

| # Yrs<br>Step# | Instructional Administrators |          |                       | Exempt/Non-Instruction |                | Teachers       |                       |               |                 | Teachers       |                       |               |                 | Teachers       |                       |               |                 | Nurse       | Speech       |
|----------------|------------------------------|----------|-----------------------|------------------------|----------------|----------------|-----------------------|---------------|-----------------|----------------|-----------------------|---------------|-----------------|----------------|-----------------------|---------------|-----------------|-------------|--------------|
|                | 12<br>AsstSupt/Princip       | 12<br>AP | 11<br>Dean of Student | 12<br>Dir/Mgrs         | 10<br>Dir/Mgrs | 12<br>Teachers | 12<br>5Hrs into Maste | 12<br>Masters | 12<br>Doctorate | 11<br>Teachers | 11<br>5Hrs into Maste | 11<br>Masters | 11<br>Doctorate | 10<br>Teachers | 10<br>5Hrs into Maste | 10<br>Masters | 10<br>Doctorate | 10<br>Nurse | 10<br>Speech |
| 1              | 63,494                       | 58,899   | 49,082                | 53,279                 | 44,399         | 50,669         | 51,719                | 52,769        | 53,819          | 46,446         | 47,496                | 48,546        | 49,596          | 42,224         | 43,274                | 44,324        | 45,374          | 42224       | 60000        |
| 2              | 64,446                       | 59,783   | 49,818                | 54,078                 | 45,065         | 51,429         | 52,479                | 53,529        | 54,579          | 47,143         | 48,193                | 49,243        | 50,293          | 42,857         | 43,907                | 44,957        | 46,007          | 42857       | 60900        |
| 3              | 65,413                       | 60,679   | 50,566                | 54,889                 | 45,741         | 52,200         | 53,250                | 54,300        | 55,350          | 47,850         | 48,900                | 49,950        | 51,000          | 43,500         | 44,550                | 45,600        | 46,650          | 43500       | 61814        |
| 4              | 66,394                       | 61,589   | 51,324                | 55,713                 | 46,427         | 52,983         | 54,033                | 55,083        | 56,133          | 48,568         | 49,618                | 50,668        | 51,718          | 44,153         | 45,203                | 46,253        | 47,303          | 44153       | 62741        |
| 5              | 67,390                       | 62,513   | 52,094                | 56,548                 | 47,123         | 53,778         | 54,828                | 55,878        | 56,928          | 49,297         | 50,347                | 51,397        | 52,447          | 44,815         | 45,865                | 46,915        | 47,965          | 44815       | 63682        |
| 6              | 68,401                       | 63,451   | 52,875                | 57,397                 | 47,830         | 54,585         | 55,635                | 56,685        | 57,735          | 50,036         | 51,086                | 52,136        | 53,186          | 45,487         | 46,537                | 47,587        | 48,637          | 45487       | 64637        |
| 7              | 69,427                       | 64,403   | 53,669                | 58,258                 | 48,548         | 55,403         | 56,453                | 57,503        | 58,553          | 50,787         | 51,837                | 52,887        | 53,937          | 46,170         | 47,220                | 48,270        | 49,320          | 46170       | 65607        |
| 8              | 70,468                       | 65,369   | 54,474                | 59,131                 | 49,276         | 56,235         | 57,285                | 58,335        | 59,385          | 51,548         | 52,598                | 53,648        | 54,698          | 46,862         | 47,912                | 48,962        | 50,012          | 46862       | 66591        |
| 9              | 71,525                       | 66,349   | 55,291                | 60,018                 | 50,015         | 57,078         | 58,128                | 59,178        | 60,228          | 52,322         | 53,372                | 54,422        | 55,472          | 47,565         | 48,615                | 49,665        | 50,715          | 47565       | 67590        |
| 10             | 72,598                       | 67,345   | 56,120                | 60,919                 | 50,765         | 57,934         | 58,984                | 60,034        | 61,084          | 53,106         | 54,156                | 55,206        | 56,256          | 48,278         | 49,328                | 50,378        | 51,428          | 48278       | 68603        |
| 11             | 73,687                       | 68,355   | 56,962                | 61,832                 | 51,527         | 58,803         | 59,853                | 60,903        | 61,953          | 53,903         | 54,953                | 56,003        | 57,053          | 49,003         | 50,053                | 51,103        | 52,153          | 49003       | 69632        |
| 12             | 74,793                       | 69,380   | 57,816                | 62,760                 | 52,300         | 59,685         | 60,735                | 61,785        | 62,835          | 54,711         | 55,761                | 56,811        | 57,861          | 49,738         | 50,788                | 51,838        | 52,888          | 49738       | 70677        |
| 13             | 75,914                       | 70,421   | 58,684                | 63,701                 | 53,084         | 60,581         | 61,631                | 62,681        | 63,731          | 55,532         | 56,582                | 57,632        | 58,682          | 50,484         | 51,534                | 52,584        | 53,634          | 50484       | 71737        |
| 14             | 77,053                       | 71,477   | 59,564                | 64,657                 | 53,881         | 61,489         | 62,539                | 63,589        | 64,639          | 56,365         | 57,415                | 58,465        | 59,515          | 51,241         | 52,291                | 53,341        | 54,391          | 51241       | 72813        |
| 15             | 78,209                       | 72,549   | 60,457                | 65,627                 | 54,689         | 62,412         | 63,462                | 64,512        | 65,562          | 57,211         | 58,261                | 59,311        | 60,361          | 52,010         | 53,060                | 54,110        | 55,160          | 52010       | 73905        |
