\$15.90	\$15.70	\$16.20	\$16.20	\$16.70	\$16.50	\$17.00	\$16.80	\$17.30	\$17.10	\$17.61	\$17.60	\$18.13
6-10 (Tier 2)	\$15.60	\$16.10	\$15.80	\$16.30	\$16.15	\$16.65	\$16.20	\$16.70	\$16.50	\$17.00	\$17.00	\$17.51	\$17.30	\$17.82	\$17.60	\$18.13	\$17.90	\$18.44	\$18.40	\$18.95
11-15 (Tier 3)	\$16.10	\$16.60	\$16.30	\$16.80	\$16.65	\$17.15	\$16.70	\$17.20	\$17.00	\$17.51	\$17.50	\$18.03	\$17.80	\$18.33	\$18.10	\$18.64	\$18.40	\$18.95	\$18.90	\$19.47
16-20 (Tier 4)	\$16.60	\$17.10	\$16.80	\$17.30	\$17.15	\$17.66	\$17.45	\$17.97	\$17.85	\$18.39	\$18.60	\$19.16	\$19.00	\$19.57	\$19.40	\$19.98	\$19.80	\$20.39	\$20.80	\$21.42
21-25 (Tier 5)	\$17.35	\$17.87	\$17.55	\$18.08	\$17.65	\$18.18	\$18.45	\$19.00	\$18.95	\$19.52	\$19.95	\$20.55	\$20.45	\$21.06	\$20.95	\$21.58	\$21.35	\$21.99	\$22.60	\$23.28
26+ (Tier 6)	\$18.10	\$18.64	\$18.30	\$18.85	\$18.15	\$18.69	\$19.45	\$20.03	\$20.05	\$20.65	\$21.30	\$21.94	\$21.90	\$22.56	\$22.50	\$23.18	\$22.90	\$23.59	\$24.40	\$25.13
Years of Experience Tier	9	9	10	10	10A	10A	10B	10B	10C	10C	10D	10D	11	11	12	12	13	13	14	14
0-5 (Tier 1)	\$17.90	\$18.44	\$18.40	\$18.95	\$19.15	\$19.72	\$19.40	\$19.98	\$20.15	\$20.75	\$20.65	\$21.27	\$21.15	\$21.78	\$22.40	\$23.07	\$23.65	\$24.36	\$24.90	\$25.65
6-10 (Tier 2)	\$18.70	\$19.26	\$19.20	\$19.78	\$19.95	\$20.55	\$20.20	\$20.81	\$20.95	\$21.58	\$21.45	\$22.09	\$21.95	\$22.61	\$23.20	\$23.90	\$24.45	\$25.18	\$25.70	\$26.47
11-15 (Tier 3)	\$19.20	\$19.78	\$19.70	\$20.29	\$20.45	\$21.06	\$20.70	\$21.32	\$21.45	\$22.09	\$21.95	\$22.61	\$22.45	\$23.12	\$23.70	\$24.41	\$24.95	\$25.70	\$26.20	\$26.99
16-20 (Tier 4)	\$21.20	\$21.84	\$21.95	\$22.61	\$22.95	\$23.64	\$23.20	\$23.90	\$24.20	\$24.93	\$25.20	\$25.96	\$26.20	\$26.99	\$27.70	\$28.53	\$29.20	\$30.08	\$30.70	\$31.62
21-25 (Tier 5)	\$23.10	\$23.79	\$24.10	\$24.82	\$25.35	\$26.11	\$25.60	\$26.37	\$26.85	\$27.66	\$28.10	\$28.94	\$29.35	\$30.23	\$31.10	\$32.03	\$32.85	\$33.84	\$34.60	\$35.64
26+ (Tier 6)	\$25.00	\$25.75	\$26.25	\$27.04	\$27.75	\$28.58	\$28.00	\$28.84	\$29.50	\$30.39	\$31.00	\$31.93	\$32.50	\$33.48	\$34.50	\$35.54	\$36.50	\$37.60	\$38.50	\$39.66
Years of Experience Tier	15	15	16	16	17	17	K	K	KA	KA	KB	KB	Nurse-LPN	Nurse-LPN	Nurse-RN	Nurse-RN				
0-5 (Tier 1)	\$27.00	\$27.81	\$28.90	\$29.77	\$30.10	\$31.00	\$22.45	\$23.12	\$23.20	\$23.90	\$23.95	\$24.67	\$21.67	\$22.32	\$29.30	\$30.18				
6-10 (Tier 2)	\$28.25	\$29.10	\$30.15	\$31.05	\$31.35	\$32.29	\$23.70	\$24.41	\$24.45	\$25.18	\$25.20	\$25.96	\$22.67	\$23.35	\$31.30	\$32.24				
11-15 (Tier 3)	\$29.50	\$30.39	\$31.40	\$32.34	\$32.60	\$33.58	\$25.20	\$25.96	\$25.95	\$26.73	\$26.70	\$27.50	\$23.67	\$24.38	\$33.30	\$34.30				
