

PCS Salary Increase Proposals for SEIU - Presented 8/25/26

Negotiated	<u>BASE SALARY INCREASE PROPOSED</u>		
	<i>2.00% recurring increase to base hourly rate</i>		
	Average Annual Salary Increase		
<i>SEIU Employee Group</i>	\$		696.00
Referendum	<u>ANNUAL REFERENDUM INCREASE</u>		
	Total Referendum Increase Per Employee	Total Referendum Per Employee	
<i>SEIU Employee Group</i>	\$ 568.00	\$	3,478.00
Totals	<i>Total Salary Increase Per Employee (Recurring Base + Referendum)</i>		
	Average Base Increase	Referendum Increase	Total Increase
<i>SEIU Employee Group</i>	\$ 696.00	\$ 568.00	\$ 1,264.00

*Amounts are based on fulltime positions,
parttime increases are prorated*

NON-EXEMPT SALARY SCHEDULE "D"

8/20/2026

2025/2026 School Year

SUPPORT STAFF HOURLY RATES

Pay Grade	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U
5	\$ 15.0000	\$ 15.1500	\$ 15.9075	\$ 16.3620	\$ 16.3999	\$ 16.4378	\$ 16.4756	\$ 16.5135	\$ 16.5514	\$ 16.5893	\$ 16.8290	\$ 17.3506	\$ 17.8845	\$ 18.4435	\$ 19.0149	\$ 19.6110	\$ 20.2196	\$ 20.8531
6	\$ 15.0000	\$ 15.1500	\$ 15.9075	\$ 16.4756	\$ 16.5135	\$ 16.5514	\$ 16.5893	\$ 16.8164	\$ 17.3380	\$ 17.8723	\$ 18.4312	\$ 19.0023	\$ 19.5984	\$ 20.2072	\$ 20.8404	\$ 21.4990	\$ 22.1695	\$ 22.8650
7	\$ 15.0000	\$ 15.1500	\$ 15.9075	\$ 16.5893	\$ 16.8042	\$ 17.3258	\$ 17.8598	\$ 18.4186	\$ 18.9900	\$ 19.5862	\$ 20.1946	\$ 20.8281	\$ 21.4864	\$ 22.1572	\$ 22.8525	\$ 23.5729	\$ 24.3180	\$ 25.0881
8	\$ 16.3568	\$ 16.5204	\$ 17.2779	\$ 18.0213	\$ 18.4186	\$ 18.9900	\$ 19.5862	\$ 20.1946	\$ 20.8281	\$ 21.4864	\$ 22.1572	\$ 22.8525	\$ 23.5729	\$ 24.3180	\$ 25.0881	\$ 25.8832	\$ 26.7028	\$ 27.5473
9	\$ 17.9806	\$ 18.1604	\$ 18.9179	\$ 19.7351	\$ 20.1699	\$ 20.8034	\$ 21.4491	\$ 22.1198	\$ 22.8154	\$ 23.5357	\$ 24.2808	\$ 25.0509	\$ 25.8457	\$ 26.6654	\$ 27.5100	\$ 28.3794	\$ 29.2737	\$ 30.2051
10	\$ 19.7928	\$ 19.9907	\$ 20.7482	\$ 21.6478	\$ 22.1198	\$ 22.8154	\$ 23.5357	\$ 24.2808	\$ 25.0509	\$ 25.8457	\$ 26.6654	\$ 27.5100	\$ 28.3794	\$ 29.2737	\$ 30.2051	\$ 31.1615	\$ 32.1550	\$ 33.1737
11	\$ 21.7580	\$ 21.9756	\$ 22.7331	\$ 23.7220	\$ 24.2561	\$ 25.0137	\$ 25.7960	\$ 26.6158	\$ 27.4605	\$ 28.3298	\$ 29.2240	\$ 30.1430	\$ 31.0995	\$ 32.0807	\$ 33.0990	\$ 34.1547	\$ 35.2353	\$ 36.3529
12	\$ 23.9350	\$ 24.1744	\$ 24.9319	\$ 26.0197	\$ 26.5909	\$ 27.4355	\$ 28.3049	\$ 29.1991	\$ 30.1182	\$ 31.0747	\$ 32.0558	\$ 33.0743	\$ 34.1298	\$ 35.2104	\$ 36.3282	\$ 37.4832	\$ 38.6755	\$ 39.9052
13	\$ 26.3238	\$ 26.5870	\$ 27.3445	\$ 28.5410	\$ 29.1868	\$ 30.1060	\$ 31.0621	\$ 32.0432	\$ 33.0618	\$ 34.1173	\$ 35.1980	\$ 36.3159	\$ 37.4709	\$ 38.6632	\$ 39.8928	\$ 41.1596	\$ 42.4761	\$ 43.8298
14	\$ 28.9478	\$ 29.2373	\$ 29.9948	\$ 31.3105	\$ 32.0184	\$ 33.0369	\$ 34.0802	\$ 35.1607	\$ 36.2786	\$ 37.4335	\$ 38.6259	\$ 39.8555	\$ 41.1224	\$ 42.4389	\$ 43.7926	\$ 45.1962	\$ 46.6369	\$ 48.1272

With rounding to 4 decimal places

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"

2.00% Proposed Increase (Move Level)