| 16             | 79,382                       | 73,637   | 61,364                | 66,611                 | 55,509         | 63,348         | 64,398                | 65,448        | 66,498          | 58,069         | 59,119                | 60,169        | 61,219          | 52,790         | 53,840                | 54,890        | 55,940          | 52790       | 75014        |
| 17             | 80,573                       | 74,742   | 62,285                | 67,610                 | 56,342         | 64,298         | 65,348                | 66,398        | 67,448          | 58,940         | 59,990                | 61,040        | 62,090          | 53,582         | 54,632                | 55,682        | 56,732          | 53582       | 76139        |
| 18             | 81,781                       | 75,863   | 63,219                | 68,624                 | 57,187         | 65,262         | 66,312                | 67,362        | 68,412          | 59,824         | 60,874                | 61,924        | 62,974          | 54,385         | 55,435                | 56,485        | 57,535          | 54385       | 77281        |
| 19             | 83,010                       | 77,001   | 64,167                | 69,654                 | 58,045         | 66,241         | 67,291                | 68,341        | 69,391          | 60,721         | 61,771                | 62,821        | 63,871          | 55,201         | 56,251                | 57,301        | 58,351          | 55201       | 78440        |
| 20             | 84,255                       | 78,156   | 65,130                | 70,699                 | 58,915         | 67,235         | 68,285                | 69,335        | 70,385          | 61,632         | 62,682                | 63,732        | 64,782          | 56,029         | 57,079                | 58,129        | 59,179          | 56029       | 79617        |
| 21             | 85,519                       | 79,328   | 66,107                | 71,759                 | 59,799         | 68,244         | 69,294                | 70,344        | 71,394          | 62,557         | 63,607                | 64,657        | 65,707          | 56,870         | 57,920                | 58,970        | 60,020          | 56870       | 80811        |
| 22             | 86,802                       | 80,518   | 67,098                | 72,835                 | 60,696         | 69,267         | 70,317                | 71,367        | 72,417          | 63,495         | 64,545                | 65,595        | 66,645          | 57,723         | 58,773                | 59,823        | 60,873          | 57723       | 82023        |
| 23             | 88,104                       | 81,726   | 68,105                | 73,928                 | 61,606         | 70,306         | 71,356                | 72,406        | 73,456          | 64,447         | 65,497                | 66,547        | 67,597          | 58,588         | 59,638                | 60,688        | 61,738          | 58588       | 83254        |
| 24             | 89,425                       | 82,952   | 69,126                | 75,037                 | 62,531         | 71,361         | 72,411                | 73,461        | 74,511          | 65,414         | 66,464                | 67,514        | 68,564          | 59,467         | 60,517                | 61,567        | 62,617          | 59467       | 84503        |
| 25             | 90,766                       | 84,196   | 70,163                | 76,162                 | 63,468         | 72,431         | 73,481                | 74,531        | 75,581          | 66,395         | 67,445                | 68,495        | 69,545          | 60,359         | 61,409                | 62,459        | 63,509          | 60359       | 85770        |
| 26             | 92,128                       | 85,459   | 71,216                | 77,305                 | 64,421         | 73,518         | 74,568                | 75,618        | 76,668          | 67,391         | 68,441                | 69,491        | 70,541          | 61,265         | 62,315                | 63,365        | 64,415          | 61265       | 87057        |
| 27             | 93,510                       | 86,741   | 72,284                | 78,464                 | 65,387         | 74,620         | 75,670                | 76,720        | 77,770          | 68,402         | 69,452                | 70,502        | 71,552          | 62,184         | 63,234                | 64,284        | 65,334          | 62184       | 88363        |
| 28             | 94,913                       | 88,042   | 73,368                | 79,641                 | 66,368         | 75,740         | 76,790                | 77,840        | 78,890          | 69,428         | 70,478                | 71,528        | 72,578          | 63,116         | 64,166                | 65,216        | 66,266          | 63116       | 89688        |
| 29             | 96,336                       | 89,363   | 74,469                | 80,836                 | 67,363         | 76,876         | 77,926                | 78,976        | 80,026          | 70,470         | 71,520                | 72,570        | 73,620          | 64,063         | 65,113                | 66,163        | 67,213          | 64063       | 91033        |
| 30             | 97,781                       | 90,703   | 75,586                | 82,049                 | 68,374         | 78,029         | 79,079                | 80,129        | 81,179          | 71,527         | 72,577                | 73,627        | 74,677          | 65,024         | 66,074                | 67,124        | 68,174          | 65024       | 92399        |

| Step | Office Support<br>12 mths | Hourly Rate<br>8hrs/day 240<br>days | Office Support<br>10 mths | Hourly Rate<br>8hrs/day 185<br>days | Para<br>7.5hrs/day 185<br>days | Custodial<br>8hrs/day 240<br>days | Bookkeeper<br>8hrs/day 240<br>days | Maintenance<br>Grounds Bus<br>Garage | Hourly Rate<br>8hrs/day 240<br>days | Café Full Time | Hourly Rate<br>6.5hrs/day 182<br>days | Café Manager<br>7hrs/day 185<br>days | Bus Driver | Hourly Rate<br>4hrs/day 182<br>days |        |       |        |       |
|------|---------------------------|-------------------------------------|---------------------------|-------------------------------------|--------------------------------|-----------------------------------|------------------------------------|--------------------------------------|-------------------------------------|----------------|---------------------------------------|--------------------------------------|------------|-------------------------------------|--------|-------|--------|-------|
