

STEP	CCZ	CCZ-2	CCZ-B	CEZ	CEZ-2	CEZ-B	CGZ
	Base	AA degree (.50)	BA Degree (.70)	Base	AA degree (.50)	BA Degree (.70)	Base
0	\$16.31	\$16.81	\$17.01	\$17.61	\$18.11	\$18.31	\$18.82
1	\$16.59	\$17.09	\$17.29	\$17.91	\$18.41	\$18.61	\$19.16
2	\$16.87	\$17.37	\$17.57	\$18.23	\$18.73	\$18.93	\$19.49
3	\$17.17	\$17.67	\$17.87	\$18.55	\$19.05	\$19.25	\$19.83
4	\$17.46	\$17.96	\$18.16	\$18.87	\$19.37	\$19.57	\$20.19
5	\$17.76	\$18.26	\$18.46	\$19.21	\$19.71	\$19.91	\$20.54
6	\$18.08	\$18.58	\$18.78	\$19.54	\$20.04	\$20.24	\$20.90
7	\$18.39	\$18.89	\$19.09	\$19.88	\$20.38	\$20.58	\$21.28
8	\$18.71	\$19.21	\$19.41	\$20.24	\$20.74	\$20.94	\$21.65
9	\$19.04	\$19.54	\$19.74	\$20.59	\$21.09	\$21.29	\$22.05
10	\$19.37	\$19.87	\$20.07	\$20.96	\$21.46	\$21.66	\$22.44
11	\$19.71	\$20.21	\$20.41	\$21.33	\$21.83	\$22.03	\$22.84
12	\$20.07	\$20.57	\$20.77	\$21.71	\$22.21	\$22.41	\$23.25
13	\$20.42	\$20.92	\$21.12	\$22.11	\$22.61	\$22.81	\$23.67
14	\$20.77	\$21.27	\$21.47	\$22.50	\$23.00	\$23.20	\$24.10
15	\$21.15	\$21.65	\$21.85	\$22.90	\$23.40	\$23.60	\$24.53
16	\$21.52	\$22.02	\$22.22	\$23.31	\$23.81	\$24.01	\$24.97
17	\$21.90	\$22.40	\$22.60	\$23.73	\$24.23	\$24.43	\$25.43
18	\$22.30	\$22.80	\$23.00	\$24.16	\$24.66	\$24.86	\$25.89
19	\$22.70	\$23.20	\$23.40	\$24.60	\$25.10	\$25.30	\$26.36
20	\$23.11	\$23.61	\$23.81	\$25.05	\$25.55	\$25.75	\$26.84
21	\$23.52	\$24.02	\$24.22	\$25.50	\$26.00	\$26.20	\$27.34
22	\$23.94	\$24.44	\$24.64	\$25.96	\$26.46	\$26.66	\$27.83
23	\$24.38	\$24.88	\$25.08	\$26.43	\$26.93	\$27.13	\$28.35
24	\$24.82	\$25.32	\$25.52	\$26.91	\$27.41	\$27.61	\$28.86
25	\$25.27	\$25.77	\$25.97	\$27.41	\$27.91	\$28.11	\$29.40
26	\$25.73	\$26.23	\$26.43	\$27.91	\$28.41	\$28.61	\$29.93
27	\$26.20	\$26.70	\$26.90	\$28.42	\$28.92	\$29.12	\$30.49
28	\$26.67	\$27.17	\$27.37	\$28.94	\$29.44	\$29.64	\$31.05
29	\$27.17	\$27.67	\$27.87	\$29.48	\$29.98	\$30.18	\$31.63
30	\$27.66	\$28.16	\$28.36	\$30.01	\$30.51	\$30.71	\$32.22
	A/P Clerk II	A/P Clerk II	A/P Clerk II	Bookkeeper	Secretary, Sch/Dept	Bookkeeper	Accountant I
	Curriculum Asst	Data Entry	Curriculum Asst	Secretary, Sch/Dept		Secretary, Sch/Dept	Benefit Spec
	Data Entry	Payroll Clerk II	Data Entry	Use of Facil Spec		Use of Facil Spec	Certification Spec
	Payroll Clerk II	Personnel Spec	Payroll Clerk II				FTI Fin Aid Spec
	Personnel Spec	Safety Spec	Personnel Spec				Personnel Spec II
	Safety Spec		Safety Spec				
	Staff Spec Asst		Staff Spec Asst				
	Student Eng Spec		Student Eng Spec				

