

11/7/23
4499

FY2024							
Salary Schedule							
Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate
3	33,967	35,964	39,960	41,756	44,395	46,411	47,445
4	35,171	37,240	41,378	43,244	45,987	48,081	49,117
5	36,424	38,566	42,851	44,791	47,642	49,820	50,855
6	37,728	39,947	44,385	46,400	49,363	51,629	52,664
7	39,080	41,379	45,976	48,073	51,151	53,505	54,541
8	40,486	42,868	47,632	49,811	53,013	55,459	56,494
9	41,950	44,417	49,352	51,618	54,946	57,489	58,525
10	43,471	46,027	51,141	53,495	56,955	59,599	60,635
11	45,051	47,701	53,001	55,448	59,046	61,793	62,829
12	46,694	49,441	54,935	57,478	61,215	64,073	65,109
13	48,402	51,249	56,943	59,588	63,473	66,443	67,478
14	50,178	53,129	59,032	61,780	65,820	68,907	69,943
15	52,076	55,139	61,266	64,117	68,311	71,515	72,580
16	52,857	55,966	62,185	65,079	69,336	72,588	73,669

Demographic									
Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate		Total
3			2.0						2.0
4			6.0	1.0	6.0				13.0
5			10.0	2.0	11.0	2.0			25.0
6			12.5	6.0	14.0	1.0			33.5
7			6.0		5.0				11.0
8			1.0	2.0	10.9				13.9
9			3.0	1.0	10.0				14.0
10			4.0	2.0	5.0	3.0			14.0
11		1.0	3.0	1.0	8.5				13.5
12			2.0		7.5				9.5
13			2.0	2.0	7.0	1.0			12.0
14			2.0	1.0	6.0	5.0	1.0		15.0
15			5.0	1.0	18.5	6.8			31.3
16			25.0	17.0	86.0	38.0	3.0		169.0
Total	-	1.0	83.5	36.0	195.4	56.8	4.0		376.7

[illegible]

Terri D. Demaree

TA 11-8-23

FY2025							
Salary Schedule							
Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate
3	35,664	41,958	41,958	43,844	46,615	48,732	49,817
4	36,930	43,447	43,447	45,406	48,286	50,485	51,573
5	38,245	44,994	44,994	47,031	50,024	52,311	53,398
6	39,614	46,604	46,604	48,720	51,831	54,210	55,297
7	41,034	48,275	48,275	50,477	53,709	56,180	57,268
8	42,512	50,014	50,014	52,302	55,664	58,232	59,319
9	44,047	51,820	51,820	54,199	57,693	60,363	61,451
10	45,643	53,698	53,698	56,170	59,803	62,579	63,667
11	47,303	55,651	55,651	58,220	61,998	64,883	65,970
12	49,029	57,682	57,682	60,352	64,276	67,277	68,364
13	50,822	59,790	59,790	62,567	66,647	69,765	70,852
14	52,686	61,984	61,984	64,869	69,111	72,352	73,440
15	54,680	64,329	64,329	67,323	71,727	75,091	76,209
16	55,500	65,294	65,294	68,333	72,802	76,217	77,352

Increase
to cells=
5.00%

TA
11/7/23
MSE

Demographic

Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate	Total
3	-	-	-	-	-	-	-	-
4	-	-	2.0	-	-	-	-	2.0
5	-	-	6.0	1.0	6.0	-	-	13.0
6	-	-	10.0	2.0	11.0	2.0	-	25.0
7	-	-	12.5	6.0	14.0	1.0	-	33.5
8	-	-	6.0	-	5.0	-	-	11.0
9	-	-	1.0	2.0	10.9	-	-	13.9
10	-	-	3.0	1.0	10.0	-	-	14.0
11	-	-	4.0	2.0	5.0	3.0	-	14.0
12	-	1.0	3.0	1.0	8.5	-	-	13.5
13	-	-	2.0	-	7.5	-	-	9.5
14	-	-	2.0	2.0	7.0	1.0	-	12.0
15	-	-	2.0	1.0	6.0	5.0	1.0	15.0
16	-	-	30.0	18.0	104.5	44.8	3.0	200.3
Total	-	1.0	83.5	36.0	195.4	56.8	4.0	376.7

