

Instructional Assistants

**Instructional Assistant
2021-22 School Year**

101.75% Matrix Increase

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %
1	18.69		19.72		21.00		22.03	
2	19.06	2.00%	20.12	2.00%	21.42	2.00%	22.47	2.00%
3	19.44	2.00%	20.52	2.00%	21.84	2.00%	22.92	2.00%
4	19.83	2.00%	20.93	2.00%	22.28	2.00%	23.38	2.00%
5	20.23	2.00%	21.35	2.00%	22.73	2.00%	23.85	2.00%
6	20.63	2.00%	21.78	2.00%	23.18	2.00%	24.32	2.00%
7	21.04	2.00%	22.21	2.00%	23.64	2.00%	24.81	2.00%
8	21.47	2.00%	22.66	2.00%	24.12	2.00%	25.31	2.00%
9	21.90	2.00%	23.11	2.00%	24.60	2.00%	25.81	2.00%
10	22.33	2.00%	23.57	2.00%	25.09	2.00%	26.33	2.00%
11	22.78	2.00%	24.04	2.00%	25.59	2.00%	26.86	2.00%
12	23.24	2.00%	24.52	2.00%	26.11	2.00%	27.39	2.00%
13	23.70	2.00%	25.01	2.00%	26.63	2.00%	27.94	2.00%
14	24.17	2.00%	25.51	2.00%	27.16	2.00%	28.50	2.00%
15	24.66	2.00%	26.02	2.00%	27.70	2.00%	29.07	2.00%
16	25.15	2.00%	26.54	2.00%	28.26	2.00%	29.65	2.00%
17	25.65	2.00%	27.07	2.00%	28.82	2.00%	30.24	2.00%
18	26.17	2.00%	27.62	2.00%	29.40	2.00%	30.85	2.00%
19	26.69	2.00%	28.17	2.00%	29.99	2.00%	31.47	2.00%
20	27.22	2.00%	28.73	2.00%	30.59	2.00%	32.10	2.00%

Category I Instructional Assistant

Category III Digital Learning Assistant

Category II Instructional Assistant
w/ Degree

Category IV Digital Learning Assistant
w/ Degree

Buildings and Grounds - Custodial

**Buildings and Grounds - Custodial
2020-21 School Year**

STEP	Category I	Step %	Category II	Step %	Category III	Step %
1	18.92		19.11		18.92	
2	19.30	2.00%	19.49	2.00%	19.30	2.00%
3	19.68	2.00%	19.88	2.00%	19.68	2.00%
4	20.08	2.00%	20.28	2.00%	20.08	2.00%
5	20.48	2.00%	20.69	2.00%	20.48	2.00%
6	20.89	2.00%	21.10	2.00%	20.89	2.00%
7	21.31	2.00%	21.52	2.00%	21.31	2.00%
8	21.73	2.00%	21.95	2.00%	21.73	2.00%
9	22.17	2.00%	22.39	2.00%	22.17	2.00%
10	22.61	2.00%	22.84	2.00%	22.61	2.00%
11	23.06	2.00%	23.29	2.00%	23.06	2.00%
12	23.52	2.00%	23.76	2.00%	23.52	2.00%
13	24.00	2.00%	24.24	2.00%	24.00	2.00%
14	24.48	2.00%	24.72	2.00%	24.48	2.00%
15	24.96	2.00%	25.22	2.00%	24.96	2.00%
16	25.46	2.00%	25.72	2.00%		
17	25.97	2.00%	26.23	2.00%		
18	26.49	2.00%	26.76	2.00%		
19	27.02	2.00%	27.29	2.00%		
20	27.56	2.00%	27.84	2.00%		

