

Mustang Public Schools ~ Support Positions Central Office Pay Scales 2023-2024

Step	Salary
0	18.02
1	18.33
2	18.63
3	18.95
4	19.27
5	19.60
6	19.93
7	20.28
8	20.63
9	20.98
10	21.34
11	21.73
12	22.10
13	22.47
14	22.88
15	23.27
16	23.69
17	24.10
18	24.54
19	24.95
20	25.40
21	25.86
22	26.31
23	26.78
24	27.26
25	27.76
26	28.25
27	28.76
28	29.27
29	29.80
30	30.33

Administrative Support — 240 Days

7.5 Hours

Superintendents Admin Assistant

Executive Director Admin Assistant

Director Admin Assistant

Receptionist

Assistant Treasurer

Activity Fund Custodian

Human Resource Specialist

8 Hours

Exec. Director of Tech Admin Assistant

Student Information Specialist

Central Enrollment Specialist

Payroll Specialist

Superintendents Admin Assistant

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Mustang Public Schools ~ Spec Ed Paraprofessional 2023-2024

Step	Salary
0	13.96
1	14.29
2	14.61
3	14.94
4	15.27
5	15.59
6	15.93
7	16.25
8	16.57
9	16.91
10	17.23
11	17.55
12	17.89
13	18.21
14	18.54
15	18.86
16	19.19
17	19.52
18	19.84
19	20.17
20	20.50
21	20.82
22	21.16
23	21.48
24	21.80
25	22.14
26	22.46
27	22.78
28	23.11
29	23.44
30	23.77
31	24.09
32	24.42

Special Education Paraprofessional — 168 Days

7 & 7.5 Hours

Site Transcriptionist—168 Days—7 Hours

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Mustang Public Schools ~ Support Positions Specialty Services Pay Scales 2023-2024

Step	Salary
0	\$33,246.96
1	\$33,751.96
2	\$34,258.79
3	\$34,763.79
4	\$35,270.61
5	\$35,775.62
6	\$36,282.44
7	\$36,787.44
8	\$37,294.27
9	\$37,799.27
10	\$38,306.10
11	\$38,811.10
12	\$39,317.92
13	\$39,822.93
14	\$40,329.75
15	\$40,834.76
16	\$41,341.58
17	\$41,846.58
18	\$42,353.41
19	\$42,858.41
20	\$43,365.24
21	\$43,870.24
22	\$44,377.06
23	\$44,882.07
24	\$45,388.89
25	\$45,893.89

Specialty Services Positions — 180 Days

7.5 Hours

Speech Language Pathologist Assistant (SLPA)
Certified Occupational Therapy Assistant (COTA)
Physical Therapy Assistant (PTA)

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Step	Salary
0	18.76
1	19.04
2	19.35
3	19.66
	19.00
4 5	20.30
	20.63
6 7	
8	20.95 21.30
9	21.65
10	22.00
11	22.36
12	22.75
13	23.12
14	23.49
15	23.90
16	24.29
17	24.71
18	25.12
19	25.56
20	25.97
21	26.42
22	26.88
23	27.33
24	27.80
25	28.28
26	28.93
27	29.27
28	29.78
29	30.29
30	30.81
31	31.33
32	31.87
33	32.40
34	32.93
35	33.46

Technology Support Specialists

8 Hours—240 Days

PAC Assistant Technical Director—180 Days Student Device Manager—240 Days

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Step	Salary
0	14.25
1	14.48
2	14.71
1 2 3	14.94
4	15.17
4 5	15.42
6	15.66
7	15.91
8	16.18
9	16.44
10	16.70
11	16.98
12	17.25
13	17.53
14	17.83
15	18.11
16	18.41
17	18.73
18	19.04
19	19.35
20	19.67
21	19.98
22	20.29
23	20.61
24	20.84
25	21.15
26	21.47
27	21.78
28	22.30
29	22.37
30	22.44
31	22.52
32	22.83
33	23.15
34	23.46
35	23.77

Site Support Positions

Campus Admin Assistant—7/7.5 Hours—185/215 Days
Health Aide—7 Hours—168 Days
ISI Supervisor— 7.5 Hours—168 Days
Media Assistant—7/7.5 Hours—175 Days

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Mustang Public Schools ~ Pre-K Paraprofessional 2023-2024