STEP	CNZ	KEZ	KEZ-2	KEZ-B	KFZ	KFZ-2	KFZ-B
	Base	Base	AA degree (.50)	BA Degree (.70)	Base	AA degree (.50)	BA Degree (.70)
0	\$33.94	\$15.25	\$15.75	\$15.95	\$15.72	\$16.22	\$16.42
1	\$34.58	\$15.71	\$16.21	\$16.41	\$15.99	\$16.49	\$16.69
2	\$35.22	\$15.99	\$16.49	\$16.69	\$16.26	\$16.76	\$16.96
3	\$35.88	\$16.26	\$16.76	\$16.96	\$16.54	\$17.04	\$17.24
4	\$36.55	\$16.53	\$17.03	\$17.23	\$16.82	\$17.32	\$17.52
5	\$37.24	\$16.81	\$17.31	\$17.51	\$17.12	\$17.62	\$17.82
6	\$37.93	\$17.11	\$17.61	\$17.81	\$17.41	\$17.91	\$18.11
7	\$38.65	\$17.40	\$17.90	\$18.10	\$17.71	\$18.21	\$18.41
8	\$39.37	\$17.70	\$18.20	\$18.40	\$18.02	\$18.52	\$18.72
9	\$40.11	\$18.02	\$18.52	\$18.72	\$18.34	\$18.84	\$19.04
10	\$40.87	\$18.33	\$18.83	\$19.03	\$18.65	\$19.15	\$19.35
11	\$41.64	\$18.64	\$19.14	\$19.34	\$18.99	\$19.49	\$19.69
12	\$42.43	\$18.97	\$19.47	\$19.67	\$19.32	\$19.82	\$20.02
13	\$43.23	\$19.31	\$19.81	\$20.01	\$19.65	\$20.15	\$20.35
14	\$44.04	\$19.64	\$20.14	\$20.34	\$20.01	\$20.51	\$20.71
15	\$44.88	\$20.00	\$20.50	\$20.70	\$20.36	\$20.86	\$21.06
16	\$45.73	\$20.35	\$20.85	\$21.05	\$20.71	\$21.21	\$21.41
17	\$46.60	\$20.70	\$21.20	\$21.40	\$21.09	\$21.59	\$21.79
18	\$47.49	\$21.08	\$21.58	\$21.78	\$21.46	\$21.96	\$22.16
19	\$48.39	\$21.45	\$21.95	\$22.15	\$21.84	\$22.34	\$22.54
20	\$49.32	\$21.83	\$22.33	\$22.53	\$22.23	\$22.73	\$22.93
21	\$50.25	\$22.22	\$22.72	\$22.92	\$22.63	\$23.13	\$23.33
22	\$51.20	\$22.62	\$23.12	\$23.32	\$23.04	\$23.54	\$23.74
23	\$52.18	\$23.03	\$23.53	\$23.73	\$23.45	\$23.95	\$24.15
24	\$53.18	\$23.45	\$23.95	\$24.15	\$23.87	\$24.37	\$24.57
25	\$54.20	\$23.87	\$24.37	\$24.57	\$24.29	\$24.79	\$24.99
26	\$55.23	\$24.30	\$24.80	\$25.00	\$24.72	\$25.22	\$25.42
27	\$56.29	\$24.74	\$25.24	\$25.44	\$25.15	\$25.65	\$25.85
28	\$57.38	\$25.19	\$25.69	\$25.89	\$25.60	\$26.10	\$26.30
29	\$58.48	\$25.65	\$26.15	\$26.35	\$26.05	\$26.55	\$26.75
30	\$59.60	\$26.11	\$26.61	\$26.81	\$26.51	\$27.01	\$27.21
	Buidling Official	A/P Clerk	Medicaid Support	A/P Clerk	Secretary II	Secretary II	Secretary II
	Const Proj Mgr	Medicaid Support	Office Aide/Clerk/Spec	Medicaid Support			
	Chief Inspector	Office Aide/Clerk/Spec	Payroll Clerk I	Office Aide/Clerk/Spec			
		Payroll Clerk I	Receptionist	Payroll Clerk I			
		Receptionist	Record Data Spec	Receptionist			
		Record Data Spec	Secretary I	Secretary I			
		Secretary I	WH/Inventory Clerk	WH/Inventory Clerk			
		WH/Inventory Clerk					

