

## 2023-2024 Licensed General Compensation Schedule

| Step | BA    | BA + 15 | BA + 30 | MA    | MA + 15 | MA + 30 | MA + 45 | MA + 60 | PHDEDS |
|------|-------|---------|---------|-------|---------|---------|---------|---------|--------|
| 1    | 45209 | 46565   | 47962   | 49880 | 51377   | 52918   | 54506   | 56141   | 58387  |
| 2    | 46113 | 47496   | 48921   | 50878 | 52404   | 53977   | 55596   | 57264   | 59554  |
| 3    | 47035 | 48446   | 49900   | 51896 | 53453   | 55056   | 56708   | 58409   | 60745  |
| 4    | 47976 | 49415   | 50898   | 52934 | 54522   | 56157   | 57842   | 59577   | 61960  |
| 5    | 49175 | 50651   | 52170   | 54257 | 55885   | 57561   | 59288   | 61067   | 63509  |
| 6    | 50405 | 51917   | 53474   | 55613 | 57282   | 59000   | 60770   | 62593   | 65097  |
| 7    | 51665 | 53215   | 54811   | 57004 | 58714   | 60475   | 62289   | 64158   | 66724  |
| 8    | 52956 | 54545   | 56182   | 58429 | 60182   | 61987   | 63847   | 65762   | 68393  |
| 9    | 54280 | 55909   | 57586   | 59889 | 61686   | 63537   | 65443   | 67406   | 70102  |
| 10   | 55637 | 57307   | 59026   | 61387 | 63228   | 65125   | 67079   | 69091   | 71855  |
| 11   | 56750 | 58453   | 60206   | 62614 | 64493   | 66428   | 68421   | 70473   | 73292  |
| 12   | 57885 | 59622   | 61410   | 63867 | 65783   | 67756   | 69789   | 71883   | 74758  |
| 13   | 59043 | 60814   | 62639   | 65144 | 67098   | 69111   | 71185   | 73320   | 76253  |
| 14   | 60224 | 62030   | 63891   | 66447 | 68440   | 70494   | 72608   | 74787   | 77778  |
| 15   | 61428 | 63271   | 65169   | 67776 | 69809   | 71903   | 74061   | 76282   | 79334  |
| 16   |       | 64536   | 66473   | 69131 | 71205   | 73342   | 75542   | 77808   | 80920  |
| 17   |       |         | 67802   | 70514 | 72629   | 74808   | 77053   | 79364   | 82539  |
| 18   |       |         |         | 71924 | 74082   | 76305   | 78594   | 80951   | 84190  |
| 19   |       |         |         | 73363 | 75564   | 77831   | 80166   | 82571   | 85873  |
| 20   |       |         |         | 74830 | 77075   | 79387   | 81769   | 84222   | 87591  |
| 21   |       |         |         |       | 78616   | 80975   | 83404   | 85906   | 89343  |
| 22   |       |         |         |       |         | 82594   | 85072   | 87624   | 91129  |
| 23   |       |         |         |       |         |         | 86774   | 89377   | 92952  |
| 24   |       |         |         |       |         |         |         | 91165   | 94811  |
| 25   |       |         |         |       |         |         |         |         | 96707  |
| 26   |       |         |         |       |         |         |         |         |        |
| 27   |       |         |         |       |         |         |         |         |        |
| 28   |       |         |         |       |         |         |         |         |        |
| 29   |       |         |         |       |         |         |         |         |        |
| 30   |       |         |         |       |         |         |         |         |        |