Site Support Positions

Step	Salary
0	12.06
1	12.39
2	12.71
3	13.02
4	13.35
5	13.67
6	13.99
7	14.32
8	14.64
9	14.97
10	15.29
11	15.61
12	15.94
13	16.26
14	16.57
15	16.91
16	17.23
17	17.56
18	17.87
19	18.19
20	18.52
21	18.84
22	19.16
23	19.49
24	19.81
25	20.14
26	20.46
27	20.78
28	21.11
29	21.43
30	21.75
31	22.08
32	22.40

Pre-K & Site Paraprofessional—168 Days 7 & 7.5 Hours

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Mustang Public Schools ~ Support Positions Child Nutrition Dept. Pay Scales 2023-2024

Elementary 8 Hours

Step Salary 0 15.21 1 15.43 2 15.64 3 15.85 4 16.07 5 16.28 6 16.49 7 16.71 8 16.93 9 17.14 10 17.35 11 17.56 12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49 30 21.69	Ota ii	Calama
1 15.43 2 15.64 3 15.85 4 16.07 5 16.28 6 16.49 7 16.71 8 16.93 9 17.14 10 17.35 11 17.56 12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	Step	Salary
2 15.64 3 15.85 4 16.07 5 16.28 6 16.49 7 16.71 8 16.93 9 17.14 10 17.35 11 17.56 12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49		
3 15.85 4 16.07 5 16.28 6 16.49 7 16.71 8 16.93 9 17.14 10 17.35 11 17.56 12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49		
4 16.07 5 16.28 6 16.49 7 16.71 8 16.93 9 17.14 10 17.35 11 17.56 12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49		
5 16.28 6 16.49 7 16.71 8 16.93 9 17.14 10 17.35 11 17.56 12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49		
6 16.49 7 16.71 8 16.93 9 17.14 10 17.35 11 17.56 12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	4	16.07
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9 17.14 10 17.35 11 17.56 12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	7	16.71
10 17.35 11 17.56 12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	8	16.93
11 17.56 12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	9	17.14
12 17.77 13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	10	17.35
13 17.99 14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	11	17.56
14 18.20 15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	12	17.77
15 18.52 16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	13	17.99
16 18.73 17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	14	18.20
17 18.95 18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	15	18.52
18 19.15 19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	16	18.73
19 19.36 20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	17	18.95
20 19.59 21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	18	19.15
21 19.79 22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	19	19.36
22 20.01 23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	20	19.59
23 20.21 24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	21	19.79
24 20.43 25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	22	20.01
25 20.65 26 20.85 27 21.07 28 21.28 29 21.49	23	20.21
26 20.85 27 21.07 28 21.28 29 21.49		
27 21.07 28 21.28 29 21.49	25	20.65
28 21.28 29 21.49	26	20.85
29 21.49	27	21.07
	28	21.28
30 21.69	29	21.49
	30	21.69

Intermediate / Middle School 8 Hours

School 8 Hours	
Salary	
15.34	
15.55	
15.87	
16.09	
16.29	
16.51	
16.72	
16.94	
17.15	
17.35	
17.57	
17.79	
18.00	
18.21	
18.41	
18.63	
18.85	
19.06	
19.27	
19.48	
19.70	
19.91	
20.12	
20.33	
20.55	
20.76	
20.96	
21.18	
21.40	
21.60	
21.81	

High School 8 Hours

Step	Salary
0	\$34,536.50
1	\$34,052.26
2	\$35,568.03
3	\$36,123.47
4	\$36,659.07
5	\$37,214.51
6	\$37,789.79
7	\$38,365.07
8	\$38,940.35
9	\$39,535.46
10	\$40,130.57
11	\$40,745.53
12	\$41,380.32
13	\$42,015.10
14	\$42,669.73
15	\$43,324.36
16	\$43,978.98
17	\$44,673.28
18	\$45,367.58
19	\$46,061.89
20	\$46,776.02
21	\$47,510.00
22	\$48,243.97
23	\$48,997.79
24	\$49,771.43
25	\$50,545.08

Site Cafeteria Managers — 175 Days

8 Hour Positions

*** Additional .25 per hour for certification in Child Nutrition with the exception of HS Manager.

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Mustang Public Schools ~ Support Positions Child Nutrition Dept. Pay Scales 2023-2024

Short Hour Positions	
Step	Salary
0	11.69
1	11.91
2	12.12
3	12.33
4	12.54
5	12.76
6	13.02
7	13.23
8	13.50
9	13.71
10	13.91
11	14.13
12	14.34
13	14.55
14	14.75
15	14.96
16	15.18
17	15.40
18	15.71
19	16.04
20	16.25
21	16.45
22	16.66
23	16.87
24	17.08
25	17.28
26	17.48
27	17.71
28	17.91
29	18.12
30	18.32

