

Community ISD

2026–2027 Compensation Plan



Generous, Humble, Passionate, Wise

COMMUNITY ISD

Table of Contents

Job Classification	2
Pay Scales	2
Initial Employment	2
Teachers, Librarians, and Nurses (RN)	3
Administrators/Professionals	3
Clerical/Paraprofessional and Auxiliary Staff	3
Promotion	4
Demotion	4
Reassignment	4
Raises	5
Stipends & Extra Duty Pay Schedule	5

Purpose

This is a guide for administering salaries and wages for: Teachers, Librarians, Nurses (RN); Administrative/Professional; Clerical/Paraprofessional and Auxiliary Staff; and Substitutes. Practices described are intended to implement local board policy and goals, state and federal regulations, and appropriate accreditation standards.

Job Classification

District jobs are assigned to specific pay scales based upon the job assignment.

On a periodic basis, selected jobs from each job classification will be reviewed to ensure that conditions in the District, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in pay scale classification. This review is to be at the direction of the Chief of Human Resources.

Job supervisors may submit reclassification requests to the Director of Human Resources.

Newly established jobs are analyzed and pay scale assignment is determined by the Chief of Human Resources and Director of Human Resources prior to hiring personnel for the position. This procedure accomplishes two objectives. First, the appropriate pay scale becomes part of the recruitment and hiring strategy of the District. Second, a consistent practice of salary administration is established at the initiation of each job.

Pay Scales

Pay scales represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay scale structure. Jobs with similar overall degrees of compensable factors will be on the same pay scale. The use of pay scales facilitates payroll administration and maintains the integrity of the job worth hierarchy. A minimum and maximum pay rate for each scale is computed to maintain pay equity or fair pay for each job in the system.

Employees are assigned to a pay scale based on years of experience in the job assignment or similar position. No general pay action is intended to extend an employee's pay above the assigned pay scale maximum. Any exceptions require Superintendent's authorization.

Initial Employment

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the District. A Texas educator service record or chronology of prior work history (if previously employed full time) is also necessary. Salary placement will be based on years of experience in the position or a similar position the employee is being hired for. The pay step should correspond with the verified years of experience. Salary placement strategies may be different for each employee group consistent with objectives of District goals.

Teachers, Librarians, and Nurses (RN)

Teachers, Librarians, and Nurses (RN) will be placed on the Community ISD pay structure by total years of creditable service as defined by TEA regulations.

1. This pay structure represents annual salaries based on full time contract agreements for 10 months employment based on 164 days. Salary levels meet or exceed state minimum salary requirements. Professional staff on duty for more or less than 164 days will receive an annual salary for the number of days on duty based on the daily rate for the certified year of experience.
2. Teachers with a master's degree in education or a related field receive \$1,500 above the regular teacher salary, paid throughout the year.
3. Predictions of future salaries are not possible from this pay structure. Each year the steps in the pay range are revised to show salary increase as appropriate. Individual salaries are not reduced, though salaries remain the same until the Board grants a general pay increase.

Administrators/Professionals

Administrative and Professional employees will be placed in the Community ISD pay structure following a review of their prior work experience in the same or equivalent position and the placement of other Community ISD employees with the same job title. Placement of new hires will be based on documented and verified work experience. The District will strive to maintain internal pay equity among District employees and to hire the best possible candidates for Community ISD.

1. Administrative positions generally require progressive work experience that is uniquely related to each job. Placement of administrators will consider job-related experience and prior work history. New administrative hires will generally not be placed above the range midpoint. Employees who are new to the district will not be placed above other district employees who have more experience in the job.
2. These guidelines for placement of new hires in the pay structure may be modified when necessary. Pay scales are reviewed annually for alignment with market conditions and budget projections.
3. Administrators with a doctorate degree receive \$3,000 above the regular salary, paid throughout the year.

Clerical/Paraprofessional and Auxiliary Staff

1. A new employee with no experience will be placed at the minimum pay scale rate.
2. A new employee with prior related experience will be placed on the pay scale according to the years of experience as determined from verifiable service records or work history. This experience must be documented.

Promotion

For compensation purposes, a promotion occurs when an employee is placed on a higher pay scale (excepting general salary structure changes or position reclassification). Pay adjustments for promotions will begin with the effective date of the new assignment. For promotions that take effect at the beginning of a school year, the promotion increase will be inclusive of any general increase granted by the school board. Promotion increase procedures apply for employees moving within the same salary structure. Employees moving between salary structures are treated as placement of a new employee.