Salary Schedule Costs

Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate	Total
3	-	-	-	-	-	-	-	-
4	-	-	86,894	-	-	-	-	86,894
5	-	-	269,961	47,031	300,145	-	-	617,136
6	-	-	466,043	97,440	570,143	108,421	-	1,242,046
7	-	-	603,435	302,860	751,920	56,180	-	1,714,395
8	-	-	300,082	-	278,318	-	-	578,400
9	-	-	51,820	108,398	628,857	-	-	789,074
10	-	-	161,094	56,170	598,028	-	-	815,291
11	-	-	222,604	116,441	309,992	194,648	-	843,684
12	-	57,682	173,045	60,352	546,344	-	-	837,423
13	-	-	119,580	-	499,850	-	-	619,430
14	-	-	123,967	129,738	483,777	72,352	-	809,835
15	-	-	128,659	67,323	430,359	375,454	76,209	1,078,004
16	-	-	1,958,827	1,229,988	7,607,856	3,414,527	232,056	14,443,254
Total	-	57,682	4,666,011	2,215,740	13,005,587	4,221,582	308,265	24,474,867

FICA 7.65%

NHRS 19.64%

Grand Total

1,872,327

4,806,864

31,154,058

Sal. Sched. Cost Incr. (excl. FICA, NHRS)	
2024-25 cost=	24,474,867
2023-24 cost=	22,935,795
Increase in \$=	1,539,072
Increase in %=	6.71%

Sal. Sched. Cost Incr. (incl. FICA, NHRS)	
2024-25 cost=	31,154,058
2023-24 cost=	29,194,973
Increase in \$=	1,959,085
Increase in %=	6.71%

Terri D. Demann

TA 11-8-23

FY2026							
Salary Schedule							
Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate
3	38,002	44,708	44,708	46,594	49,365	51,482	52,567
4	39,267	46,197	46,197	48,156	51,036	53,235	54,323
5	40,582	47,744	47,744	49,781	52,774	55,061	56,148
6	41,951	49,354	49,354	51,470	54,581	56,960	58,047
7	43,371	51,025	51,025	53,227	56,459	58,930	60,018
8	44,849	52,764	52,764	55,052	58,414	60,982	62,069
9	46,384	54,570	54,570	56,949	60,443	63,113	64,201
10	47,981	56,448	56,448	58,920	62,553	65,329	66,417
11	49,641	58,401	58,401	60,970	64,748	67,633	68,720
12	51,367	60,432	60,432	63,102	67,026	70,027	71,114
13	53,159	62,540	62,540	65,317	69,397	72,515	73,602
14	55,024	64,734	64,734	67,619	71,861	75,102	76,190
15	57,017	67,079	67,079	70,073	74,477	77,841	78,959
16	57,838	68,044	68,044	71,083	75,552	78,967	80,102

Increase
to cells=
\$2,750

TA
11/7/23
pkse

Demographic

Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate	Total
3	-	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-	-
5	-	-	2.0	-	-	-	-	2.0
6	-	-	6.0	1.0	6.0	-	-	13.0
7	-	-	10.0	2.0	11.0	2.0	-	25.0
8	-	-	12.5	6.0	14.0	1.0	-	33.5
9	-	-	6.0	-	5.0	-	-	11.0
10	-	-	1.0	2.0	10.9	-	-	13.9
11	-	-	3.0	1.0	10.0	-	-	14.0
12	-	-	4.0	2.0	5.0	3.0	-	14.0
13	-	1.0	3.0	1.0	8.5	-	-	13.5
14	-	-	2.0	-	7.5	-	-	9.5
15	-	-	2.0	2.0	7.0	1.0	-	12.0
16	-	-	32.0	19.0	110.5	49.8	4.0	215.3
Total	-	1.0	83.5	36.0	195.4	56.8	4.0	376.7

Salary Schedule Costs

Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate	Total
3	-	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-	-
5	-	-	95,487	-	-	-	-	95,487
6	-	-	296,126	51,470	327,487	-	-	675,082
7	-	-	510,248	106,453	621,044	117,861	-	1,355,606
8	-	-	659,545	330,309	817,791	60,982	-	1,868,627
9	-	-	327,418	-	302,217	-	-	629,634
10	-	-	56,448	117,840	681,825	-	-	856,113
11	-	-	175,203	60,970	647,483	-	-	883,657
12	-	-	241,727	126,204	335,129	210,080	-	913,140
13	-	62,540	187,620	65,317	589,872	-	-	905,350
14	-	-	129,467	-	538,958	-	-	668,425
15	-	-	134,159	140,146	521,336	77,841	-	873,481
16	-	-	2,177,416	1,350,571	8,348,546	3,932,562	320,409	16,129,503
Total	-	62,540	4,990,863	2,349,281	13,731,686	4,399,325	320,409	25,854,104