Full –Tin	Full –Time Positions	
Step	Salary	
0	12.03	
1	12.25	
2	12.46	
3	12.69	
4	12.94	
5	13.16	
6	13.37	
7	13.60	
8	13.81	
9	14.03	
10	14.24	
11	14.46	
12	14.67	
13	14.88	
14	15.08	
15	15.31	
16	15.51	
17	15.83	
18	16.04	
19	16.26	
20	16.46	
21	16.67	
22	16.89	
23	17.10	
24	17.31	
25	17.52	
26	17.73	
27	17.95	
28	18.15	
29	18.35	
30	18.57	

US Aget Manger

HS Asst Manger	
Step	Salary
0	13.85
1	14.06
2	14.27
3	14.48
4	14.68
5	14.89
6	15.09
7	15.31
8	15.51
9	15.71
10	15.92
11	16.13
12	16.34
13	16.54
14	16.75
15	16.96
16	17.17
17	17.37
18	17.58
19	17.79
20	18.00
21	18.20
22	18.41
23	18.62
24	18.83
25	19.03
26	19.23
27	19.45
28	19.65
29	19.86
30	20.06

Site Cafeteria **Positions**

Short Hour Position 2 to 5 hrs -172 Days

Full Time Position 6 to 7 hrs -172 Days

Cashier Position (FT) 6 to 7 hrs -172 Days

High School Asst Manger 7 hours—172 days

*** Additional .25 per hour to be added for certification in Child Nutrition.

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Specialized Support

	1 1
Step	Salary
0	13.27
1	13.48
2	13.68
3	13.89
4	14.11
5	14.31
6	14.52
7	14.72
8	14.93
9	15.15
10	15.35
11	15.56
12	15.76
13	15.98
14	16.19
15	16.39
16	16.60
17	16.81
18	17.02
19	17.23
20	17.43
21	17.65
22	17.85
23	18.06
24	18.27
25	18.48
26	18.69
27	18.89
28	19.10
29	19.32
30	19.52

Specialized Site Support Positions

Noon Supervisor—168 Days

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Crosswalk Guard

Crosswark Guard		
Step	Salary	
0	16.39	
1	16.60	
2	16.81	
3	17.02	
4	17.23	
5	17.43	
6	17.65	
7	17.85	
8	18.06	
9	18.27	
10	18.48	
11	18.69	
12	18.89	
13	19.10	
14	19.32	
15	19.52	
16	19.73	
17	19.93	
18	20.15	
19	20.36	
20	20.56	
21	20.77	
22	20.97	
23	21.19	
24	21.40	
25	21.60	
26	21.81	
27	22.02	
28	22.23	
29	22.44	
30	22.64	

Specialized Site Support Positions

Crosswalk Guard—168 Days

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Accompanist

Sten	Salary
Step	
0	18.48
1	18.69
2	18.89
3	19.10
4	19.32
5	19.52
6	19.73
7	19.93
8	20.15
9	20.36
10	20.56
11	20.77
12	20.97
13	21.19
14	21.40
15	21.60
16	21.81
17	22.02
18	22.23
19	22.44
20	22.64
21	22.86
22	23.06
23	23.27
24	23.48
25	23.69
26	23.90
27	24.11
28	24.31
29	24.53
30	24.73

Specialized Site Support Positions

Accompanist—168 Days

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Mustang Public Schools ~ Support Positions Child Nutrition Dept. Pay Scales 2023-2024

War	ehouse	Sub.

	ouse oup.
Step	Salary
0	16.16
1	16.37
2	16.59
3	16.82
4	17.04
5	17.25
6	17.47
7	17.70
8	17.92
9	18.13
10	18.34
11	18.58
12	18.79
13	19.01
14	19.22
15	19.45
16	19.67
17	19.89
18	20.07
19	20.32
20	20.55
21	20.76
22	20.98
23	21.20
24	21.42
25	21.64
26	21.86
27	22.08
28	22.29
29	22.50
30	22.70

Warehouse Asst.