**Buildings and Grounds - Custodial
2021-22 School Year**

101.75% Matrix Increase

STEP	Category I	Step %	Category II	Step %	Category III	Step %
1	19.25		19.44		19.25	
2	19.64	2.00%	19.83	2.00%	19.64	2.00%
3	20.03	2.00%	20.23	2.00%	20.03	2.00%
4	20.43	2.00%	20.63	2.00%	20.43	2.00%
5	20.84	2.00%	21.05	2.00%	20.84	2.00%
6	21.25	2.00%	21.47	2.00%	21.25	2.00%
7	21.68	2.00%	21.90	2.00%	21.68	2.00%
8	22.11	2.00%	22.34	2.00%	22.11	2.00%
9	22.56	2.00%	22.78	2.00%	22.56	2.00%
10	23.01	2.00%	23.24	2.00%	23.01	2.00%
11	23.47	2.00%	23.70	2.00%	23.47	2.00%
12	23.94	2.00%	24.18	2.00%	23.94	2.00%
13	24.42	2.00%	24.66	2.00%	24.42	2.00%
14	24.90	2.00%	25.15	2.00%	24.90	2.00%
15	25.40	2.00%	25.66	2.00%	25.40	2.00%
16	25.91	2.00%	26.17	2.00%		
17	26.43	2.00%	26.69	2.00%		
18	26.96	2.00%	27.23	2.00%		
19	27.50	2.00%	27.77	2.00%		
20	28.05	2.00%	28.33	2.00%		

- Category I** Custodial Days
- Category II** Custodial Evening
- Category III** Lockerroom Attendant Days

Plant Operations - Maintenance

Buildings and Grounds - Maintenance
2020-21 School Year

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %	Category V	Step %
1	18.92		18.92		19.11					
2	19.30	2.00%	19.30	2.00%	19.49	2.00%				
3	19.68	2.00%	19.68	2.00%	19.88	2.00%				
4	20.08	2.00%	20.08	2.00%	20.28	2.00%				
5	20.48	2.00%	20.48	2.00%	20.69	2.00%				
6	20.89	2.00%	20.89	2.00%	21.10	2.00%				
7	21.31	2.00%	21.31	2.00%	21.52	2.00%				
8	21.73	2.00%	21.73	2.00%	21.95	2.00%				
9	22.17	2.00%	22.17	2.00%	22.39	2.00%				
10	22.61	2.00%	22.61	2.00%	22.84	2.00%				
11	23.06	2.00%	23.06	2.00%	23.29	2.00%				
12	23.52	2.00%	23.52	2.00%	23.76	2.00%				
13	24.00	2.00%	24.00	2.00%	24.24	2.00%				
14	24.48	2.00%	24.48	2.00%	24.72	2.00%				
15	24.96	2.00%	24.96	2.00%	25.22	2.00%				
16	25.46	2.00%	25.46	2.00%	25.72	2.00%				
17	25.97	2.00%	25.97	2.00%	26.23	2.00%				
18	26.49	2.00%	26.49	2.00%	26.76	2.00%				
19	27.02	2.00%	27.02	2.00%	27.29	2.00%				
20	27.56	2.00%	27.56	2.00%	27.84	2.00%				
21	28.11	2.00%					33.75		33.94	
22	28.68	2.00%					34.43	2.00%	34.62	2.00%
23	29.25	2.00%					35.11	2.00%	35.31	2.00%
24	29.83	2.00%					35.82	2.00%	36.02	2.00%
25	30.43	2.00%					36.53	2.00%	36.74	2.00%