16-20 (Tier 4)	\$31.00	\$31.93	\$32.90	\$33.89	\$34.10	\$35.12	\$26.95	\$27.76	\$27.70	\$28.53	\$28.45	\$29.30	\$24.92	\$25.67	\$35.55	\$36.62				
21-25 (Tier 5)	\$32.75	\$33.73	\$34.65	\$35.69	\$35.85	\$36.93	\$28.95	\$29.82	\$29.70	\$30.59	\$30.45	\$31.36	\$26.42	\$27.21	\$37.80	\$38.93				
26+ (Tier 6)	\$34.50	\$35.54	\$36.40	\$37.49	\$37.60	\$38.73	\$30.95	\$31.88	\$31.70	\$32.65	\$32.45	\$33.42	\$27.92	\$28.76	\$40.05	\$41.25				

Paraprofessional Degree Incentive	
Degree	\$0.57
60 + Semester Hours	\$0.40
Preparing Paraprofessionals Program	\$0.20

Degree Incentive	
Associate	\$0.45
Bachelor	\$0.72
Master	\$0.85
Specialist	\$1.00
Doctorate	\$1.15

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Years of Experience Tier	E	E	D	D	F	F	2	2	3	3	4	4	5	5	6	6	7	7	8	8										
0-5 (Tier 1)	\$15.10	\$15.60	\$0.50	\$15.30	\$15.80	\$0.50	\$15.65	\$16.15	\$0.50	\$15.40	\$15.90	\$0.50	\$16.20	\$16.70	\$0.50	\$16.80	\$17.00	\$0.50	\$17.10	\$17.61	\$0.51	\$17.60	\$18.13	\$0.53						
6-10 (Tier 2)	\$15.60	\$16.10	\$0.50	\$15.80	\$16.30	\$0.50	\$16.15	\$16.65	\$0.50	\$16.20	\$16.70	\$0.50	\$16.50	\$17.00	\$0.50	\$17.00	\$17.51	\$0.51	\$17.30	\$17.82	\$0.52	\$17.60	\$18.13	\$0.53	\$17.90	\$18.44	\$0.54	\$18.40	\$18.95	\$0.55
11-15 (Tier 3)	\$16.10	\$16.60	\$0.50	\$16.30	\$16.80	\$0.50	\$16.65	\$17.15	\$0.50	\$16.70	\$17.20	\$0.50	\$17.00	\$17.51	\$0.51	\$17.50	\$18.03	\$0.53	\$17.80	\$18.33	\$0.53	\$18.10	\$18.64	\$0.54	\$18.40	\$18.95	\$0.55	\$18.90	\$19.47	\$0.57
16-20 (Tier 4)	\$16.60	\$17.10	\$0.50	\$16.80	\$17.30	\$0.50	\$17.15	\$17.66	\$0.51	\$17.45	\$17.97	\$0.52	\$17.85	\$18.39	\$0.54	\$18.60	\$19.16	\$0.56	\$19.00	\$19.57	\$0.57	\$19.40	\$19.98	\$0.58	\$19.80	\$20.39	\$0.59	\$20.80	\$21.42	\$0.62
21-25 (Tier 5)	\$17.35	\$17.87	\$0.52	\$17.55	\$18.08	\$0.53	\$17.65	\$18.18	\$0.53	\$18.45	\$19.00	\$0.55	\$18.95	\$19.52	\$0.57	\$19.95	\$20.55	\$0.60	\$20.45	\$21.06	\$0.61	\$20.95	\$21.58	\$0.63	\$21.35	\$21.99	\$0.64	\$22.60	\$23.28	\$0.68
26+ (Tier 6)	\$18.10	\$18.64	\$0.54	\$18.30	\$18.85	\$0.55	\$18.15	\$18.69	\$0.54	\$19.45	\$20.03	\$0.58	\$20.05	\$20.65	\$0.60	\$21.30	\$21.94	\$0.64	\$21.90	\$22.56	\$0.66	\$22.50	\$23.18	\$0.68	\$22.90	\$23.59	\$0.69	\$24.40	\$25.13	\$0.73
Years of Experience Tier	9	9	10	10	10A	10A	10B	10B	10C	10C	10D	10D	11	11	12	12	13	13	14	14										
0-5 (Tier 1)	\$17.90	\$18.44	\$0.54	\$18.40	\$18.95	\$0.55	\$19.15	\$19.72	\$0.57	\$19.40	\$19.98	\$0.58	\$20.15	\$20.75	\$0.60	\$20.65	\$21.27	\$0.62	\$21.15	\$21.78	\$0.63	\$22.40	\$23.07	\$0.67	\$23.65	\$24.36	\$0.71	\$24.90	\$25.65	\$0.75