0 15.27 1 15.48 2 15.68 3 15.88 4 16.10 5 16.30 6 16.51 7 16.71 8 16.93 9 17.13 10 17.33 11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
2 15.68 3 15.88 4 16.10 5 16.30 6 16.51 7 16.71 8 16.93 9 17.13 10 17.33 11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
3 15.88 4 16.10 5 16.30 6 16.51 7 16.71 8 16.93 9 17.13 10 17.33 11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
4 16.10 5 16.30 6 16.51 7 16.71 8 16.93 9 17.13 10 17.33 11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
5 16.30 6 16.51 7 16.71 8 16.93 9 17.13 10 17.33 11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
6 16.51 7 16.71 8 16.93 9 17.13 10 17.33 11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
7 16.71 8 16.93 9 17.13 10 17.33 11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
8 16.93 9 17.13 10 17.33 11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
9 17.13 10 17.33 11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
10 17.33 11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
11 17.54 12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
12 17.75 13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
13 17.96 14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
14 18.16 15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
15 18.36 16 18.58 17 18.78 18 18.99 19 19.19	
16 18.58 17 18.78 18 18.99 19 19.19	
17 18.78 18 18.99 19 19.19	
18 18.99 19 19.19	
19 19.19	
00 10 ::	
20 19.41	
21 19.61	
22 19.81	
23 20.02	
24 20.23	
25 20.44	
26 20.64	
27 20.85	
28 21.05	
29 21.26	
30 21.47	

CN- Office Scale

<u> </u>	IIICE Scale
Step	Salary
0	14.76
1	15.07
2	15.40
3	15.82
4	16.14
5	16.46
6	16.76
7	17.09
8	17.41
9	17.72
10	18.05
11	18.36
12	18.79
13	19.11
14	19.41
15	19.74
16	20.06
17	20.38
18	20.70
19	21.01
20	21.44
21	21.76
22	22.07
23	22.39
24	22.71
25	23.03
26	23.35
27	23.66
28	23.87
29	24.08
00	04.00

District Positions

Warehouse Supervisor

8 hours –240 Days

Warehouse Assistant

8 hours -240 Days

Child Nutrition Coordinator

7.5 hours –215 Days

CN Accounts Payable

7.5 hours—215 Days

CN Secretary

7.5 hours—185 Days

*** Additional .25 per hour to be added for certification in Child Nutrition.

30

24.28

^{***} Placement on Step Scale does not correlate solely with years of experience. An employee is placed on the appropriate step based on qualification, work experience, certifications, education, supervisor recommendation and HR Director approval. Once placed an employee will increase one step each year if negotiated. Salary formula: (step) x (days in contract) x (hours per day)



Mustang Public Schools ~ Support Positions Maintenance Dept. Pay Scales 2023-2024

Maintenance

Maintenance Stop Solary	
Step 0	Salary 15.02
1	
	15.23
2	15.43
3	15.63
4	15.85
5	16.05
6	16.26
7	16.46
8	16.68
9	16.88
10	17.08
11	17.29
12	17.50
13	17.71
14	17.91
15	18.11
16	18.33
17	18.53
18	18.74
19	18.94
20	19.16
21	19.36
22	19.56
23	19.77
24	19.98
25	20.19
26	20.39
27	20.60
28	20.80

Shipping / Recv.	
Step	Salary
0	15.68
1	15.90
2	16.10
3	16.31
4	16.51
5	16.73
6	16.93
7	17.13
8	17.34
9	17.55
10	17.76
11	17.96
12	18.17
13	18.38
14	18.58
15	18.79
16	18.99
17	19.21
18	19.41
19	19.62
20	19.82
21	20.03
22	20.24
23	20.44
24	20.65
25	20.86
26	21.06
27	21.27
28	21.47

General Maintenance Supervisor

Step	Salary
0	\$36,036.50
1	\$35,552.26
2	\$37,068.03
3	\$37,623.47
4	\$38,159.07
5	\$38,714.51
6	\$39,289.79
7	\$39,865.07
8	\$40,440.35
9	\$41,630.57
10	\$41,630.57
11	\$42,245.53
12	\$42,880.32
13	\$43,515.10
14	\$44,169.73
15	\$44,824.36
16	\$45,478.98
17	\$46,173.28
18	\$46,867.58
19	\$47,561.89
20	\$48,276.02
21	\$49,010.00
22	\$49,743.97
23	\$50,497.79
24	\$51,271.43
25	\$52,045.08

