

# DESOTO COUNTY SCHOOLS EMPLOYEE COMPENSATION PLAN



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## 2024-2025

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- ✓ Competitive Compensation
- ✓ Based on Benchmarking Analysis
- ✓ Excellent Benefits

# **TABLE OF CONTENTS**

<b>TABLE OF CONTENTS.....</b>	<b>1</b>
<b>GENERAL PROVISIONS.....</b>	<b>2</b>
Section 1 - Other Post-Employment Benefits.....	2
Section 2 - Educational Supplements.....	2
Instructional Staff hired before July 1, 2011:.....	2
Instructional Staff hired on or after July 1, 2011:.....	3
Administrative Staff.....	4
Support Staff.....	5
Section 3 - Credit for Experience.....	6
Instructional Staff.....	6
Administrative Staff.....	6
Support Staff.....	7
Section 4 - Stipends.....	7
Section 5 - Compensation for Employees:.....	7
Performance Pay Salary Schedule.....	7
Grandfathered Salary Schedule.....	8
Administrative Performance Pay.....	8
Section 6 - School Demographics & Level of Job Performance Difficulties.....	9
Section 7 - Critical Shortage Areas.....	9
Section 8 - Failing Schools Incentive.....	10
Section 9 - Support Staff Training Program.....	10
Section 10 - Longevity.....	10
Non-Instructional Staff.....	10
<b>COMPENSATION PLAN.....</b>	<b>11</b>
Section 1 - 2024-2025 Salary Adjustment Summary.....	11
Instructional Staff.....	11
Support Staff.....	11
Administrative Staff.....	12
Section 2 - Salary Schedules.....	13
Instructional Staff - Grandfathered.....	13
Instructional Staff - Initial Placement.....	14
Support Staff.....	15
A Schedule (9 Month).....	16
B Schedule (10 Month).....	18
D Schedule (11 Month).....	21
E Schedule (12 Month).....	23
Food Service (6.5Hrs).....	25
Transportation (6Hrs).....	27
Administrative Staff.....	29
<b>STIPENDS.....</b>	<b>30</b>
Section 1 - Additional Responsibility.....	30
<b>Temporary Employment.....</b>	<b>34</b>
Section 1 - Temporary Position.....	34
Section 2 - Established Part-Time Position.....	34
Section 3 - Rates for Other Employment.....	34
<b>Payroll Calendar.....</b>	<b>36</b>

# SCHOOL DISTRICT OF DESOTO COUNTY

## INSTRUCTIONAL EMPLOYEE COMPENSATION PLAN

### GENERAL PROVISIONS

#### Section 1 - Other Post-Employment Benefits

If the retiree is ineligible for Medicare, the School Board will pay, upon retirement, one (1) year of the retiree's individual medical premium, or one half (1/2) year of the retiree's family rate. The Board will pay one (1) year of the Medicare Part B cost for retirees who are eligible for Medicare. To be eligible for this incentive, an employee must have a minimum of 20 years of continuous employment with the DeSoto County School Board and participate in the Board's insurance.

#### Section 2 - Educational Supplements

##### **Instructional Staff hired before July 1, 2011:**

All degrees must be earned at a college or university accredited by an organization recognized for that purpose by the Florida (or US) Department of Education.

The Human Resources Director will determine eligibility for the advanced degree supplement in consultation with the district Certification Specialist.

The School District of DeSoto County encourages its teachers to make continuous improvements in their content area knowledge, in the pedagogy of the teaching profession, and in the pursuit of leadership training by offering a salary supplement for an advanced degree (Master's, Specialist's, or Doctorate) that meets at least one of the following criteria:

- a) The advanced degree is in the same subject area as the one shown on the teacher's Florida Temporary or Professional Educator's Certificate;
- b) The advanced degree is in the same subject area as the teacher's current teaching assignment;
- c) The advanced degree is in a subject area that has been added to the teacher's Florida Temporary or Professional Educator's Certificate;
- d) The advanced degree is in a pedagogical area (ex: MA in Teaching; Ph.D. in Education; EdD in Curriculum)
- e) The advanced degree results in the teacher being certified in Florida as a school-level or district-level administrator (MS in Educational Leadership; EdD in Administration and Supervision, etc.)

All advanced degrees which conform to at least one of the criteria will qualify for the current supplement. Degrees earned after December 31, 2007, which do not conform to at least one of the criteria, will not qualify for any supplement. Employees currently holding non-qualifying degrees and receiving a supplement for those degrees will continue to receive their prior supplement of **\$2559** without any future increases. Employees who have earned more than one qualifying

degree are entitled to receive only one advanced degree supplement.

**Instructional Staff hired on or after July 1, 2011:**

All degrees must be earned at a college or university accredited by an organization recognized for that purpose by the Florida (or US) Department of Education.

The School District of DeSoto County encourages its teachers to make continuous improvements in their content area knowledge, in the pedagogy of the teaching profession, and in the pursuit of leadership training. Florida Statute 1012.22(1)(c) only allows a salary supplement if the advanced degree is “in the individual’s area(s) of certification.”

Consequently, the School District of DeSoto County will offer a yearly salary supplement for an advanced degree:

- a) That is in the same subject area as one already shown on the teacher’s current Florida Temporary or Professional Educator’s Certificate; or
- b) That is in a subject area that has been added to the teacher’s Florida Temporary or Professional Educator’s Certificate as a result of earning the advanced degree; or
- c) That is in a college/university program directly related to the subject area shown on the teacher’s Florida Temporary or Professional Educator’s Certificate. (Ex: A teacher certified in Biology 6-12 earns a master’s degree in Entomology, Anatomy, and Physiology, Genetics, etc. A teacher certified in Middle Grades Integrated Curriculum earns a master’s degree in one of the 4 core subject areas (science, math, English, or social science) covered by that certification. A teacher certified in Elementary Education K-6 earns a master’s degree in Literacy, English, Math, Social Science, or Science.)

<b>Degree</b>	<b>Supplement</b>	<b>Index</b>
Master’s Degree	\$3450	.069
Specialist’s Degree	\$3600	.072
Juris Doctorate	\$4450	.089
Doctorate’s Degree	\$5300	.106
Employees holding a Department of Health License in the following categories: Speech Language Pathologist Occupational Therapist (OT) Licensed Clinical Social Work (LCSW) Licensed Mental Health Counselor (LMHC) *Employees must hold the licenses directly. *Employees must be in a position of the same type.	\$2500	.050
Employees that hold the following certification from the Behavior Analyst Certification Board (BACB): Board Certified Behavior Analyst (BCBA) *Employees must hold the licenses directly. *Employees must be in a position of the same type.	\$2000	.040

Degree	Supplement	Index
Employees that are qualified supervisors as indicated on a Department of Health License or the American Speech-Language-Hearing Association (ASHA): Speech Language Pathologist (CCC) Qualified Supervisor CSW Qualified Supervisor MHC  *Employees must hold the licenses directly. *Employees must be in a position of the same type. *Employees must agree to supervise peers seeking licensure in order to qualify for the supplement.	\$1500	.030

### Administrative Staff

All degrees must be earned at a college or university accredited by an organization recognized for that purpose by the Florida (or US) Department of Education.

For school administrators (s. 1012.01(3)c), Florida Statute 1012.22(1)(c) only allows a salary supplement if the advanced degree is “in the individual’s area(s) of certification.” This section does not apply to those falling outside the school administrator definition.

Degree	Supplement	Index
Master’s Degree	\$3450	.069
Specialist’s Degree	\$3600	.072
Juris Doctorate	\$4450	.089
Doctorate’s Degree	\$5300	.106

## Support Staff

All degrees must be earned at a college or university accredited by an organization recognized for that purpose by the Florida (or US) Department of Education.

Degree / Certificate	Supplement	Index
Food Service Workers who meet the School Nutrition Associate training requirements prior to the opening of the pre-school period.	\$300	.006
Associate's Degree	\$1300	.026
Bachelor's Degree	\$2600	.052
Master's Degree	\$3450	.069
Specialist's Degree	\$3600	.072
Juris Doctorate	\$4450	.089
Doctorate's Degree	\$5300	.106
<p>Employees holding Florida Certified Contractor Licenses in the following categories:</p> <ul style="list-style-type: none"> <li>• Air Conditioning</li> <li>• Building</li> <li>• CPA</li> <li>• General</li> <li>• Mechanical</li> <li>• Plumbing</li> <li>• Roofing</li> </ul> <p>*Employees must hold the licenses directly.            *Employees must be in a position of the same type.            *Registered licenses are not eligible for this supplement.</p>	\$2600	.052

## Section 3 - Credit for Experience

Employees will be paid on Step 0 until the Human Resources Department has received all written requests for verification of experience. Employees have up to ninety (90) days to furnish verified experience for the current year. Verifications received after ninety (90) days will not be retroactive but shall begin within two (2) payroll cycles.

The Superintendent of Schools may make other specific recommendations for employee compensation to the School Board.

### **Instructional Staff**

Instructional applicants/new hires/re-hires may be credited with up to fifteen (15) years of verifiable teaching experience in a public elementary or secondary school. Credit for experience teaching in a private school will be accepted if that school is accredited by any accrediting agency approved by the US Department of Education.

### **Administrative Staff**

Administrative applicants/new hires/re-hires may be credited with up to fifteen (15) years of verifiable experience at the discretion of the Superintendent of Schools.

- Up to seven (7) years of verifiable teaching and/or up to fifteen (15) years of administrative experience may be counted for all administrative positions.
- The Superintendent of Schools shall evaluate the applicant's experience and recommend appropriate salary placement.
- When transferring from Instructional or Support Staff to Administrative Staff, the Superintendent of Schools shall evaluate the applicant's experience and recommend appropriate salary placement.

## Support Staff

Support Staff applicants/new hires/re-hires may be credited with up to seven (7) years of verified full-time experience in a related field.

Paraprofessionals/Teacher Assistants transferring to a teaching position may be credited with up to seven (7) years of verified classroom experience in the School District of DeSoto County.

## Section 4 - Stipends

Stipends are payments made for attendance at special events, workshops, professional development, etc. They are not retirement-eligible.

Stipends awarded to district employees require a Board-approved list that includes the employee Name, Gross Amount, and Account Code.

All stipends must have the School Board's prior approval.

A PAF is required if the Stipend being awarded is for one individual.

## Section 5 - Compensation for Employees:

### Performance Pay Salary Schedule

Instructional employees hired after July 1, 2014, instructional employees on annual contracts, and instructional employees who choose to move to this scale will be paid salary increases based on their total employee evaluation.

Employees on the Performance Pay Salary Schedule shall receive the following for the 2024-2025 school year:

Performance Pay Plan	Supplement
Highly Effective	\$125
Effective	\$90
Needs Improvement	\$0
Unsatisfactory	\$0



## Grandfathered Salary Schedule

All instructional employees on Professional Services Contracts and Continuing Contracts will continue to be on the Grandfathered Salary Schedule unless they choose to move to the Performance Pay Salary Schedule. Once they move from this plan, they may not return to it.