Buildings and Grounds - Maintenance
2021-22 School Year

101.75% Matrix Increase

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %	Category V	Step %
1	19.25		19.25		19.44					
2	19.64	2.00%	19.64	2.00%	19.83	2.00%				
3	20.03	2.00%	20.03	2.00%	20.23	2.00%				
4	20.43	2.00%	20.43	2.00%	20.63	2.00%				
5	20.84	2.00%	20.84	2.00%	21.05	2.00%				
6	21.25	2.00%	21.25	2.00%	21.47	2.00%				
7	21.68	2.00%	21.68	2.00%	21.90	2.00%				
8	22.11	2.00%	22.11	2.00%	22.34	2.00%				
9	22.56	2.00%	22.56	2.00%	22.78	2.00%				
10	23.01	2.00%	23.01	2.00%	23.24	2.00%				
11	23.47	2.00%	23.47	2.00%	23.70	2.00%				
12	23.94	2.00%	23.94	2.00%	24.18	2.00%				
13	24.42	2.00%	24.42	2.00%	24.66	2.00%				
14	24.90	2.00%	24.90	2.00%	25.15	2.00%				
15	25.40	2.00%	25.40	2.00%	25.66	2.00%				
16	25.91	2.00%	25.91	2.00%	26.17	2.00%				
17	26.43	2.00%	26.43	2.00%	26.69	2.00%				
18	26.96	2.00%	26.96	2.00%	27.23	2.00%				
19	27.50	2.00%	27.50	2.00%	27.77	2.00%				
20	28.05	2.00%	28.05	2.00%	28.33	2.00%				
21	28.61	2.00%					34.34		34.53	
22	29.18	2.00%					35.03	2.00%	35.22	2.00%
23	29.76	2.00%					35.73	2.00%	35.93	2.00%
24	30.36	2.00%					36.44	2.00%	36.65	2.00%
25	30.96	2.00%					37.17	2.00%	37.38	2.00%

Category I Grounds

Category IV Master Maintenance Days

Category II Maintenance Days

Category V Master Maintenance Evenings

Category III Maintenance Evenings

Exempt Professionals - Clerical

**Exempt Professionals - Clerical
2020-21 School Year**

STEP	Category I	Step %	Category II	Step %	Category III	Step %
1	20.79		25.34		30.66	
2	21.20	2.00%	25.84	2.00%	31.27	2.00%
3	21.63	2.00%	26.36	2.00%	31.90	2.00%
4	22.06	2.00%	26.89	2.00%	32.53	2.00%
5	22.50	2.00%	27.42	2.00%	33.18	2.00%
6	22.95	2.00%	27.97	2.00%	33.85	2.00%
7	23.41	2.00%	28.53	2.00%	34.53	2.00%
8	23.88	2.00%	29.10	2.00%	35.22	2.00%
9	24.36	2.00%	29.68	2.00%	35.92	2.00%
10	24.84	2.00%	30.28	2.00%	36.64	2.00%
11	25.34	2.00%	30.88	2.00%	37.37	2.00%
12	25.85	2.00%	31.50	2.00%	38.12	2.00%
13	26.36	2.00%	32.13	2.00%	38.88	2.00%
14	26.89	2.00%	32.77	2.00%	39.66	2.00%
15	27.43	2.00%	33.43	2.00%	40.45	2.00%
16	27.98	2.00%	34.10	2.00%	41.26	2.00%
17	28.54	2.00%	34.78	2.00%	42.09	2.00%
18	29.11	2.00%	35.48	2.00%	42.93	2.00%
19	29.69	2.00%	36.19	2.00%	43.79	2.00%
20	30.28	2.00%	36.91	2.00%	44.66	2.00%

**Exempt Professionals - Clerical
2021-22 School Year**

101.75% Matrix Increase

STEP	Category I	Step %	Category II	Step %	Category III	Step %
1	21.15		25.78		31.19	
2	21.57	2.00%	26.29	2.00%	31.82	2.00%
3	22.01	2.00%	26.82	2.00%	32.45	2.00%
4	22.45	2.00%	27.36	2.00%	33.10	2.00%
5	22.89	2.00%	27.90	2.00%	33.77	2.00%
6	23.35	2.00%	28.46	2.00%	34.44	2.00%
7	23.82	2.00%	29.03	2.00%	35.13	2.00%
8	24.30	2.00%	29.61	2.00%	35.83	2.00%
9	24.78	2.00%	30.20	2.00%	36.55	2.00%
10	25.28	2.00%	30.81	2.00%	37.28	2.00%
11	25.78	2.00%	31.42	2.00%	38.03	2.00%
12	26.30	2.00%	32.05	2.00%	38.79	2.00%
13	26.82	2.00%	32.69	2.00%	39.56	2.00%
14	27.36	2.00%	33.35	2.00%	40.35	2.00%
15	27.91	2.00%	34.02	2.00%	41.16	2.00%
16	28.47	2.00%	34.70	2.00%	41.98	2.00%
17	29.04	2.00%	35.39	2.00%	42.82	2.00%
18	29.62	2.00%	36.10	2.00%	43.68	2.00%
19	30.21	2.00%	36.82	2.00%	44.55	2.00%
20	30.81	2.00%	37.56	2.00%	45.44	2.00%