SUPPORT MATRIX (HR COPY)

2025-26

STEP	LBZ	LBZ-2	LBZ-B	LCZ	LCZ-B	LFZ	LFZ-2	LFZ-C
	Base	AA degree (.50)	BA Degree (.70)	Base	BA Degree (.70)	Base	AA degree (.50)	Cert Add-On
0	\$15.25	\$15.75	\$15.95	\$15.85	\$16.55	\$17.20	\$17.70	\$17.20
1	\$15.70	\$16.20	\$16.40	\$16.12	\$16.82	\$17.49	\$17.99	\$17.49
2	\$15.98	\$16.48	\$16.68	\$16.40	\$17.10	\$17.80	\$18.30	\$17.80
3	\$16.25	\$16.75	\$16.95	\$16.68	\$17.38	\$18.11	\$18.61	\$18.11
4	\$16.53	\$17.03	\$17.23	\$16.97	\$17.67	\$18.42	\$18.92	\$18.42
5	\$16.81	\$17.31	\$17.51	\$17.26	\$17.96	\$18.74	\$19.24	\$18.74
6	\$17.10	\$17.60	\$17.80	\$17.56	\$18.26	\$19.08	\$19.58	\$19.08
7	\$17.40	\$17.90	\$18.10	\$17.86	\$18.56	\$19.41	\$19.91	\$19.41
8	\$17.70	\$18.20	\$18.40	\$18.17	\$18.87	\$19.75	\$20.25	\$19.75
9	\$18.01	\$18.51	\$18.71	\$18.49	\$19.19	\$20.10	\$20.60	\$20.10
10	\$18.32	\$18.82	\$19.02	\$18.81	\$19.51	\$20.46	\$20.96	\$20.46
11	\$18.64	\$19.14	\$19.34	\$19.13	\$19.83	\$20.81	\$21.31	\$20.81
12	\$18.96	\$19.46	\$19.66	\$19.46	\$20.16	\$21.19	\$21.69	\$21.19
13	\$19.30	\$19.80	\$20.00	\$19.80	\$20.50	\$21.56	\$22.06	\$21.56
14	\$19.64	\$20.14	\$20.34	\$20.14	\$20.84	\$21.95	\$22.45	\$21.95
15	\$19.98	\$20.48	\$20.68	\$20.49	\$21.19	\$22.34	\$22.84	\$22.34
16	\$20.34	\$20.84	\$21.04	\$20.84	\$21.54	\$22.74	\$23.24	\$22.74
17	\$20.70	\$21.20	\$21.40	\$21.20	\$21.90	\$23.16	\$23.66	\$23.16