Promotions, determined upon approval of the Superintendent, are subject to the following guidelines:

1. A promotion increase is based on an employee's current base pay less any stipends paid for supplemental duties. Stipends paid for professional credentials will be included in the calculation of current base pay.
2. Salary placement for a promotion will be determined with the same guidelines used for initial employment.
3. Consideration will be given to the pay of other employees in the same position.
4. No employee will be paid less than the minimum or more than the maximum of the new pay range following a promotion adjustment.

Demotion

For compensation purposes, a demotion occurs when an employee is placed on a lower pay scale (excepting general salary structure changes or position reclassification). Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes are not considered demotions. Pay adjustments for demotion are as follows:

1. The employee's base pay rate will be reduced to the same relative position within the new pay range.
2. The pay adjustment for demotion will begin with the effective date of the new assignment. Pay adjustments may also be made for a longer or shorter work year associated with the change in assignment.
3. A reduction in pay as a result of a demotion will be made at the discretion of the Superintendent or his designee.

Reassignment

Placement in a lower grade not resulting from a demotion may not immediately reduce salary/wage. Programmatic, organizational, or funding changes are examples of conditions which may require reassignment.

- Administrators/Professionals - Rates of pay may be held until the contract is changed.
- Clerical/Paraprofessional & Auxiliary Staff - An employee's rate of pay will be within the pay scale of the reassigned position. Once this is done, wage increases may be granted in accordance with normal practice.

Raises

Regular or general salary advancement within a pay scale is controlled by Board action.

Employees must have worked for the district for at least 90 days to be eligible for a general pay increase.

Stipends & Extra Duty Pay Schedule

The Stipend & Extra Duty Pay Schedule is used to compensate professional staff for extra assignments and/or extra duty beyond the normal workday or duty calendar.

Stipends are defined as a flat amount that is paid to a professional employee for performing a specific assignment such as sponsoring an event, coaching a sport, or leading a group such as Student Council. If an employee does not complete the full year stipend assignment, the stipend shall be prorated to compensate for the portion of the assignment verified by the immediate supervisor as complete. Staffing Incentive Stipends earned or assigned after the beginning of the school year will be prorated for the remaining days of the assignment. (Ex: Master's, Doctoral, Bilingual).

Stipends will generally not be paid to non-exempt staff. In the event that an exception is made due to an extenuating circumstance, the District shall ensure that the non-exempt employee's stipend pay complies with the Fair Labor Standards Act (FLSA).

Extra duty pay is defined as a rate of pay, either hourly or daily, for performing duties beyond the normal work schedule such as tutoring, athletic event workers, etc.

Stipend Scale 26-27	
Athletic Coordinator	
Boys/Girls	\$8,000.00
Athletic Trainer	
Head Trainer	\$7,500.00
Head Coaches	
Head Football	\$12,000.00
Head Volleyball, Basketball, Baseball, Softball, Soccer, Football Coordinators (OC,DC, ST)	\$8,000.00
Head XC (B/G), Track (B/G), Golf, Tennis, Powerlifting, Cheer	\$5,000.00
Assistant Coaches	
Assistant Football	\$6,000.00
Assistant Volleyball, Basketball, Baseball, Softball, Soccer	\$4,000.00
Assistant XC, Track, Golf, Tennis, Powerlifting, Cheer	\$2,500.00
Middle School Coaches	
MS Coordinator (B and G)	\$2,000.00
MS Football	\$3,000.00
MS Volleyball, Basketball, Soccer	\$2,500.00
MS XC, Track, Tennis, Cheer	\$2,000.00
Fine Arts	
HS Band Director	\$8,000.00
HS Assistant Band Director	\$5,000.00
Marching Band (non director personnel)	\$4,000.00
MS Band Director	\$4,000.00
MS Asst Band Director	\$3,500.00
Drumline (trailer management)	\$1,500.00
Color Guard	\$2,000.00
Winter Guard	\$2,000.00
HS Dance Sponsor	\$4,000.00
MS Dance Sponsor	\$2,000.00
MS Choir	\$1,500.00
Choir	\$2,000.00
MS OAP	\$1,500.00
OAP	\$2,000.00
Extra-Curriculars	
Lead FFA	\$3,000.00
FFA	\$2,000.00
FCCLA	\$2,000.00
HS Academic UIL Coordinator	\$1,500.00