- Category I** None
- Category II** Executive Asst / Principal
- Category III** Executive Asst / Asst. Sup - Business
Executive Asst / Asst. Sup - Ed Services
Executive Asst / Asst. Sup - HR
Executive Asst / Superintendent

Exempt Professionals - Specialist

Exempt Professionals - Specialist
2020-21 School Year

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %	Category V	Step %	Category VI	Step %	Category VII	Step %
1	16.56		20.79		25.34		29.10		30.66		43.24		65.29	
2	16.90	2.00%	21.20	2.00%	25.84	2.00%	29.68	2.00%	31.27	2.00%	44.11	2.00%		
3	17.23	2.00%	21.63	2.00%	26.36	2.00%	30.28	2.00%	31.90	2.00%	44.99	2.00%		
4	17.58	2.00%	22.06	2.00%	26.89	2.00%	30.88	2.00%	32.53	2.00%	45.89	2.00%		
5	17.93	2.00%	22.50	2.00%	27.42	2.00%	31.50	2.00%	33.18	2.00%	46.81	2.00%		
6	18.29	2.00%	22.95	2.00%	27.97	2.00%	32.13	2.00%	33.85	2.00%	47.74	2.00%		
7	18.65	2.00%	23.41	2.00%	28.53	2.00%	32.77	2.00%	34.53	2.00%	48.70	2.00%		
8	19.03	2.00%	23.88	2.00%	29.10	2.00%	33.43	2.00%	35.22	2.00%	49.67	2.00%		
9	19.41	2.00%	24.36	2.00%	29.68	2.00%	34.10	2.00%	35.92	2.00%	50.67	2.00%		
10	19.80	2.00%	24.84	2.00%	30.28	2.00%	34.78	2.00%	36.64	2.00%	51.68	2.00%		
11	20.19	2.00%	25.34	2.00%	30.88	2.00%	35.47	2.00%	37.37	2.00%	52.71	2.00%		
12	20.60	2.00%	25.85	2.00%	31.50	2.00%	36.18	2.00%	38.12	2.00%	53.77	2.00%		
13	21.01	2.00%	26.36	2.00%	32.13	2.00%	36.91	2.00%	38.88	2.00%	54.84	2.00%		
14	21.43	2.00%	26.89	2.00%	32.77	2.00%	37.64	2.00%	39.66	2.00%	55.94	2.00%		
15	21.86	2.00%	27.43	2.00%	33.43	2.00%	38.40	2.00%	40.45	2.00%	57.06	2.00%		
16	22.29	2.00%	27.98	2.00%	34.10	2.00%	39.17	2.00%	41.26	2.00%	58.20	2.00%		
17	22.74	2.00%	28.54	2.00%	34.78	2.00%	39.95	2.00%	42.09	2.00%	59.36	2.00%		
18	23.19	2.00%	29.11	2.00%	35.48	2.00%	40.75	2.00%	42.93	2.00%	60.55	2.00%		
19	23.66	2.00%	29.69	2.00%	36.19	2.00%	41.56	2.00%	43.79	2.00%	61.76	2.00%		
20	24.13	2.00%	30.28	2.00%	36.91	2.00%	42.39	2.00%	44.66	2.00%	63.00	2.00%		