Maintenance and **Operations Positions**

General Maintenance

8 hours—240 Days

Shipping & Receiving Specialist

8 hours—240 Days

General Maintenance Supervisor

^{***} Placement on Step Scale does not correlate solely with years of experience. An employee is placed on the appropriate step based on qualification, work experience, certifications, education, supervisor recommendation and HR Director approval. Once placed an employee will increase one step each year if negotiated. Salary formula: (step) x (days in contract) x (hours per day)



Mustang Public Schools ~ Support Positions Maintenance Dept. Pay Scales 2023-2024

Carpenter		
Step	Salary	
0	16.10	
1	16.31	
2	16.51	
3	16.73	
4	16.93	
5	17.13	
6	17.34	
7	17.55	
8	17.76	
9	17.96	
10	18.17	
11	18.38	
12	18.58	
13	18.79	
14	18.99	
15	19.21	
16	19.41	
17	19.62	
18	19.82	
19	20.03	
20	20.24	
21	20.44	
22	20.65	
23	20.86	
24	21.06	
25	21.27	
26	21.47	
27	21.69	
28	21.89	

Apprentice

	promises
Step	Salary
0	18.32
1	18.57
2	18.83
3	19.08
4	19.35
5	19.60
6	19.86
7	20.13
8	20.38
9	20.64
10	20.90
11	21.16
12	21.41
13	21.68
14	21.93
15	22.19
16	22.44
17	22.71
18	22.96
19	23.22
20	23.48
21	23.74
22	23.99
23	24.26
24	24.52
25	24.77
26	25.03
27	25.29
28	25.55

Journeyman Level 1

Step	Salary
0	23.48
1	23.74
2	23.99
3	24.26
4	24.52
5	24.77
6	25.03
7	25.29
8	25.55
9	25.80
10	26.07
11	26.32
12	26.58
13	26.84

\sim			
('An	ıtra	ctor	
COL	เนล	CLOI	

Step	Salary
0	31.74
1	32.01
2	32.26
3	32.52
4	32.78
5	33.04
6	33.29
7	33.55
8	33.81
9	34.07
10	34.33

Maintenance and Operations Positions

Carpenter Position 8 hours—240 Days

Apprentice Position 8 hours—240 Days

Journeyman Position 8 Hours—240 Days

Contractor Position 8 hours—240 Days

^{***} Placement on Step Scale does not correlate solely with years of experience. An employee is placed on the appropriate step based on qualification, work experience, certifications, education, supervisor recommendation and HR Director approval. Once placed an employee will increase one step each year if negotiated. Salary formula: (step) x (days in contract) x (hours per day)



Mustang Public Schools ~ Support Positions Maintenance Dept. Pay Scales 2023-2024

Custodial

Step Salary 0 13.65 1 13.88 2 14.00 3 14.11 4 14.23 5 14.33 6 14.44 7 14.56 8 14.66 9 14.78 10 14.89 11 15.12 12 15.23 13 15.34 14 15.44
1 13.88 2 14.00 3 14.11 4 14.23 5 14.33 6 14.44 7 14.56 8 14.66 9 14.78 10 14.89 11 15.12 12 15.23 13 15.34
2 14.00 3 14.11 4 14.23 5 14.33 6 14.44 7 14.56 8 14.66 9 14.78 10 14.89 11 15.12 12 15.23 13 15.34
3 14.11 4 14.23 5 14.33 6 14.44 7 14.56 8 14.66 9 14.78 10 14.89 11 15.12 12 15.23 13 15.34
4 14.23 5 14.33 6 14.44 7 14.56 8 14.66 9 14.78 10 14.89 11 15.12 12 15.23 13 15.34
5 14.33 6 14.44 7 14.56 8 14.66 9 14.78 10 14.89 11 15.12 12 15.23 13 15.34
6 14.44 7 14.56 8 14.66 9 14.78 10 14.89 11 15.12 12 15.23 13 15.34
7 14.56 8 14.66 9 14.78 10 14.89 11 15.12 12 15.23 13 15.34
8 14.66 9 14.78 10 14.89 11 15.12 12 15.23 13 15.34
9 14.78 10 14.89 11 15.12 12 15.23 13 15.34
10 14.89 11 15.12 12 15.23 13 15.34
11 15.12 12 15.23 13 15.34
12 15.23 13 15.34
13 15.34
14 15.44
15 15.55
16 15.67
17 15.79
18 15.90
19 16.01
20 16.11
21 16.29
22 16.40
23 16.50
24 16.62
25 16.75
26 16.85
27 16.96
28 17.07
29 17.36
30 17.57