HS Academic UIL Team	\$300.00
MS/Elem Academic UIL Coordinator	\$1,000.00
MS/Elem Academic UIL Team	\$200.00
UIL Event (does not include District, Region, State)	\$50.00
UIL Academic Regionals	\$150.00
UIL Academic State	\$300.00
Debate	\$1,500.00
Robotics	\$500.00
HS Student Council	\$1,100.00
MS Student Council	\$1,100.00
Yearbook Elementary	\$1,100.00
Yearbook	\$1,650.00
National Junior Honor Society	\$550.00
National Honor Society	\$550.00
HS Step Team	\$1,500.00
HS Bass Team	\$1,500.00
HS Barbeque Team	\$1,500.00
JROTC Leader (\$5500 for fall and \$5500 for spring)	\$11,000.00
Staffing Incentives	
Doctorate/Psychologist	\$3,000.00
Masters	\$1,500.00
Lead Diagnostician	\$1,750.00
Lead ARD Facilitator/Administrator	\$1,750.00
Lead Counselor	\$5,000.00
High School Counselor	\$2,000.00
Team Lead / Dept Head	\$660.00
Team Lead Rotations (Elementary)	\$330.00
Bilingual Teacher	\$5,000.00
Existing Bilingual Para/Clerk (prior to 23-24)	\$5,000.00
Bilingual Non-Instructional Translator	\$1,000.00
Bilingual Teacher English	\$1,100.00
Bilingual Translation of Documents	\$550.00
CN Bilingual/Translation	\$1,500.00
Spanish HS	\$1,650.00
Spanish MS	\$1,100.00
Teacher Supervisor (Teacher of Record)	\$5,000.00
Mentor	\$2,000.00
Gifted/Talented High School & MS	\$550.00
Gifted/Talented ES	\$275.00
Webmaster ES	\$750.00

Webmaster MS/HS	\$1,000.00
Instructional Technology	\$1,100.00
Longevity Stipend	**TBD annually by Board
Dual Credit/OnRamps per course section, per semester	\$1,250.00
CTSO - Skills, HOSA, TAFE	\$1,000.00
Grant Manager	written into grant and paid for by grant
Registered Nurse	\$1,000.00
Braves Academy Certified	\$2,000.00
Braves Academy Paraprofessional	\$1,000.00
SPED self-contained classroom teacher	\$4,000.00
Behavior Coach	\$8,000.00
Cell Phone Allowance- Cabinet/Principal/Ex. Admin Assistant	\$720.00
Cell Phone Allowance- Executive Cabinet/Executive Director	\$1,200.00
Mileage Allowance in-district travel (determined by position)	\$600.00/\$1,200.00
HS/MS Sponsor/Coach with CDL (Athletics, Band, UIL Academics, FFA)	\$500.00
Dual Assignment	\$3,000.00
Military Partnership Stipend (\$1550/month)	\$18,600.00
Maintenance Dept	
Backflow Testing License	\$1,500.00
IPM Applicator	\$1,500.00
Irrigation Specialist Certification	\$500.00
Other Compensation and Supplemental Pay	
After-School Tutoring/Detention	\$25 per hour
Homebound Teacher – In-Home Instruction	\$45 per hour
Homebound Virtual Instruction	1 student: \$35 per hour 2-3 students: \$40 per hour 4+ students: \$45 per hour
Homebound Planning (per student)	\$30 per hour
Catering	\$25 per hour
Summer School Administrator	\$40 per hour
Summer School Teacher	\$30 per hour
Summer School Paraprofessional	\$20 per hour
Secondary class coverage when no sub is available	\$25 per conference period covered
Elementary class coverage when no sub is available	\$100 to be split among covering teachers -full day (\$50 for half-day coverage) ex. Class divided by 4 teachers - \$25 per teacher
After School Program Site Coordinator (Blue Club)	\$20 per hour

Blue Club Lead	\$16 per hour
Student Worker (Aide) (Blue Club, Maintenance, Technology)	\$12 per hour

Athletic Events			
All Middle & High School Sports (excluding Varsity Football)			
Position	Arrive	Depart	Pay
Facility Manager (Home Football Only)	15 minutes prior to gate opening	After completion of game(s)	\$60 per day
Tickets	30 minutes prior to gate opening	After 3rd Quarter/Period of last game After 4th inning of last game	\$30 for 1st game \$15 each additional game
Scorebook	30 minutes prior to gate opening	After completion of game(s)	\$25 per game
Game Clock	30 minutes prior to gate opening	After completion of game(s)	\$25 per game
Play Clock	30 minutes prior to gate opening	After completion of game(s)	\$25 per game
Scoreboard	30 minutes prior to gate opening	After completion of game(s)	\$25 per game
Chain Crew	30 minutes prior to gate opening	After completion of game(s)	\$25 per game
Announcer	30 minutes prior to gate opening	After completion of game(s)	\$25 per game
Libero Tracker (Varsity Volleyball Only)	30 minutes prior to gate opening	After completion of game(s)	\$25 per game
Pitch Count Tracker	30 minutes prior to gate opening	After completion of game(s)	\$25 per game
Varsity Football Only			
Position	Arrive	Depart	Pay
Facility Manager	3 hours prior to	After completion of game	\$100
Ticket Sales	2 hours prior to game time	After 3rd Quarter	\$40
Ticket Taker	2 hours prior to game time	After 3rd Quarter	\$40
Parking Lot Attendant	2 hours prior to game time	After completion of game	\$40
Reserved Seating Attendant	2 hours prior to game time	After completion of game	\$40
Chain Crew	30 minutes prior to game time	After completion of game	\$40