| 1    | 21,560                    | 11.23                               | 17,967                    | 12.14                               | 17,819                         | 12.84                             | 18,386                             | 9.58                                 | 23,183                              | 12.07          | 28,532                                | 14.86                                | 12,106     | 10.23                               | 19,000 | 14.67 | 16,062 | 22.06 |
| 2    | 21,884                    | 11.40                               | 18,237                    | 12.32                               | 18,086                         | 13.03                             | 18,662                             | 9.72                                 | 23,531                              | 12.26          | 28,960                                | 15.08                                | 12,288     | 10.39                               | 19,285 | 14.89 | 16,062 | 22.06 |
| 3    | 22,212                    | 11.57                               | 18,510                    | 12.51                               | 18,357                         | 13.23                             | 18,942                             | 9.87                                 | 23,884                              | 12.44          | 29,394                                | 15.31                                | 12,472     | 10.54                               | 19,574 | 15.12 | 16,062 | 22.06 |
| 4    | 22,545                    | 11.74                               | 18,788                    | 12.69                               | 18,632                         | 13.43                             | 19,226                             | 10.01                                | 24,242                              | 12.63          | 29,835                                | 15.54                                | 12,659     | 10.70                               | 19,868 | 15.34 | 16,062 | 22.06 |
| 5    | 22,883                    | 11.92                               | 19,070                    | 12.89                               | 18,911                         | 13.63                             | 19,514                             | 10.16                                | 24,606                              | 12.82          | 30,283                                | 15.77                                | 12,849     | 10.86                               | 20,166 | 15.57 | 16,062 | 22.06 |
| 6    | 23,227                    | 12.10                               | 19,356                    | 13.08                               | 19,195                         | 13.83                             | 19,807                             | 10.32                                | 24,975                              | 13.01          | 30,737                                | 16.01                                | 13,042     | 11.02                               | 20,468 | 15.81 | 16,062 | 22.06 |
| 7    | 23,575                    | 12.28                               | 19,646                    | 13.27                               | 19,483                         | 14.04                             | 20,104                             | 10.47                                | 25,349                              | 13.20          | 31,198                                | 16.25                                | 13,237     | 11.19                               | 20,775 | 16.04 | 16,062 | 22.06 |
| 8    | 23,929                    | 12.46                               | 19,941                    | 13.47                               | 19,775                         | 14.25                             | 20,406                             | 10.63                                | 25,730                              | 13.40          | 31,666                                | 16.49                                | 13,436     | 11.36                               | 21,087 | 16.28 | 16,062 | 22.06 |
| 9    | 24,287                    | 12.65                               | 20,240                    | 13.68                               | 20,072                         | 14.47                             | 20,712                             | 10.79                                | 26,115                              | 13.60          | 32,141                                | 16.74                                | 13,637     | 11.53                               | 21,403 | 16.53 | 16,062 | 22.06 |
| 10   | 24,652                    | 12.84                               | 20,544                    | 13.88                               | 20,373                         | 14.68                             | 21,022                             | 10.95                                | 26,507                              | 13.81          | 32,623                                | 16.99                                | 13,842     | 11.70                               | 21,724 | 16.78 | 16,062 | 22.06 |
| 11   | 25,022                    | 13.03                               | 20,852                    | 14.09                               | 20,679                         | 14.90                             | 21,338                             | 11.11                                | 26,905                              | 14.01          | 33,113                                | 17.25                                | 14,050     | 11.88                               | 22,050 | 17.03 | 16,062 | 22.06 |
| 12   | 25,397                    | 13.23                               | 21,165                    | 14.30                               | 20,989                         | 15.13                             | 21,658                             | 11.28                                | 27,308                              | 14.22          | 33,609                                | 17.50                                | 14,260     | 12.05                               | 22,381 | 17.28 | 16,062 | 22.06 |
| 13   | 25,778                    | 13.43                               | 21,482                    | 14.51                               | 21,304                         | 15.35                             | 21,983                             | 11.45                                | 27,718                              | 14.44          | 34,113                                | 17.77                                | 14,474     | 12.24                               | 22,717 | 17.54 | 16,062 | 22.06 |