18	\$21.08	\$21.58	\$21.78	\$21.57	\$22.27	\$23.57	\$24.07	\$23.57
19	\$21.46	\$21.96	\$22.16	\$21.94	\$22.64	\$23.99	\$24.49	\$23.99
20	\$21.84	\$22.34	\$22.54	\$22.32	\$23.02	\$24.43	\$24.93	\$24.43
21	\$22.24	\$22.74	\$22.94	\$22.71	\$23.41	\$24.87	\$25.37	\$24.87
22	\$22.64	\$23.14	\$23.34	\$23.10	\$23.80	\$25.32	\$25.82	\$25.32
23	\$23.06	\$23.56	\$23.76	\$23.50	\$24.20	\$25.78	\$26.28	\$25.78
24	\$23.48	\$23.98	\$24.18	\$23.91	\$24.61	\$26.25	\$26.75	\$26.25
25	\$23.90	\$24.40	\$24.60	\$24.32	\$25.02	\$26.73	\$27.23	\$26.73
26	\$24.34	\$24.84	\$25.04	\$24.74	\$25.44	\$27.22	\$27.72	\$27.22
27	\$24.78	\$25.28	\$25.48	\$25.17	\$25.87	\$27.71	\$28.21	\$27.71
28	\$25.23	\$25.73	\$25.93	\$25.61	\$26.31	\$28.23	\$28.73	\$28.23
29	\$25.69	\$26.19	\$26.39	\$26.05	\$26.75	\$28.74	\$29.24	\$28.74
30	\$26.16	\$26.66	\$26.86	\$26.50	\$27.20	\$29.27	\$29.77	\$29.27
	Education & Student Support			Job Coach	Job Coach	Fac Spec III	Fac Spec III	Fac Spec III
	(see below)					IS Supp Spec	IS Supp Spec	
						Netwk Svc Tech		
	Educ & Student Support positions eligible for LBZ, LBZ-2, LBZ-B - AE Instr Aide, AE Life Skills Coach, Campus Advisor/Security, Childcare Wkr I, Comp Tech, Health Asst, Media Tech, PI Bus Aide, Registrar							
	Educ & Student Support positions eligible for LBZ & LBZ-B - Computer Proctor, FTC Test Monitor, Interpreter Aide, ISS Monitor, Media Aide, Psych Intern, Virtual Learning Assistant							