Field Attendant	1 hour prior to game time	After completion of game	\$40
Facility Rental			
Position	Arrive	Depart	Pay
Game Admin/Facility Manager	1 hour prior to game time	After completion of game	\$60 per game
Security	30 minutes prior to game time	After completion of game	\$65 per hour - 3 hour minimum per game
Athletic Trainer (if requested)	30 minutes prior to game time	After completion of game	\$40 per hour
Field/Gym Set-up	1 hour prior to game time	After 3rd Quarter/Period of last game After 4th inning of last game	\$50 per game
Gate Worker	30 minutes prior to game time	After 3rd Quarter/Period of last game After 4th inning of last game	\$50 per game
Announcer	30 minutes prior to game time	After completion of game	\$50 per game
Scoreboard	30 minutes prior to game time	After completion of game	\$50 per game
Clock Operator	30 minutes prior to game time	After completion of game	\$50 per game
Pitch Count Tracker	30 minutes prior to game time	After completion of game	\$50 per game
Facility Manager for Pee Wee and other organizations			\$30 per hour
Miscellaneous			
Coach/Sponsor Bus Drive for sport coached or sponsored		\$40.00 per trip	
Coach/Sponsor Bus Drive for another sport/organization		\$23.75 per hour	
Summer Strength Course		\$50 per day	
Compensation for Hosted Playoff Events			
Administrator		\$150 per game	
Announcer		\$100 per game	
Book		\$100 per game	
Custodial		\$150 flat rate	
Gate		\$75 per game / minimum 2	
Gym Set-up		\$75 flat rate	
Libero		\$100 per game	
Pitch Count		\$100 per game	
Scoreboard		\$100 per game	
Security Police Officer		\$95 Per Hour - 3 hour minimum	
Security Guard		\$30 Per Hour - hour minimum	

Sound / Video Board	\$100 per game
---------------------	----------------

Substitute Employee Pay Schedule

The Substitute Employee Pay Schedule shall be used to compensate employees categorized as “substitute” or “temporary.” Substitutes, who are TRS retirees, shall be defined as determined by the Teacher Retirement System of Texas (TRS).

Substitute employees include: Substitute teachers, aides, food service, etc.

Substitute Teacher Daily Pay Rates

Daily rates for substitute teaching positions:

Substitute Teacher Qualifications	Daily Rate
Non-Degreed	\$100/\$110/\$120/\$130
Degreed	\$110/\$120/\$130/\$140
Certified	\$120/\$130/\$140/\$150
Special Situations/Long-Term*	\$120/\$130/\$140/\$150

Daily pay rates are calculated on the number of days worked each school year.

-On the 31st, 61st, 91st, and 121st day worked the daily rate of pay will increase

Special Situations / Long-Term Assignment

- Fulfilling an assignment of 3 weeks or longer
- Starting the school year for a teacher out on extended leave
- Ending the school year for a teacher out on extended leave
- Other special situations as determined by the Superintendent or Designee