Grandfathered Plan	Supplement
Highly Effective	\$100
Effective	\$100
Needs Improvement	\$0
Unsatisfactory	\$0

## Administrative Performance Pay

School Leaders include the following: Principals, Assistant Principals, and Deans. It does not include TOA Deans.

Statutory Requirement: FS 1012.34(3)(3) requires that “at least one-third of the performance evaluation [for school administrators] be based upon each of the leadership standards...including performance measures related to the effectiveness of classroom teachers in the school, the administrator’s appropriate use of evaluation criteria and procedures, recruitment and retention of effective and highly effective classroom teachers, improvement in the percentage of instructional personnel evaluated at the highly effective and effective level, and other leadership practices that result in student learning growth.”

The School Leader’s effectiveness rating will be based on both School Grade (67%) and School VAM (33%) as follows:

School Grade	Effectiveness Rating
A	Highly Effective
B	Effective
C	Needs Improvement
D	Unsatisfactory
F	Unsatisfactory

<b>School VAM</b>	<b>Effectiveness Rating</b>
80% to 100% of teachers have HE or E Student Performance Scores	Highly Effective
70% to 79% of teachers have HE or E Student Performance Scores	Effective
60% to 69% of teachers have HE or E Student Performance Scores	Needs Improvement
Needs Improvement 0% to 59% of teachers have HE or E Student Performance Scores	Unsatisfactory

### **Performance Pay Calculation**

<b>Position</b>	<b>Highly Effective</b>	<b>Effective</b>
Principal	\$500	\$250
Assistant Principal	\$375	\$190
Administrative Dean	\$250	\$125

## **Section 6 - School Demographics & Level of Job Performance Difficulties**

Teachers who complete one year of teaching in DeSoto County School District in an ESE Self-Contained classroom will receive a year-end bonus of \$1000 due to certification requirements for this area.

## **Section 7 - Critical Shortage Areas**

DeSoto County School District designates the following as critical shortage areas:

- Speech Pathologist
- Deaf Interpreter Teacher
- Reading K-12
- Secondary Science
- Secondary Mathematics

The district will pay a one-time bonus of \$1000 for newly hired qualified teachers who complete one year of teaching in the areas listed above in DeSoto County School District.

Any certified teacher currently employed in the DeSoto County School District who earns a certification in a shortage area (or earns a Reading or ESOL Endorsement) and accepts a teaching assignment in that area will also be eligible for a one-time bonus of \$1000 upon completing one year of teaching that subject.

Teachers who earn and add Reading or ESOL Endorsement (or Reading K-12 certification) to their valid teaching

certificates will receive a one-time bonus of \$1000 after completing one year of teaching in the DeSoto County School District.

## Section 8 - Failing Schools Incentive

Instructional personnel who are assigned full-time to a failing school will receive a \$1.00 supplement for the 2024-2025 school year, pursuant to section 1012.22(1)(5)(c)(ii), Florida Statutes.

## Section 9 - Support Staff Training Program

Support Staff at all levels impact the ability of the District to provide the optimum opportunities for all students to learn. The Support Staff Training Program provides incentives for all full-time district support staff employees to gain knowledge and skills that will enable them to do their jobs effectively and efficiently. Participants who complete a program of 30 hours or training directly related to their job assignment within a three (3) year period will receive \$200 per year for a maximum of three (3) years. The incentive will be extended for additional years, in three (3) year increments, provided the participant continues to meet the thirty (30) hour requirement.

Hours of participation are converted to points. Points earned in one three (3) year period may not be extended to another three (3) year period. For points to be awarded, the following must be met:

- Approved by Supervisor and Instructional Services.
- The session must provide training in skills and knowledge pertinent to job performance.
- The session may occur during or outside of the duty day.
- Submission of points must be made within ten (10) working days of the session.

## Section 10 - Longevity

In recognition of years of service to our district, the following amounts will be added to a base salary for longevity. The amount to be added is a flat rate for an individual falling within the specified years of service. This is a non-compounding value.

### Non-Instructional Staff

Years of Service	Amount
15-19	\$450
20-24	\$700
25+	\$1200

# **COMPENSATION PLAN**

## **Section 1 - 2024-2025 Salary Adjustment Summary**

### **Instructional Staff**

1. All contracted instructional staff shall receive a base increase of \$2,000 to align with the new base rate (\$50,000).
2. All eligible instructional staff shall receive an adjustment to salary based upon their base rate of pay with respect to their years of service within the county in the following manner:

<b>Years of Service</b>	<b>Amount</b>
0-4	0.5%
5-9	1.0%
10-14	1.5%
15-19	2.0%
20-24	2.5%
25+	3%

3. Adjusted year-end bonus for teachers who completed 1 full year in an ESE Self-Contained Classroom from \$200 to \$1000.
4. Updated all degree supplements to follow market rates and indexed to base teacher pay of \$50,000.
5. Additional supplements for Juris Doctorate and various State Agency Certifications were added, indexed to a base teacher pay of \$50,000.
6. To maintain the equitability of the pay scale and performance pay increases, minor variations in salary may occur for specific individual employees.

### **Support Staff**

1. Updated salary schedule to have even increases between all steps at 1.5%.
2. Indexed all pay rates to a base teacher pay of \$50,000.
3. All eligible employees will move 1 step. If any single-step increase would be to an employee's detriment, additional steps will be added accordingly.
4. Additional supplements for Master's Degrees & above and various State Agency Certifications were added, indexed to a base teacher pay of \$50,000.
5. Adjusted District minimum pay for ESP to \$15.55 and adjusted multiple lanes in accordance with market research.

6. Added longevity pay to base salaries with respect to the years of service within the county in the following manner:

Years of Service	Amount
15-19	\$450
20-24	\$700
25+	\$1200

7. Minor variations in salary may occur for specific individual employees to maintain the equitability of the pay scale increases.

#### **Administrative Staff**

1. Indexed all pay rates to a base teacher pay of \$50,000.
2. All eligible administrators move 1 step.
3. Minor variations in salary may occur for specific individual employees to maintain the equitability of the pay scale increases.

## Section 2 - Salary Schedules

### Instructional Staff - Grandfathered

In accordance with Florida Statute 1012.22(1)(c), the District has adopted a Grandfathered Salary Schedule for all instructional staff with Continuing Contract or Professional Services Contract status. This schedule only applies to individuals hired prior to July 1, 2014.

Instructional Position	Minimum
Teacher - 196 Days	\$53,850
Teacher - 225 Days	\$63,244
Teacher - 250 Days	\$78,659

The minimum salaries shown will not be reduced in subsequent years unless specifically authorized in the General Appropriations Act.

## Instructional Staff - Initial Placement

This Salary Schedule will be used at the time of initial hiring to determine the base salary for individuals hired after July 1, 2014.

Instructional (Experience Placement)						
Yrs	ES Hourly		SS Hourly		BS Hourly	
	196	ES	225	SS	250	BS
	7.5		7.5		7.5	
0	\$34.01	\$50,000	\$34.01	\$57,398	\$34.01	\$63,776
1	\$34.08	\$50,100	\$34.08	\$57,513	\$34.08	\$63,903
2	\$34.22	\$50,300	\$34.22	\$57,742	\$34.22	\$64,158
3	\$34.35	\$50,500	\$34.35	\$57,972	\$34.35	\$64,413
4	\$34.49	\$50,700	\$34.49	\$58,202	\$34.49	\$64,668
5	\$34.63	\$50,900	\$34.63	\$58,431	\$34.63	\$64,923
6	\$34.76	\$51,100	\$34.76	\$58,661	\$34.76	\$65,179
7	\$34.90	\$51,300	\$34.90	\$58,890	\$34.90	\$65,434
8	\$35.03	\$51,500	\$35.03	\$59,120	\$35.03	\$65,689
9	\$35.24	\$51,800	\$35.24	\$59,464	\$35.24	\$66,071
10	\$35.75	\$52,550	\$35.75	\$60,325	\$35.75	\$67,028
11	\$36.26	\$53,300	\$36.26	\$61,186	\$36.26	\$67,985
12	\$36.77	\$54,050	\$36.77	\$62,047	\$36.77	\$68,941
13	\$37.28	\$54,800	\$37.28	\$62,908	\$37.28	\$69,898
14	\$37.79	\$55,550	\$37.79	\$63,769	\$37.79	\$70,855
15	\$38.30	\$56,300	\$38.30	\$64,630	\$38.30	\$71,811

Upon hiring, an individual's initial placement will be determined by the number of years of experience credited to that individual.

## **Support Staff**

Support staff pay categories are broken down into several schedules that align with their respective calendars:

A Schedule - 9 Month Calendar, 186 Days - 7.5 Hours

B Schedule - 10 Month Calendar, 196 Days - 7.5 Hours

D Schedule - 11 Month Calendar, 225 Days - 7.5 Hours

E Schedule - 12 Month Calendar, 250 Days - 7.5 Hours

F Schedule - Food Service Calendar, 192 Days - 6.5 Hours

T Schedule - Transportation Calendar, 186 Days - 6.0 Hours



A Schedule (9 Month)														
Step	A01	A01	A02	A02	A03	A03	A04	A04	A05	A05	A06	A06	A07	A07
	Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
0	\$15.55	\$21,694	\$15.71	\$21,917	\$15.90	\$22,178	\$16.27	\$22,695	\$16.88	\$23,549	\$17.41	\$24,289	\$18.08	\$25,224
1	\$15.78	\$22,019	\$15.95	\$22,245	\$16.14	\$22,510	\$16.51	\$23,035	\$17.13	\$23,902	\$17.67	\$24,653	\$18.35	\$25,602
2	\$16.02	\$22,349	\$16.19	\$22,579	\$16.38	\$22,848	\$16.76	\$23,381	\$17.39	\$24,261	\$17.94	\$25,023	\$18.63	\$25,986
3	\$16.26	\$22,685	\$16.43	\$22,918	\$16.62	\$23,191	\$17.01	\$23,732	\$17.65	\$24,625	\$18.21	\$25,399	\$18.91	\$26,376
4	\$16.51	\$23,025	\$16.67	\$23,262	\$16.87	\$23,539	\$17.27	\$24,087	\$17.92	\$24,994	\$18.48	\$25,780	\$19.19	\$26,772
5	\$16.75	\$23,370	\$16.93	\$23,610	\$17.13	\$23,892	\$17.53	\$24,449	\$18.19	\$25,369	\$18.76	\$26,166	\$19.48	\$27,173
6	\$17.00	\$23,721	\$17.18	\$23,965	\$17.38	\$24,250	\$17.79	\$24,816	\$18.46	\$25,749	\$19.04	\$26,559	\$19.77	\$27,581
7	\$17.26	\$24,077	\$17.44	\$24,324	\$17.64	\$24,614	\$18.06	\$25,188	\$18.74	\$26,136	\$19.32	\$26,957	\$20.07	\$27,995
8	\$17.52	\$24,438	\$17.70	\$24,689	\$17.91	\$24,983	\$18.33	\$25,566	\$19.02	\$26,528	\$19.61	\$27,362	\$20.37	\$28,415
9	\$17.78	\$24,804	\$17.96	\$25,059	\$18.18	\$25,358	\$18.60	\$25,949	\$19.30	\$26,926	\$19.91	\$27,772	\$20.67	\$28,841
10	\$18.05	\$25,176	\$18.23	\$25,435	\$18.45	\$25,738	\$18.88	\$26,338	\$19.59	\$27,329	\$20.21	\$28,189	\$20.98	\$29,273
11	\$18.32	\$25,554	\$18.51	\$25,817	\$18.73	\$26,124	\$19.16	\$26,733	\$19.88	\$27,739	\$20.51	\$28,611	\$21.30	\$29,712
12	\$18.59	\$25,937	\$18.78	\$26,204	\$19.01	\$26,516	\$19.45	\$27,134	\$20.18	\$28,156	\$20.82	\$29,041	\$21.62	\$30,158
13	\$18.87	\$26,326	\$19.07	\$26,597	\$19.29	\$26,914	\$19.74	\$27,541	\$20.49	\$28,578	\$21.13	\$29,476	\$21.94	\$30,610
14	\$19.16	\$26,721	\$19.35	\$26,996	\$19.58	\$27,317	\$20.04	\$27,955	\$20.79	\$29,007	\$21.45	\$29,918	\$22.27	\$31,070
15	\$19.44	\$27,122	\$19.64	\$27,401	\$19.88	\$27,727	\$20.34	\$28,374	\$21.11	\$29,442	\$21.77	\$30,367	\$22.61	\$31,536
16	\$19.73	\$27,529	\$19.94	\$27,812	\$20.17	\$28,143	\$20.64	\$28,799	\$21.42	\$29,883	\$22.10	\$30,823	\$22.95	\$32,009
17	\$20.03	\$27,942	\$20.24	\$28,229	\$20.48	\$28,565	\$20.95	\$29,231	\$21.74	\$30,331	\$22.43	\$31,285	\$23.29	\$32,489
18	\$20.33	\$28,361	\$20.54	\$28,653	\$20.78	\$28,994	\$21.27	\$29,670	\$22.07	\$30,786	\$22.76	\$31,754	\$23.64	\$32,976

A Schedule (9 Month)														
Step	A01	A01	A02	A02	A03	A03	A04	A04	A05	A05	A06	A06	A07	A07
	Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
19	\$20.64	\$28,786	\$20.85	\$29,082	\$21.10	\$29,429	\$21.59	\$30,115	\$22.40	\$31,248	\$23.10	\$32,230	\$23.99	\$33,471
20	\$20.94	\$29,218	\$21.16	\$29,519	\$21.41	\$29,870	\$21.91	\$30,567	\$22.74	\$31,717	\$23.45	\$32,714	\$24.35	\$33,973
21	\$21.26	\$29,657	\$21.48	\$29,961	\$21.73	\$30,318	\$22.24	\$31,025	\$23.08	\$32,193	\$23.80	\$33,205	\$24.72	\$34,482
22	\$21.58	\$30,101	\$21.80	\$30,411	\$22.06	\$30,773	\$22.57	\$31,491	\$23.42	\$32,676	\$24.16	\$33,703	\$25.09	\$35,000
23	\$21.90	\$30,553	\$22.13	\$30,867	\$22.39	\$31,234	\$22.91	\$31,963	\$23.77	\$33,166	\$24.52	\$34,208	\$25.47	\$35,525
24	\$22.23	\$31,011	\$22.46	\$31,330	\$22.73	\$31,703	\$23.26	\$32,442	\$24.13	\$33,663	\$24.89	\$34,721	\$25.85	\$36,058
25	\$22.56	\$31,476	\$22.80	\$31,800	\$23.07	\$32,179	\$23.61	\$32,929	\$24.49	\$34,168	\$25.26	\$35,242	\$26.24	\$36,598
26	\$22.90	\$31,948	\$23.14	\$32,277	\$23.41	\$32,661	\$23.96	\$33,423	\$24.86	\$34,681	\$25.64	\$35,771	\$26.63	\$37,147
27	\$23.25	\$32,428	\$23.48	\$32,761	\$23.76	\$33,151	\$24.32	\$33,924	\$25.23	\$35,201	\$26.03	\$36,307	\$27.03	\$37,705
28	\$23.59	\$32,914	\$23.84	\$33,252	\$24.12	\$33,648	\$24.68	\$34,433	\$25.61	\$35,729	\$26.42	\$36,852	\$27.43	\$38,270
29	\$23.95	\$33,408	\$24.19	\$33,751	\$24.48	\$34,153	\$25.05	\$34,950	\$26.00	\$36,265	\$26.81	\$37,405	\$27.85	\$38,844
30	\$24.31	\$33,909	\$24.56	\$34,258	\$24.85	\$34,665	\$25.43	\$35,474	\$26.39	\$36,809	\$27.22	\$37,966	\$28.26	\$39,427
31	\$24.67	\$34,418	\$24.93	\$34,771	\$25.22	\$35,185	\$25.81	\$36,006	\$26.78	\$37,361	\$27.62	\$38,535	\$28.69	\$40,018
32	\$25.04	\$34,934	\$25.30	\$35,293	\$25.60	\$35,713	\$26.20	\$36,546	\$27.18	\$37,921	\$28.04	\$39,113	\$29.12	\$40,619
33	\$25.42	\$35,458	\$25.68	\$35,822	\$25.98	\$36,249	\$26.59	\$37,094	\$27.59	\$38,490	\$28.46	\$39,700	\$29.55	\$41,228
34	\$25.80	\$35,990	\$26.06	\$36,360	\$26.37	\$36,793	\$26.99	\$37,651	\$28.01	\$39,068	\$28.89	\$40,296	\$30.00	\$41,846
35	\$26.19	\$36,530	\$26.46	\$36,905	\$26.77	\$37,345	\$27.39	\$38,215	\$28.43	\$39,654	\$29.32	\$40,900	\$30.45	\$42,474

## B Schedule (10 Month)

	B01		B02		B03		B04		B05		B06		B07		B08		B09		B10		B11	
Step	Hourly	B01	Hourly	B02	Hourly	B03	Hourly	B04	Hourly	B05	Hourly	B06	Hourly	B07	Hourly	B08	Hourly	B09	Hourly	B10	Hourly	B11
0	\$15.55	\$22,860	\$15.71	\$23,095	\$15.90	\$23,370	\$16.27	\$23,915	\$16.88	\$24,815	\$17.41	\$25,595	\$18.08	\$26,580	\$18.33	\$26,945	\$19.63	\$28,860	\$20.54	\$30,195	\$26.42	\$38,840
1	\$15.78	\$23,203	\$15.95	\$23,441	\$16.14	\$23,721	\$16.51	\$24,274	\$17.13	\$25,187	\$17.67	\$25,979	\$18.35	\$26,979	\$18.60	\$27,349	\$19.93	\$29,293	\$20.85	\$30,648	\$26.82	\$39,423
2	\$16.02	\$23,551	\$16.19	\$23,793	\$16.38	\$24,076	\$16.76	\$24,638	\$17.39	\$25,565	\$17.94	\$26,369	\$18.63	\$27,383	\$18.88	\$27,759	\$20.23	\$29,732	\$21.16	\$31,108	\$27.22	\$40,014
3	\$16.26	\$23,904	\$16.43	\$24,150	\$16.62	\$24,438	\$17.01	\$25,007	\$17.65	\$25,949	\$18.21	\$26,764	\$18.91	\$27,794	\$19.17	\$28,176	\$20.53	\$30,178	\$21.48	\$31,574	\$27.63	\$40,614
4	\$16.51	\$24,263	\$16.67	\$24,512	\$16.87	\$24,804	\$17.27	\$25,383	\$17.92	\$26,338	\$18.48	\$27,166	\$19.19	\$28,211	\$19.45	\$28,598	\$20.84	\$30,631	\$21.80	\$32,048	\$28.04	\$41,223
5	\$16.75	\$24,627	\$16.93	\$24,880	\$17.13	\$25,176	\$17.53	\$25,763	\$18.19	\$26,733	\$18.76	\$27,573	\$19.48	\$28,634	\$19.75	\$29,027	\$21.15	\$31,090	\$22.13	\$32,529	\$28.46	\$41,842
6	\$17.00	\$24,996	\$17.18	\$25,253	\$17.38	\$25,554	\$17.79	\$26,150	\$18.46	\$27,134	\$19.04	\$27,987	\$19.77	\$29,064	\$20.04	\$29,463	\$21.47	\$31,557	\$22.46	\$33,017	\$28.89	\$42,469
7	\$17.26	\$25,371	\$17.44	\$25,632	\$17.64	\$25,937	\$18.06	\$26,542	\$18.74	\$27,541	\$19.32	\$28,406	\$20.07	\$29,500	\$20.34	\$29,905	\$21.79	\$32,030	\$22.80	\$33,512	\$29.32	\$43,106
8	\$17.52	\$25,752	\$17.70	\$26,016	\$17.91	\$26,326	\$18.33	\$26,940	\$19.02	\$27,954	\$19.61	\$28,833	\$20.37	\$29,942	\$20.65	\$30,353	\$22.12	\$32,511	\$23.14	\$34,014	\$29.76	\$43,753
9	\$17.78	\$26,138	\$17.96	\$26,407	\$18.18	\$26,721	\$18.60	\$27,344	\$19.30	\$28,373	\$19.91	\$29,265	\$20.67	\$30,391	\$20.96	\$30,809	\$22.45	\$32,998	\$23.49	\$34,525	\$30.21	\$44,409
10	\$18.05	\$26,530	\$18.23	\$26,803	\$18.45	\$27,122	\$18.88	\$27,754	\$19.59	\$28,799	\$20.21	\$29,704	\$20.98	\$30,847	\$21.27	\$31,271	\$22.78	\$33,493	\$23.84	\$35,043	\$30.66	\$45,075
11	\$18.32	\$26,928	\$18.51	\$27,205	\$18.73	\$27,529	\$19.16	\$28,171	\$19.88	\$29,231	\$20.51	\$30,150	\$21.30	\$31,310	\$21.59	\$31,740	\$23.13	\$33,996	\$24.20	\$35,568	\$31.12	\$45,752