Supervisor		
Salary		
15.72		
15.94		
16.15		
16.38		
16.56		
16.66		
16.78		
16.88		
17.00		
17.11		
17.22		
17.33		
17.45		
17.56		
17.73		
17.84		
17.94		
18.05		
18.18		
18.29		
18.40		
18.51		
18.61		
18.74		
18.84		
18.95		
19.06		
19.18		
19.30		
19.50		
19.71		

Custodial District and Site Positions

General Custodial Positions

8 hours—240 Days

Custodial Supervisors

8 hours—240 Days

***Entry Level Placement for Custodial Supervisors is as follows:

1 Step: Elementary School Head

3 Steps: Intermediate/Middle School Head

6 Steps: High School Head

^{***} Placement on Step Scale does not correlate solely with years of experience. An employee is placed on the appropriate step based on qualification, work experience, certifications, education, supervisor recommendation and HR Director approval. Once placed an employee will increase one step each year if negotiated. Salary formula: (step) x (days in contract) x (hours per day)



Mustang Public Schools ~ Support Positions Dept. Pay Scales 2023-2024

Scale

Step	Salary
0	\$47,287.00
1	\$47,997.49
2	\$48,720.13
3	\$49,454.92
4	\$50,202.86
5	\$50,962.95
6	\$51,736.19
7	\$52,522.59
8	\$53.322.15
9	\$54,134.87
10	\$54,961.75
11	\$55,802.81
12	\$56,658.03
13	\$57,528.44
14	\$58,413.01
15	\$59,312.77
16	\$60,227.71
17	\$61,158.84
18	\$62,105.16
19	\$63,067.66
20	\$64,046.36
21	\$65,042.27
22	\$66,054.37
23	\$67,083.68
24	\$68,131.20
25	\$69,195.93

District Positions—240 Days

Custodial Department Manager—8 Hours
Maintenance Department Manager—8 Hours
Finance Department Manager—8 Hours
HR Department Manager—8 Hours
Special Project Supervisor—8 Hours
Construction Foreman—8 Hours

^{***} Placement on Step Scale does not solely correlate with years of experience. An employee is placed on the appropriate step based on qualification, work experience, certifications, education, supervisor recommendation and HR Director approval. Once placed an employee will increase one step each year if negotiated. Salary formula: (step) x (days in contract) x (hours per day)



Mustang Public Schools ~ Support Positions Transportation Dept. Pay Scales 2023-2024

Bus A	id	29
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Step Salary 0 11.54 1 11.74 2 11.94 3 12.17 4 12.38 5 12.58 6 12.78 7 12.99 8 13.20 9 13.40 10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.57 30 17.78	Bus Aides		
1 11.74 2 11.94 3 12.17 4 12.38 5 12.58 6 12.78 7 12.99 8 13.20 9 13.40 10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	Step	Salary	
2 11.94 3 12.17 4 12.38 5 12.58 6 12.78 7 12.99 8 13.20 9 13.40 10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	0	11.54	
3 12.17 4 12.38 5 12.58 6 12.78 7 12.99 8 13.20 9 13.40 10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	1	11.74	
4 12.38 5 12.58 6 12.78 7 12.99 8 13.20 9 13.40 10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	2	11.94	
5 12.58 6 12.78 7 12.99 8 13.20 9 13.40 10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	3	12.17	
6 12.78 7 12.99 8 13.20 9 13.40 10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	4	12.38	
7 12.99 8 13.20 9 13.40 10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	5	12.58	
8 13.20 9 13.40 10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	6	12.78	
9 13.40 10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	7	12.99	
10 13.61 11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	8	13.20	
11 13.83 12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	9	13.40	
12 14.03 13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	10	13.61	
13 14.24 14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	11	13.83	
14 14.44 15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	12	14.03	
15 14.66 16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	13	14.24	
16 14.86 17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	14	14.44	
17 15.06 18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	15	14.66	
18 15.27 19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	16	14.86	
19 15.49 20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	17	15.06	
20 15.70 21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	18	15.27	
21 15.90 22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	19	15.49	
22 16.10 23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	20	15.70	
23 16.32 24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	21	15.90	
24 16.52 25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	22	16.10	
25 16.73 26 16.93 27 17.13 28 17.36 29 17.57	23	16.32	
26 16.93 27 17.13 28 17.36 29 17.57	24	16.52	
27 17.13 28 17.36 29 17.57	25	16.73	
28 17.36 29 17.57	26	16.93	
29 17.57	27	17.13	
	28	17.36	
30 17.78	29		
	30	17.78	