Auxiliary Substitute Hourly Pay Rates

Cafeteria	\$14.77
Bus Driver	\$26.82

Teacher						
Step	Daily Rate	164 Days	179 Days	189 Days	208 Days	Non Certified 164 days
0	\$367.49	\$60,268.36	\$65,780.71	\$69,455.61	\$76,437.92	\$56,696.00
1	\$368.16	\$60,378.24	\$65,900.64	\$69,582.24	\$76,577.28	\$56,696.00
2	\$368.84	\$60,489.76	\$66,022.36	\$69,710.76	\$76,718.72	\$56,696.00
3	\$377.36	\$61,887.04	\$67,547.44	\$71,321.04	\$78,490.88	\$56,696.00
4	\$378.71	\$62,108.44	\$67,789.09	\$71,576.19	\$78,771.68	\$56,696.00
5	\$397.78	\$65,235.92	\$71,202.62	\$75,180.42	\$82,738.24	\$56,696.00
6	\$401.13	\$65,785.32	\$71,802.27	\$75,813.57	\$83,435.04	\$56,696.00
7	\$404.51	\$66,339.64	\$72,407.29	\$76,452.39	\$84,138.08	\$56,696.00
8	\$407.87	\$66,890.68	\$73,008.73	\$77,087.43	\$84,836.96	\$56,696.00
9	\$411.24	\$67,443.36	\$73,611.96	\$77,724.36	\$85,537.92	\$56,696.00
10	\$414.61	\$67,996.04	\$74,215.19	\$78,361.29	\$86,238.88	\$56,696.00
11	\$417.96	\$68,545.44	\$74,814.84	\$78,994.44	\$86,935.68	\$56,696.00
12	\$421.33	\$69,098.12	\$75,418.07	\$79,631.37	\$87,636.64	\$56,696.00
13	\$424.70	\$69,650.80	\$76,021.30	\$80,268.30	\$88,337.60	\$56,696.00
14	\$428.06	\$70,201.84	\$76,622.74	\$80,903.34	\$89,036.48	\$56,696.00
15	\$431.43	\$70,754.52	\$77,225.97	\$81,540.27	\$89,737.44	\$56,696.00
16	\$434.79	\$71,305.56	\$77,827.41	\$82,175.31	\$90,436.32	\$56,696.00
17	\$438.15	\$71,856.60	\$78,428.85	\$82,810.35	\$91,135.20	\$56,696.00
18	\$441.52	\$72,409.28	\$79,032.08	\$83,447.28	\$91,836.16	\$56,696.00
19	\$444.89	\$72,961.96	\$79,635.31	\$84,084.21	\$92,537.12	\$56,696.00
20	\$448.26	\$73,514.64	\$80,238.54	\$84,721.14	\$93,238.08	\$56,696.00
21	\$451.77	\$74,090.28	\$80,866.83	\$85,384.53	\$93,968.16	\$56,696.00
22	\$457.34	\$75,003.76	\$81,863.86	\$86,437.26	\$95,126.72	\$56,696.00
23	\$462.77	\$75,894.28	\$82,835.83	\$87,463.53	\$96,256.16	\$56,696.00
24	\$467.91	\$76,737.24	\$83,755.89	\$88,434.99	\$97,325.28	\$56,696.00
25+	\$473.34	\$77,627.76	\$84,727.86	\$89,461.26	\$98,454.72	\$56,696.00
*Resident Program Teachers: \$25,000						

Professional Non-Teaching Staff					
Step	Daily Rate	164 Days	179 Days	189 Days	208 Days
0	\$367.49	\$60,268.36	\$65,780.71	\$69,455.61	\$76,437.92
1	\$368.16	\$60,378.24	\$65,900.64	\$69,582.24	\$76,577.28
2	\$368.84	\$60,489.76	\$66,022.36	\$69,710.76	\$76,718.72
3	\$372.65	\$61,114.60	\$66,704.35	\$70,430.85	\$77,511.20
4	\$374.00	\$61,336.00	\$66,946.00	\$70,686.00	\$77,792.00
5	\$377.36	\$61,887.04	\$67,547.44	\$71,321.04	\$78,490.88
6	\$380.72	\$62,438.08	\$68,148.88	\$71,956.08	\$79,189.76
7	\$384.10	\$62,992.40	\$68,753.90	\$72,594.90	\$79,892.80
8	\$387.46	\$63,543.44	\$69,355.34	\$73,229.94	\$80,591.68
9	\$390.82	\$64,094.48	\$69,956.78	\$73,864.98	\$81,290.56
10	\$394.19	\$64,647.16	\$70,560.01	\$74,501.91	\$81,991.52
11	\$397.55	\$65,198.20	\$71,161.45	\$75,136.95	\$82,690.40
12	\$400.92	\$65,750.88	\$71,764.68	\$75,773.88	\$83,391.36
13	\$404.29	\$66,303.56	\$72,367.91	\$76,410.81	\$84,092.32
14	\$407.64	\$66,852.96	\$72,967.56	\$77,043.96	\$84,789.12
15	\$411.01	\$67,405.64	\$73,570.79	\$77,680.89	\$85,490.08
16	\$414.38	\$67,958.32	\$74,174.02	\$78,317.82	\$86,191.04
17	\$417.74	\$68,509.36	\$74,775.46	\$78,952.86	\$86,889.92
18	\$421.11	\$69,062.04	\$75,378.69	\$79,589.79	\$87,590.88
19	\$424.47	\$69,613.08	\$75,980.13	\$80,224.83	\$88,289.76
20	\$427.84	\$70,165.76	\$76,583.36	\$80,861.76	\$88,990.72
21	\$431.35	\$70,741.40	\$77,211.65	\$81,525.15	\$89,720.80
22	\$436.93	\$71,656.52	\$78,210.47	\$82,579.77	\$90,881.44
23	\$442.35	\$72,545.40	\$79,180.65	\$83,604.15	\$92,008.80
24	\$447.49	\$73,388.36	\$80,100.71	\$84,575.61	\$93,077.92
25+	\$452.92	\$74,278.88	\$81,072.68	\$85,601.88	\$94,207.36