## B Schedule (10 Month)

	B01		B02		B03		B04		B05		B06		B07		B08		B09		B10		B11	
Step	Hourly	B01	Hourly	B02	Hourly	B03	Hourly	B04	Hourly	B05	Hourly	B06	Hourly	B07	Hourly	B08	Hourly	B09	Hourly	B10	Hourly	B11
12	\$18.59	\$27,332	\$18.78	\$27,613	\$19.01	\$27,942	\$19.45	\$28,593	\$20.18	\$29,669	\$20.82	\$30,602	\$21.62	\$31,780	\$21.92	\$32,216	\$23.47	\$34,506	\$24.56	\$36,102	\$31.59	\$46,438
13	\$18.87	\$27,742	\$19.07	\$28,027	\$19.29	\$28,361	\$19.74	\$29,022	\$20.49	\$30,114	\$21.13	\$31,061	\$21.94	\$32,256	\$22.24	\$32,699	\$23.83	\$35,023	\$24.93	\$36,643	\$32.06	\$47,134
14	\$19.16	\$28,158	\$19.35	\$28,447	\$19.58	\$28,786	\$20.04	\$29,457	\$20.79	\$30,566	\$21.45	\$31,527	\$22.27	\$32,740	\$22.58	\$33,190	\$24.18	\$35,548	\$25.30	\$37,193	\$32.55	\$47,841
15	\$19.44	\$28,580	\$19.64	\$28,874	\$19.88	\$29,218	\$20.34	\$29,899	\$21.11	\$31,025	\$21.77	\$32,000	\$22.61	\$33,231	\$22.92	\$33,688	\$24.55	\$36,082	\$25.68	\$37,751	\$33.03	\$48,559
16	\$19.73	\$29,009	\$19.94	\$29,307	\$20.17	\$29,656	\$20.64	\$30,348	\$21.42	\$31,490	\$22.10	\$32,480	\$22.95	\$33,730	\$23.26	\$34,193	\$24.91	\$36,623	\$26.07	\$38,317	\$33.53	\$49,287
17	\$20.03	\$29,444	\$20.24	\$29,747	\$20.48	\$30,101	\$20.95	\$30,803	\$21.74	\$31,962	\$22.43	\$32,967	\$23.29	\$34,236	\$23.61	\$34,706	\$25.29	\$37,172	\$26.46	\$38,892	\$34.03	\$50,027
18	\$20.33	\$29,886	\$20.54	\$30,193	\$20.78	\$30,553	\$21.27	\$31,265	\$22.07	\$32,442	\$22.76	\$33,461	\$23.64	\$34,749	\$23.96	\$35,226	\$25.67	\$37,730	\$26.85	\$39,475	\$34.54	\$50,777
19	\$20.64	\$30,334	\$20.85	\$30,646	\$21.10	\$31,011	\$21.59	\$31,734	\$22.40	\$32,928	\$23.10	\$33,963	\$23.99	\$35,270	\$24.32	\$35,755	\$26.05	\$38,296	\$27.26	\$40,067	\$35.06	\$51,539
20	\$20.94	\$30,789	\$21.16	\$31,106	\$21.41	\$31,476	\$21.91	\$32,210	\$22.74	\$33,422	\$23.45	\$34,473	\$24.35	\$35,799	\$24.69	\$36,291	\$26.44	\$38,870	\$27.67	\$40,668	\$35.59	\$52,312
21	\$21.26	\$31,251	\$21.48	\$31,572	\$21.73	\$31,948	\$22.24	\$32,693	\$23.08	\$33,924	\$23.80	\$34,990	\$24.72	\$36,336	\$25.06	\$36,835	\$26.84	\$39,453	\$28.08	\$41,278	\$36.12	\$53,097
22	\$21.58	\$31,720	\$21.80	\$32,046	\$22.06	\$32,427	\$22.57	\$33,184	\$23.42	\$34,432	\$24.16	\$35,515	\$25.09	\$36,881	\$25.43	\$37,388	\$27.24	\$40,045	\$28.50	\$41,897	\$36.66	\$53,893
23	\$21.90	\$32,196	\$22.13	\$32,526	\$22.39	\$32,914	\$22.91	\$33,681	\$23.77	\$34,949	\$24.52	\$36,047	\$25.47	\$37,435	\$25.82	\$37,949	\$27.65	\$40,646	\$28.93	\$42,526	\$37.21	\$54,701

## B Schedule (10 Month)

	B01		B02		B03		B04		B05		B06		B07		B08		B09		B10		B11	
Step	Hourly	B01	Hourly	B02	Hourly	B03	Hourly	B04	Hourly	B05	Hourly	B06	Hourly	B07	Hourly	B08	Hourly	B09	Hourly	B10	Hourly	B11
24	\$22.23	\$32,678	\$22.46	\$33,014	\$22.73	\$33,407	\$23.26	\$34,187	\$24.13	\$35,473	\$24.89	\$36,588	\$25.85	\$37,996	\$26.20	\$38,518	\$28.06	\$41,255	\$29.36	\$43,164	\$37.77	\$55,522
25	\$22.56	\$33,169	\$22.80	\$33,510	\$23.07	\$33,909	\$23.61	\$34,699	\$24.49	\$36,005	\$25.26	\$37,137	\$26.24	\$38,566	\$26.60	\$39,096	\$28.49	\$41,874	\$29.80	\$43,811	\$38.34	\$56,355
26	\$22.90	\$33,666	\$23.14	\$34,012	\$23.41	\$34,417	\$23.96	\$35,220	\$24.86	\$36,545	\$25.64	\$37,694	\$26.63	\$39,145	\$26.99	\$39,682	\$28.91	\$42,502	\$30.25	\$44,468	\$38.91	\$57,200
27	\$23.25	\$34,171	\$23.48	\$34,522	\$23.76	\$34,933	\$24.32	\$35,748	\$25.23	\$37,093	\$26.03	\$38,259	\$27.03	\$39,732	\$27.40	\$40,277	\$29.35	\$43,140	\$30.70	\$45,135	\$39.50	\$58,058
28	\$23.59	\$34,684	\$23.84	\$35,040	\$24.12	\$35,457	\$24.68	\$36,284	\$25.61	\$37,650	\$26.42	\$38,833	\$27.43	\$40,328	\$27.81	\$40,882	\$29.79	\$43,787	\$31.16	\$45,813	\$40.09	\$58,929
29	\$23.95	\$35,204	\$24.19	\$35,566	\$24.48	\$35,989	\$25.05	\$36,829	\$26.00	\$38,215	\$26.81	\$39,416	\$27.85	\$40,933	\$28.23	\$41,495	\$30.23	\$44,444	\$31.63	\$46,500	\$40.69	\$59,813
30	\$24.31	\$35,732	\$24.56	\$36,099	\$24.85	\$36,529	\$25.43	\$37,381	\$26.39	\$38,788	\$27.22	\$40,007	\$28.26	\$41,547	\$28.65	\$42,117	\$30.69	\$45,110	\$32.11	\$47,197	\$41.30	\$60,710
31	\$24.67	\$36,268	\$24.93	\$36,641	\$25.22	\$37,077	\$25.81	\$37,942	\$26.78	\$39,370	\$27.62	\$40,607	\$28.69	\$42,170	\$29.08	\$42,749	\$31.15	\$45,787	\$32.59	\$47,905	\$41.92	\$61,621
32	\$25.04	\$36,812	\$25.30	\$37,190	\$25.60	\$37,633	\$26.20	\$38,511	\$27.18	\$39,960	\$28.04	\$41,216	\$29.12	\$42,802	\$29.52	\$43,390	\$31.61	\$46,474	\$33.08	\$48,624	\$42.55	\$62,545
33	\$25.42	\$37,364	\$25.68	\$37,748	\$25.98	\$38,198	\$26.59	\$39,089	\$27.59	\$40,560	\$28.46	\$41,834	\$29.55	\$43,444	\$29.96	\$44,041	\$32.09	\$47,171	\$33.57	\$49,353	\$43.19	\$63,483
34	\$25.80	\$37,925	\$26.06	\$38,315	\$26.37	\$38,771	\$26.99	\$39,675	\$28.01	\$41,168	\$28.89	\$42,462	\$30.00	\$44,096	\$30.41	\$44,702	\$32.57	\$47,879	\$34.08	\$50,093	\$43.83	\$64,435
35	\$26.19	\$38,494	\$26.46	\$38,889	\$26.77	\$39,352	\$27.39	\$40,270	\$28.43	\$41,786	\$29.32	\$43,099	\$30.45	\$44,758	\$30.87	\$45,372	\$33.06	\$48,597	\$34.59	\$50,845	\$44.49	\$65,402