Exempt Professionals - Specialist
2021-22 School Year

101.75% Matrix Increase

STEP	Category I	Step %	Category II	Step %	Category III	Step %	Category IV	Step %	Category V	Step %	Category VI	Step %	Category VII	Step %
1	16.85		21.15		25.78		29.61		31.20		44.00		66.43	
2	17.19	2.00%	21.58	2.00%	26.30	2.00%	30.20	2.00%	31.82	2.00%	44.88	2.00%		
3	17.53	2.00%	22.01	2.00%	26.83	2.00%	30.81	2.00%	32.46	2.00%	45.77	2.00%		
4	17.88	2.00%	22.45	2.00%	27.36	2.00%	31.42	2.00%	33.11	2.00%	46.69	2.00%		
5	18.24	2.00%	22.90	2.00%	27.91	2.00%	32.05	2.00%	33.77	2.00%	47.62	2.00%		
6	18.60	2.00%	23.36	2.00%	28.47	2.00%	32.69	2.00%	34.44	2.00%	48.58	2.00%		
7	18.98	2.00%	23.82	2.00%	29.04	2.00%	33.34	2.00%	35.13	2.00%	49.55	2.00%		
8	19.36	2.00%	24.30	2.00%	29.62	2.00%	34.01	2.00%	35.84	2.00%	50.54	2.00%		
9	19.74	2.00%	24.79	2.00%	30.21	2.00%	34.69	2.00%	36.55	2.00%	51.55	2.00%		
10	20.14	2.00%	25.28	2.00%	30.81	2.00%	35.39	2.00%	37.28	2.00%	52.58	2.00%		
11	20.54	2.00%	25.79	2.00%	31.43	2.00%	36.09	2.00%	38.03	2.00%	53.63	2.00%		
12	20.95	2.00%	26.30	2.00%	32.06	2.00%	36.82	2.00%	38.79	2.00%	54.70	2.00%		
13	21.37	2.00%	26.83	2.00%	32.70	2.00%	37.55	2.00%	39.56	2.00%	55.80	2.00%		
14	21.80	2.00%	27.36	2.00%	33.35	2.00%	38.30	2.00%	40.36	2.00%	56.91	2.00%		
15	22.23	2.00%	27.91	2.00%	34.02	2.00%	39.07	2.00%	41.16	2.00%	58.05	2.00%		
16	22.68	2.00%	28.47	2.00%	34.70	2.00%	39.85	2.00%	41.99	2.00%	59.21	2.00%		
17	23.13	2.00%	29.04	2.00%	35.40	2.00%	40.65	2.00%	42.83	2.00%	60.40	2.00%		
18	23.59	2.00%	29.62	2.00%	36.10	2.00%	41.46	2.00%	43.68	2.00%	61.61	2.00%		
19	24.07	2.00%	30.21	2.00%	36.83	2.00%	42.29	2.00%	44.56	2.00%	62.84	2.00%		
20	24.55	2.00%	30.82	2.00%	37.56	2.00%	43.14	2.00%	45.45	2.00%	64.09	2.00%		

- Category I**
- Category II** Fitness Center Coordinator
Security Coordinator
PreSchool Coordinator
- Category III** Asst. Athletic Trainer
Auditorium Supervisor
- Category IV** Human Resources Specialist
- Category V** Non-Cert School Nurse
Network Technician
Township Comptroller
- Category VI** Sr. Network Engineer
Sr. Database Analyst / Programmer
Sr. Human Resources Specialist
Fiscal Services Manager
Payroll Manager
Benefits Manager
- Category VII** Vocational Coordinator (183 Day)