Instructional Aide		
Step	Daily Rate	164 Days
0	\$143.84	\$23,589.76
1	\$146.27	\$23,988.28
2	\$147.08	\$24,121.12
3	\$150.95	\$24,755.80
4	\$153.28	\$25,137.92
5	\$155.61	\$25,520.04
6	\$157.95	\$25,903.80
7	\$160.29	\$26,287.56
8	\$162.63	\$26,671.32
9	\$164.96	\$27,053.44
10	\$172.42	\$28,276.88
11	\$175.28	\$28,745.92
12	\$178.13	\$29,213.32
13	\$180.97	\$29,679.08
14	\$183.82	\$30,146.48
15	\$186.68	\$30,615.52
16	\$189.52	\$31,081.28
17	\$192.37	\$31,548.68
18	\$195.23	\$32,017.72
19	\$198.07	\$32,483.48
20	\$200.92	\$32,950.88
21	\$203.99	\$33,454.36
22	\$206.97	\$33,943.08
23	\$209.94	\$34,430.16
24	\$212.92	\$34,918.88
25+	\$215.90	\$35,407.60
* Bilingual Paraprofessionals receive an additional \$1,000 stipend.		

SPED Self-Contained Instructional Aide		
Step	Daily Rate	164 Days
0	\$161.51	\$26,487.64
1	\$163.95	\$26,887.80
2	\$164.76	\$27,020.64
3	\$168.62	\$27,653.68
4	\$170.96	\$28,037.44
5	\$173.29	\$28,419.56
6	\$175.63	\$28,803.32
7	\$177.96	\$29,185.44
8	\$180.30	\$29,569.20
9	\$182.64	\$29,952.96
10	\$190.10	\$31,176.40
11	\$192.95	\$31,643.80
12	\$195.80	\$32,111.20
13	\$198.65	\$32,578.60
14	\$201.50	\$33,046.00
15	\$204.35	\$33,513.40
16	\$207.19	\$33,979.16
17	\$210.05	\$34,448.20
18	\$212.90	\$34,915.60
19	\$215.74	\$35,381.36
20	\$218.60	\$35,850.40
21	\$221.67	\$36,353.88
22	\$224.64	\$36,840.96
23	\$227.62	\$37,329.68
24	\$230.60	\$37,818.40
25+	\$233.57	\$38,305.48
* Bilingual Paraprofessionals receive an additional \$1,000 stipend.		

Counselors						
	Elem/MS/LPC		MS Lead		HS	
Step	Daily Rate	174 Days	Daily Rate	189 Days	Daily Rate	208 Days
0	\$377.73	\$65,725.02	\$397.32	\$75,093.95	\$397.32	\$82,643.08
1	\$378.39	\$65,839.86	\$398.02	\$75,226.33	\$398.02	\$82,788.76
2	\$379.07	\$65,958.18	\$398.74	\$75,362.60	\$398.74	\$82,938.73
3	\$379.73	\$66,073.02	\$399.43	\$75,493.03	\$399.43	\$83,082.27
4	\$381.07	\$66,306.18	\$400.87	\$75,763.62	\$400.87	\$83,380.07
5	\$405.03	\$70,475.22	\$404.41	\$76,433.28	\$404.41	\$84,117.05
6	\$387.77	\$67,471.98	\$407.94	\$77,101.00	\$407.94	\$84,851.89
7	\$391.12	\$68,054.88	\$411.49	\$77,770.67	\$411.49	\$85,588.88
8	\$394.48	\$68,639.52	\$415.03	\$78,440.33	\$415.03	\$86,325.87
9	\$397.83	\$69,222.42	\$418.57	\$79,109.99	\$418.57	\$87,062.85
10	\$401.17	\$69,803.58	\$422.11	\$79,779.66	\$422.11	\$87,799.84
11	\$404.52	\$70,386.48	\$425.66	\$80,449.32	\$425.66	\$88,536.82
12	\$407.88	\$70,971.12	\$429.20	\$81,118.99	\$429.20	\$89,273.81
13	\$411.24	\$71,555.76	\$432.75	\$81,790.60	\$432.75	\$90,012.94
14	\$414.58	\$72,136.92	\$436.29	\$82,458.32	\$436.29	\$90,747.78
15	\$417.93	\$72,719.82	\$439.83	\$83,127.98	\$439.83	\$91,484.76
16	\$421.29	\$73,304.46	\$443.36	\$83,795.70	\$443.36	\$92,219.61
17	\$424.63	\$73,885.62	\$446.91	\$84,465.37	\$446.91	\$92,956.59
18	\$427.99	\$74,470.26	\$450.45	\$85,135.03	\$450.45	\$93,693.58
19	\$431.33	\$75,051.42	\$453.99	\$85,804.70	\$453.99	\$94,430.56
20	\$434.68	\$75,634.32	\$457.54	\$86,474.36	\$457.54	\$95,167.55
21	\$438.19	\$76,245.06	\$461.24	\$87,175.17	\$461.24	\$95,938.81
22	\$443.73	\$77,209.02	\$467.11	\$88,282.85	\$467.11	\$97,157.84
23	\$449.14	\$78,150.36	\$472.82	\$89,363.26	\$472.82	\$98,346.87
24	\$454.26	\$79,041.24	\$478.23	\$90,385.28	\$478.23	\$99,471.63
25+	\$459.67	\$79,982.58	\$483.96	\$91,467.65	\$483.96	\$100,662.81