## D Schedule (11 Month)

Step	D01		D02		D03		D03		D04		D05		D06		D07		D08		D09		D10		D11		D12		D13	
	D01		D02		D03		D04		D05		D06		D07		D08		D09		D10		D11		D12		D13			
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	
0	\$15.55	\$26,242	\$15.71	\$26,512	\$16.88	\$28,487	\$17.38	\$29,336	\$17.55	\$29,612	\$18.21	\$30,731	\$19.40	\$32,740	\$19.63	\$33,130	\$20.54	\$34,663	\$21.21	\$35,793	\$21.50	\$36,281	\$24.50	\$41,338	\$31.44	\$53,059		
1	\$15.78	\$26,636	\$15.95	\$26,910	\$17.13	\$28,914	\$17.65	\$29,776	\$17.81	\$30,056	\$18.48	\$31,192	\$19.69	\$33,231	\$19.93	\$33,627	\$20.85	\$35,183	\$21.53	\$36,330	\$21.82	\$36,825	\$24.86	\$41,958	\$31.91	\$53,855		
2	\$16.02	\$27,036	\$16.19	\$27,313	\$17.39	\$29,348	\$17.91	\$30,223	\$18.08	\$30,507	\$18.76	\$31,660	\$19.99	\$33,729	\$20.23	\$34,131	\$21.16	\$35,710	\$21.85	\$36,875	\$22.15	\$37,378	\$25.24	\$42,587	\$32.39	\$54,662		
3	\$16.26	\$27,441	\$16.43	\$27,723	\$17.65	\$29,788	\$18.18	\$30,676	\$18.35	\$30,964	\$19.04	\$32,135	\$20.29	\$34,235	\$20.53	\$34,643	\$21.48	\$36,246	\$22.18	\$37,428	\$22.48	\$37,939	\$25.62	\$43,226	\$32.88	\$55,482		
4	\$16.51	\$27,853	\$16.67	\$28,139	\$17.92	\$30,235	\$18.45	\$31,136	\$18.62	\$31,429	\$19.33	\$32,617	\$20.59	\$34,749	\$20.84	\$35,163	\$21.80	\$36,790	\$22.51	\$37,990	\$22.82	\$38,508	\$26.00	\$43,875	\$33.37	\$56,315		
5	\$16.75	\$28,270	\$16.93	\$28,561	\$18.19	\$30,688	\$18.73	\$31,603	\$18.90	\$31,900	\$19.62	\$33,106	\$20.90	\$35,270	\$21.15	\$35,691	\$22.13	\$37,341	\$22.85	\$38,560	\$23.16	\$39,085	\$26.39	\$44,533	\$33.87	\$57,159		
6	\$17.00	\$28,695	\$17.18	\$28,989	\$18.46	\$31,148	\$19.01	\$32,077	\$19.19	\$32,379	\$19.91	\$33,602	\$21.21	\$35,799	\$21.47	\$36,226	\$22.46	\$37,902	\$23.19	\$39,138	\$23.51	\$39,671	\$26.79	\$45,201	\$34.38	\$58,017		
7	\$17.26	\$29,125	\$17.44	\$29,424	\$18.74	\$31,616	\$19.29	\$32,559	\$19.48	\$32,864	\$20.21	\$34,106	\$21.53	\$36,336	\$21.79	\$36,769	\$22.80	\$38,470	\$23.54	\$39,725	\$23.86	\$40,267	\$27.19	\$45,879	\$34.90	\$58,887		
8	\$17.52	\$29,562	\$17.70	\$29,866	\$19.02	\$32,090	\$19.58	\$33,047	\$19.77	\$33,357	\$20.51	\$34,618	\$21.86	\$36,881	\$22.12	\$37,321	\$23.14	\$39,047	\$23.89	\$40,321	\$24.22	\$40,871	\$27.60	\$46,567	\$35.42	\$59,770		
9	\$17.78	\$30,005	\$17.96	\$30,314	\$19.30	\$32,571	\$19.88	\$33,543	\$20.06	\$33,858	\$20.82	\$35,137	\$22.18	\$37,434	\$22.45	\$37,881	\$23.49	\$39,633	\$24.25	\$40,926	\$24.58	\$41,484	\$28.01	\$47,265	\$35.95	\$60,667		
10	\$18.05	\$30,455	\$18.23	\$30,768	\$19.59	\$33,060	\$20.18	\$34,046	\$20.36	\$34,365	\$21.13	\$35,664	\$22.52	\$37,996	\$22.78	\$38,449	\$23.84	\$40,227	\$24.62	\$41,540	\$24.95	\$42,106	\$28.43	\$47,974	\$36.49	\$61,577		
11	\$18.32	\$30,912	\$18.51	\$31,230	\$19.88	\$33,556	\$20.48	\$34,556	\$20.67	\$34,881	\$21.45	\$36,199	\$22.85	\$38,566	\$23.13	\$39,026	\$24.20	\$40,831	\$24.99	\$42,163	\$25.33	\$42,737	\$28.86	\$48,694	\$37.04	\$62,500		
12	\$18.59	\$31,376	\$18.78	\$31,698	\$20.18	\$34,059	\$20.79	\$35,075	\$20.98	\$35,404	\$21.77	\$36,742	\$23.20	\$39,144	\$23.47	\$39,611	\$24.56	\$41,443	\$25.36	\$42,795	\$25.71	\$43,379	\$29.29	\$49,424	\$37.59	\$63,438		
13	\$18.87	\$31,846	\$19.07	\$32,174	\$20.49	\$34,570	\$21.10	\$35,601	\$21.29	\$35,935	\$22.10	\$37,294	\$23.54	\$39,731	\$23.83	\$40,205	\$24.93	\$42,065	\$25.74	\$43,437	\$26.09	\$44,029	\$29.73	\$50,166	\$38.16	\$64,389		
14	\$19.16	\$32,324	\$19.35	\$32,656	\$20.79	\$35,089	\$21.41	\$36,135	\$21.61	\$36,474	\$22.43	\$37,853	\$23.90	\$40,327	\$24.18	\$40,808	\$25.30	\$42,696	\$26.13	\$44,089	\$26.48	\$44,690	\$30.17	\$50,918	\$38.73	\$65,355		
15	\$19.44	\$32,809	\$19.64	\$33,146	\$21.11	\$35,615	\$21.73	\$36,677	\$21.94	\$37,021	\$22.77	\$38,421	\$24.26	\$40,932	\$24.55	\$41,420	\$25.68	\$43,336	\$26.52	\$44,750	\$26.88	\$45,360	\$30.63	\$51,682	\$39.31	\$66,336		
16	\$19.73	\$33,301	\$19.94	\$33,643	\$21.42	\$36,149	\$22.06	\$37,227	\$22.27	\$37,577	\$23.11	\$38,997	\$24.62	\$41,546	\$24.91	\$42,042	\$26.07	\$43,986	\$26.92	\$45,421	\$27.28	\$46,040	\$31.09	\$52,457	\$39.90	\$67,331		
17	\$20.03	\$33,801	\$20.24	\$34,148	\$21.74	\$36,691	\$22.39	\$37,785	\$22.60	\$38,140	\$23.46	\$39,582	\$24.99	\$42,170	\$25.29	\$42,672	\$26.46	\$44,646	\$27.32	\$46,103	\$27.69	\$46,731	\$31.55	\$53,244	\$40.50	\$68,341		
18	\$20.33	\$34,308	\$20.54	\$34,660	\$22.07	\$37,242	\$22.73	\$38,352	\$22.94	\$38,712	\$23.81	\$40,176	\$25.36	\$42,802	\$25.67	\$43,312	\$26.85	\$45,316	\$27.73	\$46,794	\$28.11	\$47,432	\$32.03	\$54,043	\$41.11	\$69,366		
19	\$20.64	\$34,822	\$20.85	\$35,180	\$22.40	\$37,800	\$23.07	\$38,928	\$23.28	\$39,293	\$24.16	\$40,778	\$25.74	\$43,444	\$26.05	\$43,962	\$27.26	\$45,996	\$28.15	\$47,496	\$28.53	\$48,143	\$32.51	\$54,854	\$41.72	\$70,406		
20	\$20.94	\$35,345	\$21.16	\$35,708	\$22.74	\$38,367	\$23.41	\$39,511	\$23.63	\$39,883	\$24.53	\$41,390	\$26.13	\$44,096	\$26.44	\$44,621	\$27.67	\$46,686	\$28.57	\$48,208	\$28.96	\$48,866	\$32.99	\$55,676	\$42.35	\$71,462		
21	\$21.26	\$35,875	\$21.48	\$36,244	\$23.08	\$38,943	\$23.77	\$40,104	\$23.99	\$40,481	\$24.90	\$42,011	\$26.52	\$44,757	\$26.84	\$45,291	\$28.08	\$47,386	\$29.00	\$48,932	\$29.39	\$49,599	\$33.49	\$56,511	\$42.98	\$72,534		
22	\$21.58	\$36,413	\$21.80	\$36,787	\$23.42	\$39,527	\$24.12	\$40,706	\$24.35	\$41,088	\$25.27	\$42,641	\$26.92	\$45,429	\$27.24	\$45,970	\$28.50	\$48,097	\$29.43	\$49,666	\$29.83	\$50,343	\$33.99	\$57,359	\$43.63	\$73,622		
23	\$21.90	\$36,959	\$22.13	\$37,339	\$23.77	\$40,120	\$24.48	\$41,316	\$24.71	\$41,704	\$25.65	\$43,281	\$27.32	\$46,110	\$27.65	\$46,660	\$28.93	\$48,818	\$29.87	\$50,411	\$30.28	\$51,098	\$34.50	\$58,220	\$44.28	\$74,727		
24	\$22.23	\$37,514	\$22.46	\$37,899	\$24.13	\$40,722	\$24.85	\$41,936	\$25.08	\$42,330	\$26.03	\$43,930	\$27.73	\$46,802	\$28.06	\$47,360	\$29.36	\$49,550	\$30.32	\$51,167	\$30.73	\$51,864	\$35.02	\$59,093	\$44.95	\$75,848		
25	\$22.56	\$38,076	\$22.80	\$38,468	\$24.49	\$41,333	\$25.22	\$42,565	\$25.46	\$42,965	\$26.42	\$44,589	\$28.15	\$47,504	\$28.49	\$48,070	\$29.80	\$50,294	\$30.78	\$51,934	\$31.20	\$52,642	\$35.54	\$59,979	\$45.62	\$76,985		
26	\$22.90	\$38,647	\$23.14	\$39,045	\$24.86	\$41,952	\$25.60	\$43,204	\$25.84	\$43,609	\$26.82	\$45,258	\$28.57	\$48,216	\$28.91	\$48,791	\$30.25	\$51,048	\$31.24	\$52,713	\$31.66	\$53,432	\$36.08	\$60,879	\$46.31	\$78,140		

## D Schedule (11 Month)

	D01	D02	D03	D03	D04	D05	D06	D07	D08	D09	D10	D11	D12	D13												
Step	D01	D02	D03	D04	D05	D06	D07	D08	D09	D10	D11	D12	D13													
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly													
27	\$23.25	\$39,227	\$23.48	\$39,630	\$25.23	\$42,582	\$25.99	\$43,852	\$26.23	\$44,263	\$27.22	\$45,937	\$29.00	\$48,939	\$29.35	\$49,523	\$30.70	\$51,814	\$31.71	\$53,504	\$32.14	\$54,233	\$36.62	\$61,792	\$47.00	\$79,312
28	\$23.59	\$39,815	\$23.84	\$40,225	\$25.61	\$43,221	\$26.38	\$44,509	\$26.62	\$44,927	\$27.63	\$46,626	\$29.44	\$49,674	\$29.79	\$50,266	\$31.16	\$52,591	\$32.18	\$54,306	\$32.62	\$55,047	\$37.17	\$62,719	\$47.70	\$80,502
29	\$23.95	\$40,413	\$24.19	\$40,828	\$26.00	\$43,869	\$26.77	\$45,177	\$27.02	\$45,601	\$28.04	\$47,325	\$29.88	\$50,419	\$30.23	\$51,020	\$31.63	\$53,380	\$32.66	\$55,121	\$33.11	\$55,872	\$37.72	\$63,660	\$48.42	\$81,709
30	\$24.31	\$41,019	\$24.56	\$41,441	\$26.39	\$44,527	\$27.17	\$45,855	\$27.43	\$46,285	\$28.47	\$48,035	\$30.33	\$51,175	\$30.69	\$51,785	\$32.11	\$54,180	\$33.15	\$55,948	\$33.61	\$56,711	\$38.29	\$64,615	\$49.15	\$82,935
31	\$24.67	\$41,634	\$24.93	\$42,062	\$26.78	\$45,195	\$27.58	\$46,542	\$27.84	\$46,980	\$28.89	\$48,755	\$30.78	\$51,943	\$31.15	\$52,562	\$32.59	\$54,993	\$33.65	\$56,787	\$34.11	\$57,561	\$38.86	\$65,584	\$49.88	\$84,179
32	\$25.04	\$42,259	\$25.30	\$42,693	\$27.18	\$45,873	\$27.99	\$47,241	\$28.26	\$47,684	\$29.33	\$49,487	\$31.24	\$52,722	\$31.61	\$53,350	\$33.08	\$55,818	\$34.16	\$57,639	\$34.62	\$58,425	\$39.45	\$66,568	\$50.63	\$85,442
33	\$25.42	\$42,893	\$25.68	\$43,334	\$27.59	\$46,561	\$28.41	\$47,949	\$28.68	\$48,400	\$29.77	\$50,229	\$31.71	\$53,513	\$32.09	\$54,150	\$33.57	\$56,655	\$34.67	\$58,504	\$35.14	\$59,301	\$40.04	\$67,566	\$51.39	\$86,723
34	\$25.80	\$43,536	\$26.06	\$43,984	\$28.01	\$47,259	\$28.84	\$48,668	\$29.11	\$49,126	\$30.21	\$50,982	\$32.19	\$54,315	\$32.57	\$54,963	\$34.08	\$57,505	\$35.19	\$59,381	\$35.67	\$60,190	\$40.64	\$68,580	\$52.16	\$88,024
35	\$26.19	\$44,189	\$26.46	\$44,643	\$28.43	\$47,968	\$29.27	\$49,399	\$29.55	\$49,862	\$30.66	\$51,747	\$32.67	\$55,130	\$33.06	\$55,787	\$34.59	\$58,368	\$35.72	\$60,272	\$36.20	\$61,093	\$41.25	\$69,608	\$52.94	\$89,345