Exempt Professionals - Managers

**Exempt Professionals - Managers
2020-21 School Year**

STEP	Category I	Step %	Category II	Step %	Category III	Step %
1	30.66		43.12		47.19	
2	31.27	2.00%	43.98	2.00%	48.14	2.00%
3	31.90	2.00%	44.86	2.00%	49.10	2.00%
4	32.53	2.00%	45.76	2.00%	50.08	2.00%
5	33.18	2.00%	46.68	2.00%	51.08	2.00%
6	33.85	2.00%	47.61	2.00%	52.10	2.00%
7	34.53	2.00%	48.56	2.00%	53.15	2.00%
8	35.22	2.00%	49.53	2.00%	54.21	2.00%
9	35.92	2.00%	50.52	2.00%	55.29	2.00%
10	36.64	2.00%	51.53	2.00%	56.40	2.00%
11	37.37	2.00%	52.57	2.00%	57.53	2.00%
12	38.12	2.00%	53.62	2.00%	58.68	2.00%
13	38.88	2.00%	54.69	2.00%	59.85	2.00%
14	39.66	2.00%	55.78	2.00%	61.05	2.00%
15	40.45	2.00%	56.90	2.00%	62.27	2.00%
16	41.26	2.00%	58.04	2.00%	63.51	2.00%
17	42.09	2.00%	59.20	2.00%	64.78	2.00%
18	42.93	2.00%	60.38	2.00%	66.08	2.00%
19	43.79	2.00%	61.59	2.00%	67.40	2.00%
20	44.66	2.00%	62.82	2.00%	68.75	2.00%

**Exempt Professionals - Managers
2021-22 School Year**

101.75% Matrix Increase

STEP	Category I	Step %	Category II	Step %	Category III	Step %
1	31.19		43.88		48.02	
2	31.82	2.00%	44.75	2.00%	48.98	2.00%
3	32.45	2.00%	45.65	2.00%	49.96	2.00%
4	33.10	2.00%	46.56	2.00%	50.96	2.00%
5	33.77	2.00%	47.49	2.00%	51.98	2.00%
6	34.44	2.00%	48.44	2.00%	53.02	2.00%
7	35.13	2.00%	49.41	2.00%	54.08	2.00%
8	35.83	2.00%	50.40	2.00%	55.16	2.00%
9	36.55	2.00%	51.41	2.00%	56.26	2.00%
10	37.28	2.00%	52.44	2.00%	57.39	2.00%
11	38.03	2.00%	53.48	2.00%	58.53	2.00%
12	38.79	2.00%	54.55	2.00%	59.70	2.00%
13	39.56	2.00%	55.65	2.00%	60.90	2.00%
14	40.35	2.00%	56.76	2.00%	62.12	2.00%
15	41.16	2.00%	57.89	2.00%	63.36	2.00%
16	41.98	2.00%	59.05	2.00%	64.63	2.00%
17	42.82	2.00%	60.23	2.00%	65.92	2.00%
18	43.68	2.00%	61.44	2.00%	67.24	2.00%
19	44.55	2.00%	62.67	2.00%	68.58	2.00%
20	45.44	2.00%	63.92	2.00%	69.95	2.00%

Category I Head Athletic Trainer
Assistant Buildings &
Grounds Manager

Category III Technology Services Manager
Safety and Security Manager
Buildings & Grounds Manager

Category II Associate Buildings
& Grounds Manager

Communications Manager

Student Workers

**Student Workers
2020-21 School Year**

STEP	Category I	Step %	Category II	Step %	Category III	Step %
1	10.09		12.42		13.19	
2	10.30	2.00%	12.67	2.00%		
3	10.50	2.00%	12.93	2.00%		
4	10.71	2.00%	13.18	2.00%		

**Student Workers
2021-22 School Year**

101.75% Matrix Increase

STEP	Category I	Step %	Category II	Step %	Category III	Step %
1	10.27		12.64		13.42	
2	10.48	2.00%	12.89	2.00%		
3	10.69	2.00%	13.15	2.00%		
4	10.90	2.00%	13.41	2.00%		

Category I Current High School Student Workers

Category III Lifeguard Assistant Student Workers

Category II 18+ or High School Graduate Workers