FICA 7.65%

NHRS 19.64%

Grand Total

1,977,839

5,077,746

32,909,688

Sal. Sched. Cost Incr. (excl. FICA, NHRS)	
2025-26 cost=	25,854,104
2024-25 cost=	24,474,867
Increase in \$=	1,379,237
Increase in %=	5.64%

Sal. Sched. Cost Incr. (incl. FICA, NHRS)	
2025-26 cost=	32,909,688
2024-25 cost=	31,154,058
Increase in \$=	1,755,631
Increase in %=	5.64%

TA 11-8-23

FY2027							
Salary Schedule							
Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate
3	39,712	46,720	46,720	48,691	51,586	53,798	54,933
4	41,034	48,276	48,276	50,323	53,333	55,631	56,767
5	42,408	49,892	49,892	52,021	55,149	57,539	58,674
6	43,839	51,575	51,575	53,786	57,037	59,524	60,659
7	45,323	53,321	53,321	55,622	58,999	61,582	62,719
8	46,867	55,138	55,138	57,529	61,042	63,726	64,862
9	48,471	57,025	57,025	59,512	63,163	65,954	67,090
10	50,140	58,988	58,988	61,571	65,368	68,269	69,406
11	51,875	61,029	61,029	63,714	67,662	70,676	71,813
12	53,679	63,151	63,151	65,941	70,042	73,178	74,315
13	55,551	65,354	65,354	68,257	72,519	75,778	76,914
14	57,500	67,647	67,647	70,662	75,095	78,482	79,619
15	59,583	70,098	70,098	73,226	77,828	81,344	82,512
16	60,440	71,106	71,106	74,281	78,952	82,521	83,707

Increase
to cells=
4.50%

TA
11/7/23
yase

Demographic

Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate	Total
3	-	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-	-
6	-	-	2.0	-	-	-	-	2.0
7	-	-	6.0	1.0	6.0	-	-	13.0
8	-	-	10.0	2.0	11.0	2.0	-	25.0
9	-	-	12.5	6.0	14.0	1.0	-	33.5
10	-	-	6.0	-	5.0	-	-	11.0
11	-	-	1.0	2.0	10.9	-	-	13.9
12	-	-	3.0	1.0	10.0	-	-	14.0
13	-	-	4.0	2.0	5.0	3.0	-	14.0
14	-	1.0	3.0	1.0	8.5	-	-	13.5
15	-	-	2.0	-	7.5	-	-	9.5
16	-	-	34.0	21.0	117.5	50.8	4.0	227.3
Total	-	1.0	83.5	36.0	195.4	56.8	4.0	376.7

Salary Schedule Costs

Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate	Total
3	-	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-	-
6	-	-	103,150	-	-	-	-	103,150
7	-	-	319,925	55,622	353,995	-	-	729,542
8	-	-	551,380	115,058	671,465	127,452	-	1,465,355
9	-	-	712,815	357,070	884,285	65,954	-	2,020,124
10	-	-	353,929	-	326,838	-	-	680,767
11	-	-	61,029	127,428	737,516	-	-	925,973
12	-	-	189,454	65,941	700,419	-	-	955,814
13	-	-	261,418	136,513	362,597	227,335	-	987,864
14	-	67,647	202,940	70,662	638,305	-	-	979,554
15	-	-	140,196	-	583,710	-	-	723,906
16	-	-	2,417,612	1,559,910	9,276,896	4,192,048	334,827	17,781,293
Total	-	67,647	5,313,848	2,488,204	14,536,027	4,612,789	334,827	27,353,341

FICA 7.65%

NHRS 19.64%

Grand Total

2,092,531

5,372,196

34,818,068

Sal. Sched. Cost Incr. (excl. FICA, NHRS)	
2026-27 cost=	27,353,341
2025-26 cost=	25,854,104
Increase in \$=	1,499,238
Increase in %=	5.80%

Sal. Sched. Cost Incr. (incl. FICA, NHRS)	
2026-27 cost=	34,818,068
2025-26 cost=	32,909,688
Increase in \$=	1,908,380
Increase in %=	5.80%