## E Schedule (12 Month)

	E01		E02		E03		E04		E05		E06		E07		E08		E09		E10		E11		E12	
Step	Hourly	E01	Hourly	E02	Hourly	E03	Hourly	E04	Hourly	E05	Hourly	E06	Hourly	E07	Hourly	E08	Hourly	E09	Hourly	E10	Hourly	E11	Hourly	E12
0	\$15.55	\$29,158	\$16.88	\$31,652	\$17.55	\$32,902	\$18.21	\$34,145	\$18.67	\$35,006	\$20.54	\$38,514	\$21.21	\$39,770	\$22.75	\$42,653	\$23.57	\$44,203	\$24.50	\$45,931	\$28.51	\$53,457	\$31.44	\$58,954
1	\$15.78	\$29,596	\$17.13	\$32,127	\$17.81	\$33,395	\$18.48	\$34,658	\$18.95	\$35,531	\$20.85	\$39,092	\$21.53	\$40,367	\$23.09	\$43,293	\$23.93	\$44,866	\$24.86	\$46,620	\$28.94	\$54,258	\$31.91	\$59,838
2	\$16.02	\$30,039	\$17.39	\$32,608	\$18.08	\$33,896	\$18.76	\$35,177	\$19.23	\$36,064	\$21.16	\$39,678	\$21.85	\$40,972	\$23.44	\$43,942	\$24.29	\$45,539	\$25.24	\$47,319	\$29.37	\$55,072	\$32.39	\$60,736
3	\$16.26	\$30,490	\$17.65	\$33,098	\$18.35	\$34,405	\$19.04	\$35,705	\$19.52	\$36,605	\$21.48	\$40,273	\$22.18	\$41,587	\$23.79	\$44,601	\$24.65	\$46,222	\$25.62	\$48,029	\$29.81	\$55,898	\$32.88	\$61,647
4	\$16.51	\$30,947	\$17.92	\$33,594	\$18.62	\$34,921	\$19.33	\$36,241	\$19.82	\$37,154	\$21.80	\$40,877	\$22.51	\$42,211	\$24.14	\$45,270	\$25.02	\$46,915	\$26.00	\$48,750	\$30.26	\$56,737	\$33.37	\$62,572
5	\$16.75	\$31,412	\$18.19	\$34,098	\$18.90	\$35,445	\$19.62	\$36,784	\$20.11	\$37,712	\$22.13	\$41,491	\$22.85	\$42,844	\$24.51	\$45,949	\$25.40	\$47,619	\$26.39	\$49,481	\$30.71	\$57,588	\$33.87	\$63,510
6	\$17.00	\$31,883	\$18.46	\$34,609	\$19.19	\$35,976	\$19.91	\$37,336	\$20.41	\$38,277	\$22.46	\$42,113	\$23.19	\$43,487	\$24.87	\$46,639	\$25.78	\$48,333	\$26.79	\$50,223	\$31.17	\$58,452	\$34.38	\$64,463
7	\$17.26	\$32,361	\$18.74	\$35,129	\$19.48	\$36,516	\$20.21	\$37,896	\$20.72	\$38,852	\$22.80	\$42,745	\$23.54	\$44,139	\$25.25	\$47,338	\$26.16	\$49,058	\$27.19	\$50,976	\$31.64	\$59,329	\$34.90	\$65,430
8	\$17.52	\$32,846	\$19.02	\$35,656	\$19.77	\$37,064	\$20.51	\$38,465	\$21.03	\$39,434	\$23.14	\$43,386	\$23.89	\$44,801	\$25.63	\$48,048	\$26.56	\$49,794	\$27.60	\$51,741	\$32.12	\$60,219	\$35.42	\$66,411
9	\$17.78	\$33,339	\$19.30	\$36,190	\$20.06	\$37,620	\$20.82	\$39,042	\$21.35	\$40,026	\$23.49	\$44,037	\$24.25	\$45,473	\$26.01	\$48,769	\$26.96	\$50,541	\$28.01	\$52,517	\$32.60	\$61,122	\$35.95	\$67,408
10	\$18.05	\$33,839	\$19.59	\$36,733	\$20.36	\$38,184	\$21.13	\$39,627	\$21.67	\$40,626	\$23.84	\$44,697	\$24.62	\$46,155	\$26.40	\$49,501	\$27.36	\$51,299	\$28.43	\$53,305	\$33.09	\$62,039	\$36.49	\$68,419
11	\$18.32	\$34,347	\$19.88	\$37,284	\$20.67	\$38,757	\$21.45	\$40,222	\$21.99	\$41,236	\$24.20	\$45,368	\$24.99	\$46,848	\$26.80	\$50,243	\$27.77	\$52,069	\$28.86	\$54,105	\$33.58	\$62,969	\$37.04	\$69,445
12	\$18.59	\$34,862	\$20.18	\$37,843	\$20.98	\$39,338	\$21.77	\$40,825	\$22.32	\$41,854	\$24.56	\$46,048	\$25.36	\$47,550	\$27.20	\$50,997	\$28.19	\$52,850	\$29.29	\$54,916	\$34.09	\$63,914	\$37.59	\$70,487
13	\$18.87	\$35,385	\$20.49	\$38,411	\$21.29	\$39,928	\$22.10	\$41,437	\$22.66	\$42,482	\$24.93	\$46,739	\$25.74	\$48,263	\$27.61	\$51,762	\$28.61	\$53,642	\$29.73	\$55,740	\$34.60	\$64,872	\$38.16	\$71,544
14	\$19.16	\$35,916	\$20.79	\$38,987	\$21.61	\$40,527	\$22.43	\$42,059	\$23.00	\$43,119	\$25.30	\$47,440	\$26.13	\$48,987	\$28.02	\$52,538	\$29.04	\$54,447	\$30.17	\$56,576	\$35.12	\$65,846	\$38.73	\$72,617
15	\$19.44	\$36,454	\$21.11	\$39,572	\$21.94	\$41,135	\$22.77	\$42,690	\$23.34	\$43,766	\$25.68	\$48,151	\$26.52	\$49,722	\$28.44	\$53,326	\$29.47	\$55,264	\$30.63	\$57,425	\$35.64	\$66,833	\$39.31	\$73,706
16	\$19.73	\$37,001	\$21.42	\$40,166	\$22.27	\$41,752	\$23.11	\$43,330	\$23.69	\$44,423	\$26.07	\$48,874	\$26.92	\$50,468	\$28.87	\$54,126	\$29.92	\$56,093	\$31.09	\$58,286	\$36.18	\$67,836	\$39.90	\$74,812
17	\$20.03	\$37,556	\$21.74	\$40,768	\$22.60	\$42,378	\$23.46	\$43,980	\$24.05	\$45,089	\$26.46	\$49,607	\$27.32	\$51,225	\$29.30	\$54,938	\$30.36	\$56,934	\$31.55	\$59,160	\$36.72	\$68,853	\$40.50	\$75,934
18	\$20.33	\$38,120	\$22.07	\$41,380	\$22.94	\$43,014	\$23.81	\$44,640	\$24.41	\$45,765	\$26.85	\$50,351	\$27.73	\$51,993	\$29.74	\$55,762	\$30.82	\$57,788	\$32.03	\$60,048	\$37.27	\$69,886	\$41.11	\$77,073
19	\$20.64	\$38,691	\$22.40	\$42,000	\$23.28	\$43,659	\$24.16	\$45,309	\$24.77	\$46,452	\$27.26	\$51,106	\$28.15	\$52,773	\$30.19	\$56,599	\$31.28	\$58,655	\$32.51	\$60,948	\$37.83	\$70,934	\$41.72	\$78,229
20	\$20.94	\$39,272	\$22.74	\$42,630	\$23.63	\$44,314	\$24.53	\$45,989	\$25.15	\$47,149	\$27.67	\$51,873	\$28.57	\$53,565	\$30.64	\$57,447	\$31.75	\$59,535	\$32.99	\$61,863	\$38.40	\$71,998	\$42.35	\$79,403
21	\$21.26	\$39,861	\$23.08	\$43,270	\$23.99	\$44,979	\$24.90	\$46,679	\$25.52	\$47,856	\$28.08	\$52,651	\$29.00	\$54,368	\$31.10	\$58,309	\$32.23	\$60,428	\$33.49	\$62,791	\$38.98	\$73,078	\$42.98	\$80,594
22	\$21.58	\$40,459	\$23.42	\$43,919	\$24.35	\$45,653	\$25.27	\$47,379	\$25.91	\$48,574	\$28.50	\$53,441	\$29.43	\$55,184	\$31.56	\$59,184	\$32.71	\$61,334	\$33.99	\$63,732	\$39.56	\$74,174	\$43.63	\$81,803
23	\$21.90	\$41,066	\$23.77	\$44,578	\$24.71	\$46,338	\$25.65	\$48,090	\$26.29	\$49,302	\$28.93	\$54,242	\$29.87	\$56,012	\$32.04	\$60,072	\$33.20	\$62,254	\$34.50	\$64,688	\$40.15	\$75,287	\$44.28	\$83,030
24	\$22.23	\$41,682	\$24.13	\$45,246	\$25.08	\$47,033	\$26.03	\$48,811	\$26.69	\$50,042	\$29.36	\$55,056	\$30.32	\$56,852	\$32.52	\$60,973	\$33.70	\$63,188	\$35.02	\$65,659	\$40.76	\$76,416	\$44.95	\$84,275