6-10 (Tier 2)	\$18.70	\$19.26	\$0.56	\$19.20	\$19.78	\$0.58	\$19.95	\$20.55	\$0.60	\$20.20	\$20.81	\$0.61	\$20.95	\$21.58	\$0.63	\$21.45	\$22.09	\$0.64	\$21.95	\$22.61	\$0.66	\$23.20	\$23.90	\$0.70	\$24.45	\$25.18	\$0.73	\$25.70	\$26.47	\$0.77
11-15 (Tier 3)	\$19.20	\$19.78	\$0.58	\$19.70	\$20.29	\$0.59	\$20.45	\$21.06	\$0.61	\$20.70	\$21.32	\$0.62	\$21.45	\$22.09	\$0.64	\$21.95	\$22.61	\$0.66	\$22.45	\$23.12	\$0.67	\$23.70	\$24.41	\$0.71	\$24.95	\$25.70	\$0.75	\$26.20	\$26.99	\$0.78
16-20 (Tier 4)	\$21.20	\$21.84	\$0.64	\$21.95	\$22.61	\$0.66	\$22.95	\$23.64	\$0.69	\$23.20	\$23.90	\$0.70	\$24.20	\$24.93	\$0.73	\$25.20	\$25.96	\$0.76	\$26.20	\$26.99	\$0.79	\$27.70	\$28.53	\$0.83	\$29.20	\$30.08	\$0.88	\$30.70	\$31.62	\$0.92
21-25 (Tier 5)	\$23.10	\$23.79	\$0.69	\$24.10	\$24.82	\$0.72	\$25.35	\$26.11	\$0.76	\$25.60	\$26.37	\$0.77	\$26.85	\$27.66	\$0.81	\$28.10	\$28.94	\$0.84	\$29.35	\$30.23	\$0.88	\$31.10	\$32.03	\$0.93	\$32.85	\$33.84	\$0.99	\$34.60	\$35.64	\$1.04
26+ (Tier 6)	\$25.00	\$25.75	\$0.75	\$26.25	\$27.04	\$0.79	\$27.75	\$28.58	\$0.83	\$28.00	\$28.84	\$0.84	\$29.50	\$30.39	\$0.89	\$31.00	\$31.93	\$0.93	\$32.50	\$33.48	\$0.98	\$34.50	\$35.54	\$1.04	\$36.50	\$37.60	\$1.10	\$38.50	\$39.66	\$1.16
Years of Experience Tier	15	15	16	16	17	17	K	K	KA	KA	KB	KB	Nurse-LPN	Nurse-LPN	Nurse-RN	Nurse-RN														
0-5 (Tier 1)	\$27.00	\$27.81	\$0.81	\$28.90	\$29.77	\$0.87	\$30.10	\$31.00	\$0.90	\$22.45	\$23.12	\$0.67	\$23.20	\$23.90	\$0.70	\$23.95	\$24.67	\$0.72	\$21.67	\$22.32	\$0.65	\$29.30	\$30.18	\$0.88						
6-10 (Tier 2)	\$28.25	\$29.10	\$0.85	\$30.15	\$31.05	\$0.90	\$31.35	\$32.29	\$0.94	\$23.70	\$24.41	\$0.71	\$24.45	\$25.18	\$0.73	\$25.20	\$25.96	\$0.76	\$22.67	\$23.35	\$0.68	\$31.30	\$32.24	\$0.94						
11-15 (Tier 3)	\$29.50	\$30.39	\$0.89	\$31.40	\$32.34	\$0.94	\$32.60	\$33.58	\$0.98	\$25.20	\$25.96	\$0.76	\$25.95	\$26.73	\$0.78	\$26.70	\$27.50	\$0.80	\$23.67	\$24.38	\$0.71	\$33.30	\$34.30	\$1.00						
16-20 (Tier 4)	\$31.00	\$31.93	\$0.93	\$32.90	\$33.89	\$0.99	\$34.10	\$35.12	\$1.02	\$26.95	\$27.76	\$0.81	\$27.70	\$28.53	\$0.83	\$28.45	\$29.30	\$0.85	\$24.92	\$25.67	\$0.75	\$35.55	\$36.62	\$1.07						
21-25 (Tier 5)	\$32.75	\$33.73	\$0.98	\$34.65	\$35.69	\$1.04	\$35.85	\$36.93	\$1.08	\$28.95	\$29.82	\$0.87	\$29.70	\$30.59	\$0.89	\$30.45	\$31.36	\$0.91	\$26.42	\$27.21	\$0.79	\$37.80	\$38.93	\$1.13						
26+ (Tier 6)	\$34.50	\$35.54	\$1.04	\$36.40	\$37.49	\$1.09	\$37.60	\$38.73	\$1.13	\$30.95	\$31.88	\$0.93	\$31.70	\$32.65	\$0.95	\$32.45	\$33.42	\$0.97	\$27.92	\$28.76	\$0.84	\$40.05	\$41.25	\$1.20						

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