Bus Driver

Bus Driver		
Step	Salary	
0	16.51	
1	16.71	
2	16.92	
3	17.12	
4	17.35	
5	17.55	
6	17.75	
7	17.96	
8	18.17	
9	18.38	
10	18.58	
11	18.78	
12	19.00	
13	19.21	
14	19.42	
15	19.62	
16	19.82	
17	20.03	
18	20.24	
19	20.44	
20	20.65	
21	20.86	
22	21.07	
23	21.27	
24	21.48	
25	21.69	
26	21.89	
27	22.10	
28	22.30	
29	22.53	
30	22.74	

Severe/Profound Student Driver

Step	Salary
0	17.31
1	17.52
2	17.72
3	17.93
4	18.13
5	18.35
6	18.55
7	18.75
8	18.97
9	19.18
10	19.39
11	19.59
12	19.79
13	20.01
14	20.21
15	20.39
16	20.62
17	20.84
18	21.05
19	21.25
20	21.46
21	21.67
22	21.87
23	22.08
24	22.28
25	22.51
26	22.71
27	22.91
28	23.12
29	23.34
30	23.56

Positions

Bus Aide

6 Hrs—172 Days

Bus Driver

6 Hrs-172 Days

Severe/Profound Student Bus Driver

6 Hrs-172 Days

Call-In Substitute Drivers

\$14.49 per hour

Van Driver (As Needed)

\$12.01 per hour

^{***} Placement on Step Scale does not correlate solely with years of experience. An employee is placed on the appropriate step based on qualification, work experience, certifications, education, supervisor recommendation and HR Director approval. Once placed an employee will increase one step each year if negotiated. Salary formula: (step) x (days in contract) x (hours per day)



Mustang Public Schools ~ Support Positions Transportation Dept. Pay Scales 2023-2024

Transportation Clerk

	ation Clerk
Step	Salary
0	13.79
1	14.06
2	14.32
3	14.58
4	14.85
5	15.11
6	15.37
7	15.63
8	15.90
9	16.22
10	16.48
11	16.75
12	17.06
13	17.32
14	17.59
15	17.85
16	18.11
17	18.38
18	18.65
19	18.90
20	19.18
21	19.43
22	19.70
23	19.95
24	20.23
25	20.48
26	20.75
27	21.06
28	21.28
29	21.49
30	21.72
31	21.93
32	22.15
33	22.36
34	22.59
35	22.80

Transportation Positions

Transportation Clerk 7.5 hours—240 Days

^{***} Placement on Step Scale does not correlate solely with years of experience. An employee is placed on the appropriate step based on qualification, work experience, certifications, education, supervisor recommendation and HR Director approval. Once placed an employee will increase one step each year if negotiated. Salary formula: (step) x (days in contract) x (hours per day)



Mustang Public Schools ~ Support Positions Transportation Dept. Pay Scales 2023-2024

Mechanic

Head Mechanic

Step Salary 0 17.29 1 17.55 2 17.81 3 18.06 4 18.33 5 18.58 6 18.84 7 19.09 8 19.36 9 19.62 10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00 27 24.27	IVIC	echanic
1 17.55 2 17.81 3 18.06 4 18.33 5 18.58 6 18.84 7 19.09 8 19.36 9 19.62 10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	Step	Salary
2 17.81 3 18.06 4 18.33 5 18.58 6 18.84 7 19.09 8 19.36 9 19.62 10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	0	17.29
3 18.06 4 18.33 5 18.58 6 18.84 7 19.09 8 19.36 9 19.62 10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	1	17.55
4 18.33 5 18.58 6 18.84 7 19.09 8 19.36 9 19.62 10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	2	17.81
5 18.58 6 18.84 7 19.09 8 19.36 9 19.62 10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	3	18.06
6 18.84 7 19.09 8 19.36 9 19.62 10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	4	18.33
7 19.09 8 19.36 9 19.62 10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	5	18.58
8 19.36 9 19.62 10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	6	18.84
9 19.62 10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	7	19.09
10 19.87 11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	8	19.36
11 20.14 12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	9	19.62
12 20.39 13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	10	19.87
13 20.65 14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	11	20.14
14 20.91 15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	12	20.39
15 21.17 16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	13	20.65
16 21.42 17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	14	20.91
17 21.69 18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	15	21.17
18 21.94 19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	16	21.42
19 22.20 20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	17	21.69
20 22.45 21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	18	21.94
21 22.72 22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	19	22.20
22 22.97 23 23.23 24 23.49 25 23.75 26 24.00	20	22.45
23 23.23 24 23.49 25 23.75 26 24.00	21	22.72
24 23.49 25 23.75 26 24.00	22	22.97
25 23.75 26 24.00	23	23.23
26 24.00	24	23.49
	25	23.75
27 24.27	26	24.00
	27	24.27
28 24.53	28	24.53
29 24.78	29	24.78
30 25.04	30	25.04