## E Schedule (12 Month)

	E01		E02		E03		E04		E05		E06		E07		E08		E09		E10		E11		E12	
Step	Hourly	E01	Hourly	E02	Hourly	E03	Hourly	E04	Hourly	E05	Hourly	E06	Hourly	E07	Hourly	E08	Hourly	E09	Hourly	E10	Hourly	E11	Hourly	E12
25	\$22.56	\$42,307	\$24.49	\$45,925	\$25.46	\$47,739	\$26.42	\$49,543	\$27.09	\$50,792	\$29.80	\$55,882	\$30.78	\$57,705	\$33.01	\$61,887	\$34.21	\$64,136	\$35.54	\$66,644	\$41.37	\$77,563	\$45.62	\$85,539
26	\$22.90	\$42,942	\$24.86	\$46,614	\$25.84	\$48,455	\$26.82	\$50,286	\$27.50	\$51,554	\$30.25	\$56,720	\$31.24	\$58,570	\$33.50	\$62,816	\$34.72	\$65,098	\$36.08	\$67,643	\$41.99	\$78,726	\$46.31	\$86,822
27	\$23.25	\$43,586	\$25.23	\$47,313	\$26.23	\$49,182	\$27.22	\$51,041	\$27.91	\$52,328	\$30.70	\$57,571	\$31.71	\$59,449	\$34.00	\$63,758	\$35.24	\$66,074	\$36.62	\$68,658	\$42.62	\$79,907	\$47.00	\$88,125
28	\$23.59	\$44,239	\$25.61	\$48,023	\$26.62	\$49,919	\$27.63	\$51,806	\$28.33	\$53,112	\$31.16	\$58,434	\$32.18	\$60,341	\$34.51	\$64,714	\$35.77	\$67,065	\$37.17	\$69,688	\$43.26	\$81,106	\$47.70	\$89,446
29	\$23.95	\$44,903	\$26.00	\$48,743	\$27.02	\$50,668	\$28.04	\$52,583	\$28.75	\$53,909	\$31.63	\$59,311	\$32.66	\$61,246	\$35.03	\$65,685	\$36.30	\$68,071	\$37.72	\$70,733	\$43.91	\$82,322	\$48.42	\$90,788
30	\$24.31	\$45,577	\$26.39	\$49,474	\$27.43	\$51,428	\$28.47	\$53,372	\$29.18	\$54,718	\$32.11	\$60,201	\$33.15	\$62,164	\$35.56	\$66,670	\$36.85	\$69,093	\$38.29	\$71,794	\$44.56	\$83,557	\$49.15	\$92,150
31	\$24.67	\$46,260	\$26.78	\$50,216	\$27.84	\$52,200	\$28.89	\$54,173	\$29.62	\$55,539	\$32.59	\$61,104	\$33.65	\$63,097	\$36.09	\$67,670	\$37.40	\$70,129	\$38.86	\$72,871	\$45.23	\$84,810	\$49.88	\$93,532
32	\$25.04	\$46,954	\$27.18	\$50,970	\$28.26	\$52,983	\$29.33	\$54,985	\$30.06	\$56,372	\$33.08	\$62,020	\$34.16	\$64,043	\$36.63	\$68,685	\$37.96	\$71,181	\$39.45	\$73,964	\$45.91	\$86,083	\$50.63	\$94,935
33	\$25.42	\$47,658	\$27.59	\$51,734	\$28.68	\$53,777	\$29.77	\$55,810	\$30.52	\$57,217	\$33.57	\$62,950	\$34.67	\$65,004	\$37.18	\$69,716	\$38.53	\$72,249	\$40.04	\$75,073	\$46.60	\$87,374	\$51.39	\$96,359
34	\$25.80	\$48,373	\$28.01	\$52,510	\$29.11	\$54,584	\$30.21	\$56,647	\$30.97	\$58,075	\$34.08	\$63,895	\$35.19	\$65,979	\$37.74	\$70,761	\$39.11	\$73,332	\$40.64	\$76,200	\$47.30	\$88,684	\$52.16	\$97,805
35	\$26.19	\$49,099	\$28.43	\$53,298	\$29.55	\$55,403	\$30.66	\$57,497	\$31.44	\$58,947	\$34.59	\$64,853	\$35.72	\$66,969	\$38.31	\$71,823	\$39.70	\$74,432	\$41.25	\$77,343	\$48.01	\$90,015	\$52.94	\$99,272

Food Service (6.5Hrs)				
Step	F01 Hourly	F01	F02 Hourly	F02
0	\$15.55	\$19,408	\$16.88	\$21,067
1	\$15.78	\$19,699	\$17.13	\$21,383
2	\$16.02	\$19,994	\$17.39	\$21,704
3	\$16.26	\$20,294	\$17.65	\$22,030
4	\$16.51	\$20,599	\$17.92	\$22,360
5	\$16.75	\$20,908	\$18.19	\$22,696
6	\$17.00	\$21,221	\$18.46	\$23,036
7	\$17.26	\$21,540	\$18.74	\$23,382
8	\$17.52	\$21,863	\$19.02	\$23,732
9	\$17.78	\$22,191	\$19.30	\$24,088
10	\$18.05	\$22,523	\$19.59	\$24,450
11	\$18.32	\$22,861	\$19.88	\$24,816
12	\$18.59	\$23,204	\$20.18	\$25,189
13	\$18.87	\$23,552	\$20.49	\$25,566
14	\$19.16	\$23,906	\$20.79	\$25,950
15	\$19.44	\$24,264	\$21.11	\$26,339
16	\$19.73	\$24,628	\$21.42	\$26,734
17	\$20.03	\$24,997	\$21.74	\$27,135
18	\$20.33	\$25,372	\$22.07	\$27,542
19	\$20.64	\$25,753	\$22.40	\$27,955
20	\$20.94	\$26,139	\$22.74	\$28,375
21	\$21.26	\$26,531	\$23.08	\$28,800
22	\$21.58	\$26,929	\$23.42	\$29,232
23	\$21.90	\$27,333	\$23.77	\$29,671
24	\$22.23	\$27,743	\$24.13	\$30,116
25	\$22.56	\$28,159	\$24.49	\$30,568
26	\$22.90	\$28,582	\$24.86	\$31,026
27	\$23.25	\$29,011	\$25.23	\$31,492
28	\$23.59	\$29,446	\$25.61	\$31,964
29	\$23.95	\$29,887	\$26.00	\$32,443
30	\$24.31	\$30,336	\$26.39	\$32,930
31	\$24.67	\$30,791	\$26.78	\$33,424

Food Service (6.5Hrs)				
Step	F01 Hourly	F01	F02 Hourly	F02
32	\$25.04	\$31,253	\$27.18	\$33,925
33	\$25.42	\$31,721	\$27.59	\$34,434
34	\$25.80	\$32,197	\$28.01	\$34,951
35	\$26.19	\$32,680	\$28.43	\$35,475

Transportation (6Hrs)						
Step	T01 Hourly	T01	T02 Hourly	T02	T03 Hourly	T03
0	\$16.27	\$18,156	\$19.40	\$21,652	\$17.50	\$19,528
1	\$16.51	\$18,428	\$19.69	\$21,977	\$17.76	\$19,821
2	\$16.76	\$18,705	\$19.99	\$22,306	\$18.03	\$20,119
3	\$17.01	\$18,985	\$20.29	\$22,641	\$18.30	\$20,420
4	\$17.27	\$19,270	\$20.59	\$22,981	\$18.57	\$20,727
5	\$17.53	\$19,559	\$20.90	\$23,325	\$18.85	\$21,038
6	\$17.79	\$19,852	\$21.21	\$23,675	\$19.13	\$21,353
7	\$18.06	\$20,150	\$21.53	\$24,030	\$19.42	\$21,674
8	\$18.33	\$20,452	\$21.86	\$24,391	\$19.71	\$21,999
9	\$18.60	\$20,759	\$22.18	\$24,757	\$20.01	\$22,329
10	\$18.88	\$21,071	\$22.52	\$25,128	\$20.31	\$22,664
11	\$19.16	\$21,387	\$22.85	\$25,505	\$20.61	\$23,004
12	\$19.45	\$21,707	\$23.20	\$25,887	\$20.92	\$23,349
13	\$19.74	\$22,033	\$23.54	\$26,276	\$21.24	\$23,699
14	\$20.04	\$22,364	\$23.90	\$26,670	\$21.55	\$24,054
15	\$20.34	\$22,699	\$24.26	\$27,070	\$21.88	\$24,415
16	\$20.64	\$23,040	\$24.62	\$27,476	\$22.21	\$24,781
17	\$20.95	\$23,385	\$24.99	\$27,888	\$22.54	\$25,153
18	\$21.27	\$23,736	\$25.36	\$28,306	\$22.88	\$25,530
19	\$21.59	\$24,092	\$25.74	\$28,731	\$23.22	\$25,913
20	\$21.91	\$24,453	\$26.13	\$29,162	\$23.57	\$26,302
21	\$22.24	\$24,820	\$26.52	\$29,599	\$23.92	\$26,697
22	\$22.57	\$25,192	\$26.92	\$30,043	\$24.28	\$27,097
23	\$22.91	\$25,570	\$27.32	\$30,494	\$24.64	\$27,503
24	\$23.26	\$25,954	\$27.73	\$30,951	\$25.01	\$27,916
25	\$23.61	\$26,343	\$28.15	\$31,416	\$25.39	\$28,335
26	\$23.96	\$26,738	\$28.57	\$31,887	\$25.77	\$28,760
27	\$24.32	\$27,139	\$29.00	\$32,365	\$26.16	\$29,191
28	\$24.68	\$27,547	\$29.44	\$32,851	\$26.55	\$29,629
29	\$25.05	\$27,960	\$29.88	\$33,344	\$26.95	\$30,073
30	\$25.43	\$28,379	\$30.33	\$33,844	\$27.35	\$30,525
31	\$25.81	\$28,805	\$30.78	\$34,351	\$27.76	\$30,982

Transportation (6Hrs)						
Step	T01 Hourly	T01	T02 Hourly	T02	T03 Hourly	T03
32	\$26.20	\$29,237	\$31.24	\$34,867	\$28.18	\$31,447
33	\$26.59	\$29,675	\$31.71	\$35,390	\$28.60	\$31,919
34	\$26.99	\$30,121	\$32.19	\$35,920	\$29.03	\$32,398
35	\$27.39	\$30,572	\$32.67	\$36,459	\$29.47	\$32,884