Effective 7-1-2023

## 2023-2024 Licensed Hard to Hire Compensation Schedule

| Step | BA    | BA + 15 | BA + 30 | MA    | MA + 15 | MA + 30 | MA + 45 | MA + 60 | PHDEDS |
|------|-------|---------|---------|-------|---------|---------|---------|---------|--------|
| 1    | 50000 | 51341   | 52881   | 54996 | 56646   | 58346   | 60096   | 61899   | 64375  |
| 2    | 50843 | 52368   | 53939   | 56096 | 57779   | 59513   | 61298   | 63137   | 65662  |
| 3    | 51859 | 53415   | 55018   | 57218 | 58935   | 60703   | 62524   | 64400   | 66976  |
| 4    | 52897 | 54483   | 56118   | 58363 | 60114   | 61917   | 63774   | 65688   | 68315  |
| 5    | 54219 | 55846   | 57521   | 59822 | 61616   | 63465   | 65369   | 67330   | 70023  |
| 6    | 55574 | 57242   | 58959   | 61317 | 63157   | 65051   | 67003   | 69013   | 71774  |
| 7    | 56964 | 58673   | 60433   | 62850 | 64736   | 66678   | 68678   | 70738   | 73568  |
| 8    | 58388 | 60140   | 61944   | 64421 | 66354   | 68345   | 70395   | 72507   | 75407  |
| 9    | 59848 | 61643   | 63492   | 66032 | 68013   | 70053   | 72155   | 74320   | 77292  |
| 10   | 61344 | 63184   | 65080   | 67683 | 69713   | 71805   | 73959   | 76178   | 79225  |
| 11   | 62571 | 64448   | 66381   | 69036 | 71108   | 73241   | 75438   | 77701   | 80809  |
| 12   | 63822 | 65737   | 67709   | 70417 | 72530   | 74706   | 76947   | 79255   | 82425  |
| 13   | 65099 | 67051   | 69063   | 71826 | 73980   | 76200   | 78486   | 80840   | 84074  |
| 14   | 66400 | 68392   | 70444   | 73262 | 75460   | 77724   | 80055   | 82457   | 85755  |
| 15   | 67728 | 69760   | 71853   | 74727 | 76969   | 79278   | 81657   | 84106   | 87470  |
| 16   |       | 71156   | 73290   | 76222 | 78508   | 80864   | 83290   | 85788   | 89220  |
| 17   |       |         | 74756   | 77746 | 80079   | 82481   | 84955   | 87504   | 91004  |
| 18   |       |         |         | 79301 | 81680   | 84131   | 86655   | 89254   | 92824  |
| 19   |       |         |         | 80887 | 83314   | 85813   | 88388   | 91039   | 94681  |
| 20   |       |         |         | 82505 | 84980   | 87530   | 90155   | 92860   | 96574  |
| 21   |       |         |         |       | 86680   | 89280   | 91959   | 94717   | 98506  |
| 22   |       |         |         |       |         | 91066   | 93798   | 96612   | 100476 |
| 23   |       |         |         |       |         |         | 95674   | 98544   | 102486 |
| 24   |       |         |         |       |         |         |         | 100515  | 104535 |
| 25   |       |         |         |       |         |         |         |         | 106626 |
| 26   |       |         |         |       |         |         |         |         |        |
| 27   |       |         |         |       |         |         |         |         |        |
| 28   |       |         |         |       |         |         |         |         |        |
| 29   |       |         |         |       |         |         |         |         |        |
| 30   |       |         |         |       |         |         |         |         |        |

Effective 7-1-2023

## 2023-2024 Licensed Specialist/Extremely Hard to Hire Compensation Schedule

| Step | BA    | BA + 15 | BA + 30 | MA    | MA + 15 | MA + 30 | MA + 45 | MA + 60 | PHDEDS |
|------|-------|---------|---------|-------|---------|---------|---------|---------|--------|
| 1    | 55642 | 57311   | 59030   | 61391 | 63233   | 65130   | 67084   | 69097   | 71860  |
| 2    | 56754 | 58457   | 60211   | 62619 | 64498   | 66433   | 68426   | 70478   | 73298  |
| 3    | 57890 | 59626   | 61415   | 63872 | 65788   | 67761   | 69794   | 71888   | 74764  |
| 4    | 59047 | 60819   | 62643   | 65149 | 67103   | 69117   | 71190   | 73326   | 76259  |
| 5    | 60523 | 62339   | 64209   | 66778 | 68781   | 70845   | 72970   | 75159   | 78165  |
| 6    | 62037 | 63898   | 65815   | 68447 | 70501   | 72616   | 74794   | 77038   | 80119  |
| 7    | 63587 | 65495   | 67460   | 70158 | 72263   | 74431   | 76664   | 78964   | 82122  |
| 8    | 65177 | 67132   | 69146   | 71912 | 74070   | 76292   | 78581   | 80938   | 84175  |
| 9    | 66807 | 68811   | 70875   | 73710 | 75921   | 78199   | 80545   | 82961   | 86280  |
| 10   | 68477 | 70531   | 72647   | 75553 | 77819   | 80154   | 82559   | 85035   | 88437  |
| 11   | 69846 | 71942   | 74100   | 77064 | 79376   | 81757   | 84210   | 86736   | 90206  |
| 12   | 71243 | 73381   | 75582   | 78605 | 80963   | 83392   | 85894   | 88471   | 92010  |
| 13   | 72668 | 74848   | 77094   | 80177 | 82583   | 85060   | 87612   | 90240   | 93850  |
| 14   | 74121 | 76345   | 78635   | 81781 | 84234   | 86761   | 89364   | 92045   | 95727  |
| 15   | 75604 | 77872   | 80208   | 83417 | 85919   | 88497   | 91151   | 93886   | 97641  |
| 16   |       | 79429   | 81812   | 85085 | 87637   | 90266   | 92974   | 95764   | 99594  |
| 17   |       |         | 83449   | 86787 | 89390   | 92072   | 94834   | 97679   | 101586 |
| 18   |       |         |         | 88522 | 91178   | 93913   | 96731   | 99633   | 103618 |
| 19   |       |         |         | 90293 | 93001   | 95792   | 98665   | 101625  | 105690 |
| 20   |       |         |         | 92099 | 94862   | 97707   | 100639  | 103658  | 107804 |
| 21   |       |         |         |       | 96759   | 99662   | 102651  | 105731  | 109960 |
| 22   |       |         |         |       |         | 101655  | 104704  | 107846  | 112159 |
| 23   |       |         |         |       |         |         | 106798  | 110002  | 114403 |
| 24   |       |         |         |       |         |         |         | 112202  | 116691 |
| 25   |       |         |         |       |         |         |         |         | 119024 |
| 26   |       |         |         |       |         |         |         |         |        |
| 27   |       |         |         |       |         |         |         |         |        |
| 28   |       |         |         |       |         |         |         |         |        |
| 29   |       |         |         |       |         |         |         |         |        |
| 30   |       |         |         |       |         |         |         |         |        |

Effective 7-1-2023