2026/2027 School Year

SUPPORT STAFF HOURLY RATES*

Pay Grade	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U	Level V
5	\$15.0000	\$15.3000	\$15.4530	\$16.2257	\$16.6892	\$16.7279	\$16.7665	\$16.8051	\$16.8438	\$16.8824	\$16.9210	\$17.1656	\$17.6976	\$18.2422	\$18.8124	\$19.3952	\$20.0032	\$20.6240	\$21.2701
6	\$15.0000	\$15.3000	\$15.4530	\$16.2257	\$16.8051	\$16.8438	\$16.8824	\$16.9210	\$17.1527	\$17.6847	\$18.2297	\$18.7998	\$19.3824	\$19.9904	\$20.6113	\$21.2572	\$21.9289	\$22.6129	\$23.3223
7	\$15.0000	\$15.3000	\$15.4530	\$16.2257	\$16.9210	\$17.1403	\$17.6724	\$18.2170	\$18.7869	\$19.3698	\$19.9779	\$20.5985	\$21.2447	\$21.9162	\$22.6003	\$23.3095	\$24.0444	\$24.8043	\$25.5899
8	\$16.3568	\$16.6839	\$16.8508	\$17.6234	\$18.3818	\$18.7869	\$19.3698	\$19.9779	\$20.5985	\$21.2447	\$21.9162	\$22.6003	\$23.3095	\$24.0444	\$24.8043	\$25.5899	\$26.4008	\$27.2368	\$28.0983
9	\$17.9806	\$18.3402	\$18.5236	\$19.2963	\$20.1298	\$20.5733	\$21.2194	\$21.8780	\$22.5622	\$23.2717	\$24.0064	\$24.7664	\$25.5519	\$26.3626	\$27.1987	\$28.0602	\$28.9470	\$29.8592	\$30.8092
10	\$19.7928	\$20.1887	\$20.3905	\$21.1632	\$22.0808	\$22.5622	\$23.2717	\$24.0064	\$24.7664	\$25.5519	\$26.3626	\$27.1987	\$28.0602	\$28.9470	\$29.8592	\$30.8092	\$31.7848	\$32.7981	\$33.8371
11	\$21.7580	\$22.1932	\$22.4151	\$23.1877	\$24.1964	\$24.7412	\$25.5139	\$26.3119	\$27.1481	\$28.0097	\$28.8964	\$29.8085	\$30.7459	\$31.7215	\$32.7223	\$33.7610	\$34.8378	\$35.9400	\$37.0800
12	\$23.9350	\$24.4137	\$24.6578	\$25.4305	\$26.5401	\$27.1227	\$27.9842	\$28.8710	\$29.7831	\$30.7206	\$31.6962	\$32.6969	\$33.7358	\$34.8124	\$35.9146	\$37.0547	\$38.2329	\$39.4490	\$40.7033
13	\$26.3238	\$26.8503	\$27.1188	\$27.8914	\$29.1118	\$29.7705	\$30.7081	\$31.6834	\$32.6840	\$33.7231	\$34.7996	\$35.9020	\$37.0422	\$38.2203	\$39.4365	\$40.6906	\$41.9828	\$43.3256	\$44.7064
14	\$28.9478	\$29.5268	\$29.8220	\$30.5947	\$31.9367	\$32.6588	\$33.6976	\$34.7618	\$35.8639	\$37.0042	\$38.1822	\$39.3985	\$40.6526	\$41.9448	\$43.2877	\$44.6684	\$46.1001	\$47.5696	\$49.0898

Referendum Information: The salary amounts listed above exclude an additional \$3,478 in referendum supplement dollars effective July 1, 2026, through June 30, 2027, as approved by the voters of Pinellas County. Each year, a representative from the Finance Division will certify to the Bargaining Leadership Team (BLT) the supplement amount, based on certified tax roll projections and actual tax collections from the prior year. Any necessary adjustments to the supplement will be calculated and communicated to the BLT.

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"

2026/2027 School Year

SUPPORT STAFF PERCENTAGE INCREASE FROM PRIOR LEVELS

Pay Grade	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U	Level V
5	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
6	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
7	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
8	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
9	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
10	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
11	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
12	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
13	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
14	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%

*Pending Ratification and Board Approval

8/20/2026

NON-EXEMPT SALARY SCHEDULE "G"

8/20/2026

2025/2026 School Year

SUPPORT STAFF HOURLY RATES

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
10	\$20.0000	\$20.2000	\$20.7482	\$21.1999	\$21.8655	\$22.5548	\$23.2679	\$24.0048	\$24.7653	\$25.5498	\$26.3580	\$27.1899	\$28.0458	\$28.9370	\$29.8523	\$ 30.8029
11	\$21.7580	\$21.9756	\$22.7331	\$23.2441	\$23.9691	\$24.7178	\$25.5023	\$26.3106	\$27.1424	\$27.9982	\$28.8776	\$29.7929	\$30.7319	\$31.7063	\$32.7165	\$ 33.7506

With rounding to 4 decimal places

PROPOSED NON-EXEMPT SALARY SCHEDULE "G"

2.00% Proposed Increase (Move Level)

2026/2027 School Year

SUPPORT STAFF HOURLY RATES*

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
10	\$20.0000	\$20.4000	\$20.6040	\$21.1632	\$21.6239	\$22.3028	\$23.0059	\$23.7332	\$24.4849	\$25.2606	\$26.0608	\$26.8851	\$27.7337	\$28.6067	\$29.5157	\$30.4493
11	\$21.7580	\$22.1932	\$22.4151	\$23.1877	\$23.7090	\$24.4485	\$25.2122	\$26.0123	\$26.8368	\$27.6853	\$28.5582	\$29.4552	\$30.3887	\$31.3465	\$32.3405	\$33.3709

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PROPOSED NON-EXEMPT SALARY SCHEDULE "G"

2026/2027 School Year

SUPPORT STAFF PERCENTAGE INCREASE FROM PRIOR LEVELS

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
10	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
11	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%

*Pending Ratification and Board Approval

8/20/2026