## Administrative Staff

Administrative										
Step	Range I	Range II	Range III	Range IV	Range V	Range VI	Range VII	Range VIII	Range IX	Range X
0	\$51,500	\$59,120	\$61,375	\$65,955	\$72,895	\$75,165	\$81,165	\$85,595	\$90,925	\$95,215
1	\$52,170	\$59,889	\$62,173	\$66,812	\$73,843	\$76,142	\$82,220	\$86,708	\$92,107	\$96,453
2	\$52,848	\$60,667	\$62,981	\$67,681	\$74,803	\$77,132	\$83,289	\$87,835	\$93,304	\$97,707
3	\$53,535	\$61,456	\$63,800	\$68,561	\$75,775	\$78,135	\$84,372	\$88,977	\$94,517	\$98,977
4	\$54,231	\$62,255	\$64,629	\$69,452	\$76,760	\$79,150	\$85,469	\$90,133	\$95,746	\$100,264
5	\$54,936	\$63,064	\$65,469	\$70,355	\$77,758	\$80,179	\$86,580	\$91,305	\$96,991	\$101,567
6	\$55,650	\$63,884	\$66,321	\$71,270	\$78,769	\$81,222	\$87,705	\$92,492	\$98,252	\$102,887
7	\$56,373	\$64,714	\$67,183	\$72,196	\$79,793	\$82,278	\$88,845	\$93,695	\$99,529	\$104,225
8	\$57,106	\$65,556	\$68,056	\$73,135	\$80,830	\$83,347	\$90,000	\$94,913	\$100,823	\$105,580
9	\$57,849	\$66,408	\$68,941	\$74,085	\$81,881	\$84,431	\$91,170	\$96,146	\$102,134	\$106,952
10	\$58,601	\$67,271	\$69,837	\$75,049	\$82,945	\$85,528	\$92,356	\$97,396	\$103,461	\$108,343
11	\$59,362	\$68,146	\$70,745	\$76,024	\$84,024	\$86,640	\$93,556	\$98,663	\$104,806	\$109,751
12	\$60,134	\$69,032	\$71,665	\$77,012	\$85,116	\$87,767	\$94,772	\$99,945	\$106,169	\$111,178
13	\$60,916	\$69,929	\$72,596	\$78,014	\$86,222	\$88,908	\$96,004	\$101,244	\$107,549	\$112,623
14	\$61,708	\$70,838	\$73,540	\$79,028	\$87,343	\$90,063	\$97,253	\$102,561	\$108,947	\$114,087
15	\$62,510	\$71,759	\$74,496	\$80,055	\$88,479	\$91,234	\$98,517	\$103,894	\$110,363	\$115,571
16	\$63,323	\$72,692	\$75,464	\$81,096	\$89,629	\$92,420	\$99,798	\$105,245	\$111,798	\$117,073
17	\$64,146	\$73,637	\$76,446	\$82,150	\$90,794	\$93,622	\$101,095	\$106,613	\$113,251	\$118,595
18	\$64,980	\$74,594	\$77,439	\$83,218	\$91,975	\$94,839	\$102,409	\$107,999	\$114,724	\$120,137
19	\$65,824	\$75,564	\$78,446	\$84,300	\$93,170	\$96,072	\$103,740	\$109,403	\$116,215	\$121,698
20	\$66,680	\$76,546	\$79,466	\$85,396	\$94,381	\$97,321	\$105,089	\$110,825	\$117,726	\$123,280
21	\$67,547	\$77,541	\$80,499	\$86,506	\$95,608	\$98,586	\$106,455	\$112,266	\$119,256	\$124,883
22	\$68,425	\$78,549	\$81,545	\$87,631	\$96,851	\$99,867	\$107,839	\$113,725	\$120,807	\$126,507
23	\$69,315	\$79,570	\$82,605	\$88,770	\$98,110	\$101,166	\$109,241	\$115,203	\$122,377	\$128,151
24	\$70,216	\$80,605	\$83,679	\$89,924	\$99,386	\$102,481	\$110,661	\$116,701	\$123,968	\$129,817
25	\$71,128	\$81,653	\$84,767	\$91,093	\$100,678	\$103,813	\$112,100	\$118,218	\$125,580	\$131,505
26	\$72,053	\$82,714	\$85,869	\$92,277	\$101,987	\$105,163	\$113,557	\$119,755	\$127,212	\$133,214
27	\$72,990	\$83,789	\$86,985	\$93,477	\$103,312	\$106,530	\$115,033	\$121,312	\$128,866	\$134,946
28	\$73,939	\$84,879	\$88,116	\$94,692	\$104,656	\$107,915	\$116,529	\$122,889	\$130,541	\$136,700
29	\$74,900	\$85,982	\$89,262	\$95,923	\$106,016	\$109,317	\$118,044	\$124,487	\$132,238	\$138,478
30	\$75,874	\$87,100	\$90,422	\$97,170	\$107,394	\$110,739	\$119,578	\$126,105	\$133,957	\$140,278

## **STIPENDS**

### Section 1 - Additional Responsibility

Supplements		
Category	Amount	Index
A	\$4,200.00	0.0840
B	\$3,400.00	0.0680
C	\$2,500.00	0.0500
D	\$2,300.00	0.0460
E	\$2,100.00	0.0420
F	\$1,900.00	0.0380
G	\$1,700.00	0.0340
H	\$1,550.00	0.0310
I	\$1,450.00	0.0290
J	\$1,000.00	0.0200
K	\$850.00	0.0170
L	\$600.00	0.0120
M	\$550.00	0.0110

Category	Description
A	DHS Athletic Director
A	DHS Head Varsity Football Coach
A	DHS Band Director (at least 2 performances)
B	DHS Head Varsity Basketball Coach (1-B/-1G)
B	DHS Head Varsity Boys' Baseball Coach
B	DHS Head Varsity Girls' Softball Coach
B	DHS Head Varsity Girls' Volleyball Coach
B	DHS Head Varsity Soccer Coach (1-B/1-G)
C	DHS FFA Sponsor (2)
C	DHS Head Track Coach (1-B/1-G)
C	DMS Athletic Director
C	DHS Academic Team Sponsor (2) (min. 1 mtg per month)

Category	Description
C	DHS ROTC Instructor (2)
C	DHS Chorus Director (at least 2 performances)
C	DMS FFA Sponsor
C	District Threat Management Coordinator Alternative
D	DHS Asst Football Coach (4)
D	DMS Head Football Coach
E	DHS Varsity Asst Basketball Coach (2-B/2-G)
E	DHS Asst Girls' Softball Coach (2)
E	DHS Asst Varsity Girls' Volleyball Coach (1)
E	DHS Head JV Volleyball Coach (1)
E	DHS Head JV Boys' Baseball Coach
E	DHS Asst Boys' Baseball Coach
E	DHS Asst Soccer Coach (2-B/2-G)
E	DHS Head JV Football Coach
E	DHS Assistant Band Director (at least 2 performances)
F	DHS Varsity Cheerleader Sponsor (2073)
F	DHS Head Cross Country Coach (1-B/1-G) (2073)
F	DHS Asst Track Coach (2-B/2-G)
F	DHS Head Golf Coach (1-B/1-G)
F	DHS Head Tennis Coach (1-B/1-G)
F	DHS Weightlifting Coach (1-B/1G)
G	Junior Class Sponsor
G	Senior Class Sponsor
G	DMS Head Basketball Coach (1-B/1-G)
G	DMS Girls Softball Coach
G	DMS Volleyball Coach
G	DMS Head Soccer Coach (1-B/-1G)
G	DMS Head Cross Country Coach (1-B/1-G)
G	DMS Cheerleading Head Coach
H	DHS Yearbook Sponsor
H	DHS Newspaper Sponsor
H	DHS Drama Sponsor (at least 1 performance)
H	DHS FBLA Sponsor
H	DHS HOSA Sponsor
H	DHS Student Council Sponsor (2)



Category	Description
I	DHS Credit Retrieval Sponsor
I	DHS SADD Sponsor
I	DHS SWOT Sponsor
J	DHS Asst Girls' JV Softball Coach
J	DHS Asst JV Girls' Volleyball Coach (1)
J	DHS Freshman Basketball Coach (1-B/1-G)
J	DHS Asst JV Boys' Baseball Coach
J	DHS Asst Cross Country Coach (2-B/2-G)
J	DHS JV Cheerleader Sponsor
J	DHS Freshman Class Sponsor
J	DHS Sophomore Class Sponsor
J	DHS Piano Accompanist
J	DHS Color Guard Sponsor
J	DHS Percussion Sponsor
J	DMS Asst Football Coach (2)
J	DMS Asst Softball Coach
J	DMS Asst Basketball Coach (1-B/1-G)
J	DMS Asst Volleyball Coach
J	DMS Asst Soccer Coach (1-B/1-G)
J	DMS Asst Cross Country Coach (1-B/1-G)
J	DMS Cheerleading Asst. Sponsor
J	DHS Varsity Cheerleading Asst Coach (2)
J	District Science Fair Assistant (5)
J	DHS National Honor Society (2)
J	DHS Foreign Language Club Sponsor (1 meeting per month)
J	DHS Debate Team
J	DHS Mock Trial Team
J	Department Heads (6+ Department Members) - 7 Mtgs. Min
J	DHS Art Club Sponsor
J	DMS Band Director (2 performances)
J	DMS Chorus Director (2 performances)
J	DMS Academic Team Sponsor
J	DMS Yearbook Sponsor
K	DMS Newspaper Sponsor (1 publication per month)
K	DMS Student Council Sponsor (2)

Category	Description
K	Department Heads (1-5 Department Members) - 7 Mtgs. Min
K	Grade Level Chairpersons (Elementary)
L	DMS Honor Society (3)
L	DHS Omegas Sponsor
L	DHS Sub Debs Sponsor
L	DMS Team Leaders (12)
L	DHS JV Cheerleading Asst (2)
L	Elementary Band/Chorus Sponsor (3)
L	Elementary Art Sponsor (3)

## **Temporary Employment**

### **Section 1 - Temporary Position**

- The position will not exist beyond six (6) consecutive months, and will work less than 30 hours per week.
- The position does not offer insurance or retirement benefits.

### **Section 2 - Established Part-Time Position**

- Position may exist beyond six (6) consecutive months.
- The employee works less than 30 hours per week.
- The position does not offer insurance benefits.
- Administrators will make every effort to fill temporary teaching positions with certified teachers. Vacant teaching positions will continue to be advertised until a certified teacher fills each position.

### **Section 3 - Rates for Other Employment**

**Effective July 1, 2024**

<b>Position</b>	<b>Hourly Rate</b>
Substitute Teacher - High School Diploma	\$15.00
Substitute Teacher - College without Degree	\$15.00
Substitute Teacher - AA/AS Degree	\$16.00
Substitute Teacher - BA/BS Degree	\$17.00
Interim Substitute	\$22.00
Substitute LPN/Adult CNA Instructor	\$21.27
Part-Time Teacher - certified Vocational/BA/BS Degree	\$22.62
OPS (including HS Students)	\$15.00
Sub - Paraprofessional	\$15.00
Sub - Food Service	\$15.00
Sub - Bus Driver	\$15.00
Sub - Custodian	\$15.00
Extra Events Pay	\$15.00
All Other	\$15.00

**Extra Hours – Full Time**

- The stipend paid for lunchroom duty is \$1740 per year, paid in 2 increments.

**Temporary employment compensation not covered in Sections 1-3 above shall require the approval of the Superintendent of Schools.**

## **Payroll Calendar**

The payroll calendar is a board-approved item that must be approved before the start of the following school year.

All payroll calendars can be found on our website: <https://www.desotoschools.com> under the Human Resources Department Documents