

EXHIBIT A.1 **GESSA CLERICAL POSITIONS ENTRY HOURLY RATES**

Clerical Positions Entry Salaries **2024-25 School Year**

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %	Category V	Step %
A	18.89		20.78		22.85		25.14		27.65	
B	19.27	2.00%	21.19	2.00%	23.31	2.00%	25.64	2.00%	28.21	2.00%
C	19.65	2.00%	21.62	2.00%	23.78	2.00%	26.16	2.00%	28.77	2.00%

Clerical Positions Entry Salaries **2025-26 School Year**

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %	Category V	Step %
A	19.22		21.14		23.25		25.58		28.14	
B	19.60	2.00%	21.56	2.00%	23.72	2.00%	26.09	2.00%	28.70	2.00%
C	19.99	2.00%	21.99	2.00%	24.19	2.00%	26.61	2.00%	29.27	2.00%

Clerical Positions Entry Salaries **2026-27 School Year**

For years 2024-25, 2025-26, and 2026-27, each employee's annual increase will be CPI, no less than 3.5% and no more than 5% over the prior year's salary. The CPI calculation to be used is defined as the "All Urban Consumers CPI" as used in the Property Tax Extension Limitation Law for the District's annual tax levy.

Category Ia	Attendance Clerk	Category IVa	Exec. Asst. Athletics
			Exec. Asst. Student Activities
Category IIa		IVb	Exec. Asst. College Resource
		IVc	Exec. Asst. Dean's Office
Category IIIa	Administrative Assistant	IVd	Exec. Asst. Buildings and Grounds
		IVe	Exec. Asst. Communications
		IVf	Exec. Asst. Special Education
		Category Va	Division Executive Assistant
		Vb	Exec. Asst. Technology Services

Note: The positions of Dean's Receptionist, Library Cataloger, and Executive Assistant - Student Services were sunset on May 3, 2024.

EXHIBIT A.2

GESSA SPECIALIST POSITIONS ENTRY HOURLY RATES

Specialist Positions Entry Salaries 2024-25 School Year

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %
A	25.26		30.31		36.37		43.65	
B	25.77	2.00%	30.92	2.00%	37.10	2.00%	44.52	2.00%
C	26.28	2.00%	31.54	2.00%	37.84	2.00%	45.41	2.00%

Specialist Positions Entry Salaries 2025-26 School Year

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %
A	25.70		30.84		37.01		44.41	
B	26.22	2.00%	31.46	2.00%	37.75	2.00%	45.30	2.00%
C	26.74	2.00%	32.09	2.00%	38.51	2.00%	46.21	2.00%

Specialist Positions Entry Salaries 2026-27 School Year

For years 2025-26, 2026-27, and 2027-28, each employee's annual increase will be CPI, no less than 3.5% and no more than 5% over the prior year's salary. The CPI calculation to be used is defined as the "All Urban Consumers CPI" as used in the Property Tax Extension Limitation Law for the District's annual tax levy.

Category Ia	Accounting Assistant	Category IIIa	Technology Operations Specialist
Ib	Asst. Scheduler / HHI Coordinator		
Category IIa	Operations Specialist	Category IVa	Database Analyst / Programmer
IIc	Scheduler	IVb	Information Systems Specialist
	Registrar		
	Testing Coordinator		
IId	Technology Technician		
Ile	Enrollment Specialist		

Note: The position of Educational Services Trainer was sunset on May 3, 2024.