Head Mechanic								
Step	Salary							
0	18.84							
1	19.09							
2	19.36							
3	19.62							
4	19.87							
5	20.14							
6	20.39							
7	20.65							
8	20.91							
9	21.17							
10	21.42							
11	21.69							
12	21.94							
13	22.20							
14	22.45							
15	22.72							
16	22.97							
17	23.23							
18	23.49							
19	23.75							
20	24.00							
21	24.27							
22	24.53							
23	24.78							
24	25.04							
q	25.30							
26	25.56							
27	25.81							
28	26.08							
29	26.33							
30	26.59							

Positions

Mechanic

8 Hours—240 Days

Head Mechanic

8 Hours—240 Days

*** Additional compensation to be added for ASE certification as follows...

ASE	Additional				
1	\$1.00				
2	\$1.10				
3	\$1.20				
4	\$1.30				
5	\$1.40				
6	\$1.50				

^{***} Placement on Step Scale does not correlate solely with years of experience. An employee is placed on the appropriate step based on qualification, work experience, certifications, education, supervisor recommendation and HR Director approval. Once placed an employee will increase one step each year if negotiated. Salary formula: (step) x (days in contract) x (hours per day)



Mustang Public Schools ~ Support Positions 2023-2024

Sign Language Interpreter 7 Hrs ~ 168 Days

QAST 1 QAST 2 QAST 3 QAST 4 QAST 5

Step	Salary								
0	20.59	0	22.65	0	25.74	0	27.80	0	29.86
1	20.85	1	22.91	1	26.00	1	28.06	1	30.12
2	21.11	2	23.16	2	26.26	2	28.31	2	30.38
3	21.36	3	23.43	3	26.51	3	28.58	3	30.63
4	21.63	4	23.68	4	26.78	4	28.83	4	30.89
5	21.88	5	23.94	5	27.03	5	29.09	5	31.15
6	22.14	6	24.20	6	27.29	6	29.35	6	31.41
7	22.39	7	24.46	7	27.54	7	29.61	7	31.66
8	22.65	8	24.71	8	27.80	8	29.86	8	31.93
9	22.91	9	24.96	9	28.06	9	30.12	9	32.18
10	23.16	10	25.23	10	28.31	10	30.38	10	32.44
11	23.43	11	25.48	11	28.58	11	30.63	11	32.70
12	23.68	12	25.74	12	28.83	12	30.89	12	32.96
13	23.94	13	26.00	13	29.09	13	31.15	13	33.21
14	24.20	14	26.26	14	29.35	14	31.41	14	33.46
15	24.46	15	26.51	15	29.61	15	31.66	15	33.73
16	24.71	16	26.78	16	29.86	16	31.93	16	33.98
17	24.96	17	27.03	17	30.12	17	32.18	17	34.24
18	25.23	18	27.29	18	30.38	18	32.44	18	34.50
19	25.48	19	27.54	19	30.63	19	32.70	19	34.76
20	25.74	20	27.80	20	30.89	20	32.96	20	35.01
21	26.00	21	28.06	21	31.15	21	33.21	21	35.28
22	26.26	22	28.31	22	31.41	22	33.46	22	35.53
23	26.51	23	28.58	23	31.66	23	33.73	23	35.78
24	26.78	24	28.83	24	31.93	24	33.98	24	36.04
25	27.03	25	29.09	25	32.18	25	34.24	25	36.30
26	27.29	26	29.35	26	32.44	26	34.50	26	36.56
27	27.54	27	29.61	27	32.70	27	34.76	27	36.81
28	27.80	28	29.86	28	32.96	28	35.01	28	37.04

^{***} Placement on Step Scale does not correlate solely with years of experience. An employee is placed on the appropriate step based on qualification, work experience, certifications, education, supervisor recommendation and HR Director approval. Once placed an employee will increase one step each year if negotiated. Salary formula: (step) x (days in contract) x (hours per day)