| 14   | 26,165                    | 13.63                               | 21,804                    | 14.73                               | 21,624                         | 15.58                             | 22,312                             | 11.62                                | 28,134                              | 14.65          | 34,625                                | 18.03                                | 14,691     | 12.42                               | 23,057 | 17.81 | 16,062 | 22.06 |
| 15   | 26,557                    | 13.83                               | 22,131                    | 14.95                               | 21,948                         | 15.82                             | 22,647                             | 11.80                                | 28,556                              | 14.87          | 35,144                                | 18.30                                | 14,912     | 12.60                               | 23,403 | 18.07 | 16,062 | 22.06 |
| 16   | 26,955                    | 14.04                               | 22,463                    | 15.18                               | 22,277                         | 16.06                             | 22,987                             | 11.97                                | 28,984                              | 15.10          | 35,672                                | 18.58                                | 15,135     | 12.79                               | 23,754 | 18.34 | 16,062 | 22.06 |
| 17   | 27,360                    | 14.25                               | 22,800                    | 15.41                               | 22,611                         | 16.30                             | 23,332                             | 12.15                                | 29,419                              | 15.32          | 36,207                                | 18.86                                | 15,362     | 12.99                               | 24,111 | 18.62 | 16,062 | 22.06 |
| 18   | 27,770                    | 14.46                               | 23,142                    | 15.64                               | 22,950                         | 16.54                             | 23,682                             | 12.33                                | 29,860                              | 15.55          | 36,750                                | 19.14                                | 15,593     | 13.18                               | 24,472 | 18.90 | 16,062 | 22.06 |
| 19   | 28,187                    | 14.68                               | 23,489                    | 15.87                               | 23,294                         | 16.79                             | 24,037                             | 12.52                                | 30,308                              | 15.79          | 37,301                                | 19.43                                | 15,827     | 13.38                               | 24,839 | 19.18 | 16,062 | 22.06 |
| 20   | 28,609                    | 14.90                               | 23,842                    | 16.11                               | 23,643                         | 17.04                             | 24,397                             | 12.71                                | 30,763                              | 16.02          | 37,861                                | 19.72                                | 16,064     | 13.58                               | 25,212 | 19.47 | 16,062 | 22.06 |
| 21   | 29,039                    | 15.12                               | 24,199                    | 16.35                               | 23,998                         | 17.30                             | 24,763                             | 12.90                                | 31,224                              | 16.26          | 38,428                                | 20.01                                | 16,305     | 13.78                               | 25,590 | 19.76 | 16,062 | 22.06 |
| 22   | 29,474                    | 15.35                               | 24,562                    | 16.60                               | 24,358                         | 17.56                             | 25,135                             | 13.09                                | 31,693                              | 16.51          | 39,005                                | 20.32                                | 16,550     | 13.99                               | 25,974 | 20.06 | 16,062 | 22.06 |
| 23   | 29,916                    | 15.58                               | 24,931                    | 16.85                               | 24,723                         | 17.82                             | 25,512                             | 13.29                                | 32,168                              | 16.75          | 39,590                                | 20.62                                | 16,798     | 14.20                               | 26,364 | 20.36 | 16,062 | 22.06 |
| 24   | 30,365                    | 15.82                               | 25,305                    | 17.10                               | 25,094                         | 18.09                             | 25,894                             | 13.49                                | 32,650                              | 17.01          | 40,184                                | 20.93                                | 17,050     | 14.41                               | 26,759 | 20.66 | 16,062 | 22.06 |
| 25   | 30,820                    | 16.05                               | 25,684                    | 17.35                               | 25,470                         | 18.36                             | 26,283                             | 13.69                                | 33,140                              | 17.26          | 40,787                                | 21.24                                | 17,306     | 14.63                               | 27,161 | 20.97 | 16,062 | 22.06 |
| 26   | 31,283                    | 16.29                               | 26,070                    | 17.61                               | 25,852                         | 18.63                             | 26,677                             | 13.89                                | 33,63                               |                |                                       |                                      |            |                                     |        |       |        |       |