

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

Years of Experience Tier	E	D	F	2	3	4	5	6	7	8
0-5 (Tier 1)	\$15.40	\$15.60	\$15.95	\$15.70	\$16.00	\$16.50	\$16.80	\$17.10	\$17.40	\$17.90
6-10 (Tier 2)	\$15.90	\$16.10	\$16.45	\$16.50	\$16.80	\$17.30	\$17.60	\$17.90	\$18.20	\$18.70
11-15 (Tier 3)	\$16.40	\$16.60	\$16.95	\$17.00	\$17.30	\$17.80	\$18.10	\$18.40	\$18.70	\$19.20
16-20 (Tier 4)	\$16.90	\$17.10	\$17.45	\$17.75	\$18.15	\$18.90	\$19.30	\$19.70	\$20.10	\$21.10
21-25 (Tier 5)	\$17.65	\$17.85	\$17.95	\$18.75	\$19.25	\$20.25	\$20.75	\$21.25	\$21.65	\$22.90
26+ (Tier 6)	\$18.40	\$18.60	\$18.45	\$19.75	\$20.35	\$21.60	\$22.20	\$22.80	\$23.20	\$24.70
<b>Years of Experience Tier</b>	<b>9</b>	<b>10</b>	<b>10A</b>	<b>10B</b>	<b>10C</b>	<b>10D</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
0-5 (Tier 1)	\$18.20	\$18.70	\$19.45	\$19.70	\$20.45	\$20.95	\$21.45	\$22.70	\$23.95	\$25.20
6-10 (Tier 2)	\$19.00	\$19.50	\$20.25	\$20.50	\$21.25	\$21.75	\$22.25	\$23.50	\$24.75	\$26.00
11-15 (Tier 3)	\$19.50	\$20.00	\$20.75	\$21.00	\$21.75	\$22.25	\$22.75	\$24.00	\$25.25	\$26.50
16-20 (Tier 4)	\$21.50	\$22.25	\$23.25	\$23.50	\$24.50	\$25.50	\$26.50	\$28.00	\$29.50	\$31.00
21-25 (Tier 5)	\$23.40	\$24.40	\$25.65	\$25.90	\$27.15	\$28.40	\$29.65	\$31.40	\$33.15	\$34.90
26+ (Tier 6)	\$25.30	\$26.55	\$28.05	\$28.30	\$29.80	\$31.30	\$32.80	\$34.80	\$36.80	\$38.80
<b>Years of Experience Tier</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>K</b>	<b>KA</b>	<b>KB</b>	<b>Nurse-LPN</b>	<b>Nurse-RN</b>		
0-5 (Tier 1)	\$27.30	\$29.20	\$30.40	\$22.75	\$23.50	\$24.25	\$21.97	\$29.60		
6-10 (Tier 2)	\$28.55	\$30.30	\$31.65	\$24.00	\$24.75	\$25.50	\$22.97	\$31.60		
11-15 (Tier 3)	\$29.80	\$31.55	\$32.90	\$25.50	\$26.25	\$27.00	\$23.97	\$33.60		
16-20 (Tier 4)	\$31.30	\$33.05	\$34.40	\$27.25	\$28.00	\$28.75	\$25.22	\$35.85		
21-25 (Tier 5)	\$33.05	\$34.80	\$36.15	\$29.25	\$30.00	\$30.75	\$26.72	\$38.10		
26+ (Tier 6)	\$34.80	\$36.55	\$37.90	\$31.25	\$32.00	\$32.75	\$28.22	\$40.35		

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