Nursing Department								
	Clinic Aide		CNA		LVN		RN	
Step	Daily Rate	164 Days	Daily Rate	164 Days	Daily Rate	164 Days	Daily Rate	164 Days
0	\$143.84	\$23,589.76	\$185.98	\$30,500.72	\$228.10	\$37,408.40	\$367.49	\$60,268.97
1	\$146.27	\$23,988.28	\$187.84	\$30,805.76	\$230.25	\$37,761.00	\$368.16	\$60,378.76
2	\$147.08	\$24,121.12	\$189.72	\$31,114.08	\$232.41	\$38,115.24	\$368.84	\$60,490.25
3	\$150.95	\$24,755.80	\$191.61	\$31,424.04	\$234.59	\$38,472.76	\$372.65	\$61,115.26
4	\$153.28	\$25,137.92	\$193.53	\$31,738.92	\$236.80	\$38,835.20	\$374.00	\$61,336.54
5	\$155.61	\$25,520.04	\$195.46	\$32,055.44	\$239.02	\$39,199.28	\$377.36	\$61,887.22
6	\$157.95	\$25,903.80	\$197.42	\$32,376.88	\$241.27	\$39,568.28	\$380.72	\$62,437.90
7	\$160.29	\$26,287.56	\$199.39	\$32,699.96	\$243.54	\$39,940.56	\$384.10	\$62,991.96
8	\$162.63	\$26,671.32	\$201.39	\$33,027.96	\$245.83	\$40,316.12	\$387.46	\$63,542.64
9	\$164.96	\$27,053.44	\$203.40	\$33,357.60	\$248.15	\$40,696.60	\$390.82	\$64,095.00
10	\$172.42	\$28,276.88	\$205.43	\$33,690.52	\$250.50	\$41,082.00	\$394.19	\$64,647.37
11	\$175.28	\$28,745.92	\$207.49	\$34,028.36	\$252.85	\$41,467.40	\$397.55	\$65,198.05
12	\$178.13	\$29,213.32	\$209.56	\$34,367.84	\$255.24	\$41,859.36	\$400.92	\$65,750.42
13	\$180.97	\$29,679.08	\$211.65	\$34,710.60	\$257.65	\$42,254.60	\$404.29	\$66,302.79
14	\$183.82	\$30,146.48	\$213.78	\$35,059.92	\$260.09	\$42,654.76	\$407.64	\$66,853.47
15	\$186.68	\$30,615.52	\$215.91	\$35,409.24	\$262.55	\$43,058.20	\$411.01	\$67,405.84
16	\$189.52	\$31,081.28	\$218.07	\$35,763.48	\$265.03	\$43,464.92	\$414.38	\$67,958.21
17	\$192.37	\$31,548.68	\$220.26	\$36,122.64	\$267.54	\$43,876.56	\$417.74	\$68,508.88
18	\$195.23	\$32,017.72	\$222.46	\$36,483.44	\$270.08	\$44,293.12	\$421.11	\$69,061.25
19	\$198.07	\$32,483.48	\$224.68	\$36,847.52	\$272.63	\$44,711.32	\$424.47	\$69,613.62
20	\$200.92	\$32,950.88	\$226.93	\$37,216.52	\$275.22	\$45,136.08	\$427.84	\$70,165.99
21	\$203.99	\$33,454.36	\$229.20	\$37,588.80	\$277.83	\$45,564.12	\$431.35	\$70,742.01
22	\$206.97	\$33,943.08	\$231.49	\$37,964.36	\$280.47	\$45,997.08	\$436.93	\$71,655.86
23	\$209.94	\$34,430.16	\$233.80	\$38,343.20	\$283.14	\$46,434.96	\$442.35	\$72,546.07
24	\$212.92	\$34,918.88	\$236.14	\$38,726.96	\$285.83	\$46,876.12	\$447.49	\$73,388.98
25+	\$215.90	\$35,407.60	\$238.51	\$39,115.64	\$288.53	\$47,318.92	\$452.92	\$74,279.19