STEP	LFZ2B	LFZ2C	LGZ	LGZ-2	LGZ-B	NCZ	NCZ-2	NCZ-3
	BA Degree (.70)	AA+CERT (.50)	Base	AA degree (.50)	BA Degree (.70)	Base	AA degree (.50)	BA Degree (.70)
0	\$17.90	\$17.70	\$16.25	\$16.75	\$16.95	\$17.75	\$18.25	\$18.45
1	\$18.19	\$17.99	\$16.53	\$17.03	\$17.23	\$18.06	\$18.56	\$18.76
2	\$18.50	\$18.30	\$16.81	\$17.31	\$17.51	\$18.38	\$18.88	\$19.08
3	\$18.81	\$18.61	\$17.10	\$17.60	\$17.80	\$18.70	\$19.20	\$19.40
4	\$19.12	\$18.92	\$17.40	\$17.90	\$18.10	\$19.03	\$19.53	\$19.73
5	\$19.44	\$19.24	\$17.70	\$18.20	\$18.40	\$19.36	\$19.86	\$20.06
6	\$19.78	\$19.58	\$18.01	\$18.51	\$18.71	\$19.70	\$20.20	\$20.40
7	\$20.11	\$19.91	\$18.32	\$18.82	\$19.02	\$20.05	\$20.55	\$20.75
8	\$20.45	\$20.25	\$18.63	\$19.13	\$19.33	\$20.40	\$20.90	\$21.10
9	\$20.80	\$20.60	\$18.95	\$19.45	\$19.65	\$20.76	\$21.26	\$21.46
10	\$21.16	\$20.96	\$19.28	\$19.78	\$19.98	\$21.13	\$21.63	\$21.83
11	\$21.51	\$21.31	\$19.61	\$20.11	\$20.31	\$21.50	\$22.00	\$22.20
12	\$21.89	\$21.69	\$19.95	\$20.45	\$20.65	\$21.88	\$22.38	\$22.58
13	\$22.26	\$22.06	\$20.30	\$20.80	\$21.00	\$22.26	\$22.76	\$22.96
14	\$22.65	\$22.45	\$20.65	\$21.15	\$21.35	\$22.65	\$23.15	\$23.35
15	\$23.04	\$22.84	\$21.01	\$21.51	\$21.71	\$23.05	\$23.55	\$23.75
16	\$23.44	\$23.24	\$21.37	\$21.87	\$22.07	\$23.46	\$23.96	\$24.16
17	\$23.86	\$23.66	\$21.74	\$22.24	\$22.44	\$23.87	\$24.37	\$24.57
18	\$24.27	\$24.07	\$22.11	\$22.61	\$22.81	\$24.29	\$24.79	\$24.99
19	\$24.69	\$24.49	\$22.50	\$23.00	\$23.20	\$24.72	\$25.22	\$25.42
20	\$25.13	\$24.93	\$22.89	\$23.39	\$23.59	\$25.16	\$25.66	\$25.86
21	\$25.57	\$25.37	\$23.28	\$23.78	\$23.98	\$25.60	\$26.10	\$26.30
22	\$26.02	\$25.82	\$23.69	\$24.19	\$24.39	\$26.05	\$26.55	\$26.75
23	\$26.48	\$26.28	\$24.10	\$24.60	\$24.80	\$26.51	\$27.01	\$27.21
24	\$26.95	\$26.75	\$24.51	\$25.01	\$25.21	\$26.98	\$27.48	\$27.68
25	\$27.43	\$27.23	\$24.94	\$25.44	\$25.64	\$27.45	\$27.95	\$28.15
26	\$27.92	\$27.72	\$25.37	\$25.87	\$26.07	\$27.94	\$28.44	\$28.64
27	\$28.41	\$28.21	\$25.81	\$26.31	\$26.51	\$28.43	\$28.93	\$29.13
28	\$28.93	\$28.73	\$26.26	\$26.76	\$26.96	\$28.93	\$29.43	\$29.63
29	\$29.44	\$29.24	\$26.71	\$27.21	\$27.41	\$29.44	\$29.94	\$30.14
30	\$29.97	\$29.77	\$27.17	\$27.67	\$27.87	\$29.96	\$30.46	\$30.66
	Fac Spec III	Fac Spec III	Reg Behav TEch	Child Care Wkr II	Child Care Wkr II	Bus Driver	Bus Driver	Bus Driver
	IS Supp Spec		VPK Facilitator		Reg Behav TEch	Dispatch Router	Dispatch Router	Dispatch Router
	Netwk Svc Tech		Child Care Wkr II		VPK Facilitator	Mechanic Helper	Mechanic Helper	Mechanic Helper
						Transp Spec	Transp Spec	Transp Spec

STEP	NCZ-C	NIZ	NIZ-2	NIZ-B	OAA	OAA-2	OAA-B	PARA
	Cert Add-On	Base	AA degree (.50)	BA Degree (.70)	Base	AA degree (.50)	BA Degree (.70)	Base
0	\$17.75	\$15.25	\$15.75	\$15.95	\$15.75	\$16.25	\$16.45	\$15.45
1	\$18.06	\$15.59	\$16.09	\$16.29	\$16.10	\$16.60	\$16.80	\$15.72
2	\$18.38	\$15.85	\$16.35	\$16.55	\$16.36	\$16.86	\$17.06	\$16.00
3	\$18.70	\$16.13	\$16.63	\$16.83	\$16.64	\$17.14	\$17.34	\$16.28
4	\$19.03	\$16.40	\$16.90	\$17.10	\$16.92	\$17.42	\$17.62	\$16.56
5	\$19.36	\$16.68	\$17.18	\$17.38	\$17.20	\$17.70	\$17.90	\$16.85
6	\$19.70	\$16.98	\$17.48	\$17.68	\$17.49	\$17.99	\$18.19	\$17.15
7	\$20.05	\$17.27	\$17.77	\$17.97	\$17.78	\$18.28	\$18.48	\$17.45
8	\$20.40	\$17.56	\$18.06	\$18.26	\$18.08	\$18.58	\$18.78	\$17.75
9	\$20.76	\$17.86	\$18.36	\$18.56	\$18.38	\$18.88	\$19.08	\$18.07
10	\$21.13	\$18.18	\$18.68	\$18.88	\$18.70	\$19.20	\$19.40	\$18.38
11	\$21.50	\$18.50	\$19.00	\$19.20	\$19.01	\$19.51	\$19.71	\$18.71
12	\$21.88	\$18.82	\$19.32	\$19.52	\$19.33	\$19.83	\$20.03	\$19.03
13	\$22.26	\$19.15	\$19.65	\$19.85	\$19.67	\$20.17	\$20.37	\$19.37
14	\$22.65	\$19.49	\$19.99	\$20.19	\$20.00	\$20.50	\$20.70	\$19.71
15	\$23.05	\$19.83	\$20.33	\$20.53	\$20.34	\$20.84	\$21.04	\$20.06
16	\$23.46	\$20.18	\$20.68	\$20.88	\$20.70	\$21.20	\$21.40	\$20.41
17	\$23.87	\$20.54	\$21.04	\$21.24	\$21.05	\$21.55	\$21.75	\$20.77
18	\$24.29	\$20.90	\$21.40	\$21.60	\$21.41	\$21.91	\$22.11	\$21.13
19	\$24.72	\$21.28	\$21.78	\$21.98	\$21.79	\$22.29	\$22.49	\$21.50
20	\$25.16	\$21.65	\$22.15	\$22.35	\$22.17	\$22.67	\$22.87	\$21.88
21	\$25.60	\$22.04	\$22.54	\$22.74	\$22.57	\$23.07	\$23.27	\$22.27
22	\$26.05	\$22.43	\$22.93	\$23.13	\$22.96	\$23.46	\$23.66	\$22.66
23	\$26.51	\$22.83	\$23.33	\$23.53	\$23.37	\$23.87	\$24.07	\$23.06
24	\$26.98	\$23.25	\$23.75	\$23.95	\$23.79	\$24.29	\$24.49	\$23.46
25	\$27.45	\$23.66	\$24.16	\$24.36	\$24.20	\$24.70	\$24.90	\$23.88
26	\$27.94	\$24.10	\$24.60	\$24.80	\$24.63	\$25.13	\$25.33	\$24.30
27	\$28.43	\$24.53	\$25.03	\$25.23	\$25.05	\$25.55	\$25.75	\$24.73
28	\$28.93	\$24.97	\$25.47	\$25.67	\$25.49	\$25.99	\$26.19	\$25.16
29	\$29.44	\$25.42	\$25.92	\$26.12	\$25.94	\$26.44	\$26.64	\$25.60
30	\$29.96	\$25.88	\$26.38	\$26.58	\$26.39	\$26.89	\$27.09	\$26.06
	Bus Driver	Facilities, Maintenance & Operations (1)			Asst FS Mgr	Asst FS Mgr	Asst FS Mgr	Para
		(See below)						
	(1) Facilities Maint & Ops positions eligible for NIZ, NIZ-2, NIZ-B - Cost Parts Spec, Cust Mail Courier, Cust Repair Tech, Cust Train Coord, Cust Training Spec, Custodian, Facilities Spec I & II, Food Svc Worker, FS Courier, Full Svc Tech, Painter, Pressure Washer, Turf Worker.							

SUPPORT MATRIX (HR COPY)

2025-26

[illegible]

SUPPORT MATRIX (HR COPY)

2025-26

[illegible]