Police Department				
	Officer		Sergeant	
Step	Daily Rate	179 Days	Daily Rate	179 Days
0	\$339.57	\$60,783.03	\$356.05	\$63,732.95
1	\$342.87	\$61,373.73	\$359.50	\$64,350.50
2	\$346.19	\$61,968.01	\$363.00	\$64,977.00
3	\$349.56	\$62,571.24	\$366.54	\$65,610.66
4	\$352.96	\$63,179.84	\$370.10	\$66,247.90
5	\$356.38	\$63,792.02	\$373.70	\$66,892.30
6	\$359.85	\$64,413.15	\$377.33	\$67,542.07
7	\$363.34	\$65,037.86	\$381.01	\$68,200.79
8	\$373.94	\$66,935.26	\$392.13	\$70,191.27
9	\$386.67	\$69,213.93	\$405.50	\$72,584.50
10	\$390.44	\$69,888.76	\$409.46	\$73,293.34
11	\$392.35	\$70,230.65	\$411.46	\$73,651.34
12	\$393.89	\$70,506.31	\$413.08	\$73,941.32
13	\$395.42	\$70,780.18	\$414.70	\$74,231.30
14	\$396.96	\$71,055.84	\$416.32	\$74,521.28
15	\$398.51	\$71,333.29	\$417.93	\$74,809.47
16	\$400.05	\$71,608.95	\$419.55	\$75,099.45
17	\$401.60	\$71,886.40	\$421.17	\$75,389.43
18	\$403.13	\$72,160.27	\$422.78	\$75,677.62
19	\$404.68	\$72,437.72	\$424.40	\$75,967.60
20	\$406.21	\$72,711.59	\$426.02	\$76,257.58
21	\$407.76	\$72,989.04	\$427.64	\$76,547.56
22	\$409.29	\$73,262.91	\$429.26	\$76,837.54
23	\$410.84	\$73,540.36	\$430.88	\$77,127.52
24	\$412.91	\$73,910.89	\$433.05	\$77,515.95
25+	\$414.98	\$74,281.42	\$435.22	\$77,904.38
Crossing Guard			Hourly Rate	\$15.00
Security Guard			Hourly Rate	\$20.60
Security Guard Supervisor			Hourly Rate	\$22.66

Campus Clerical Support						
	Receptionist		Secretary / Clerk			
Step	Daily Rate	174 Days	Daily Rate	174 Days	189 Days	208 Days
0	\$147.33	\$25,635.42	\$171.90	\$29,910.60	\$32,489.10	\$35,755.20
1	\$148.67	\$25,868.58	\$174.78	\$30,411.72	\$33,033.42	\$36,354.24
2	\$150.02	\$26,103.48	\$177.68	\$30,916.32	\$33,581.52	\$36,957.44
3	\$151.39	\$26,341.86	\$180.57	\$31,419.18	\$34,127.73	\$37,558.56
4	\$152.77	\$26,581.98	\$183.46	\$31,922.04	\$34,673.94	\$38,159.68
5	\$154.17	\$26,825.58	\$186.35	\$32,424.90	\$35,220.15	\$38,760.80
6	\$155.57	\$27,069.18	\$189.24	\$32,927.76	\$35,766.36	\$39,361.92
7	\$156.99	\$27,316.26	\$192.14	\$33,432.36	\$36,314.46	\$39,965.12
8	\$158.43	\$27,566.82	\$195.03	\$33,935.22	\$36,860.67	\$40,566.24
9	\$159.89	\$27,820.86	\$197.92	\$34,438.08	\$37,406.88	\$41,167.36
10	\$161.35	\$28,074.90	\$207.16	\$36,045.84	\$39,153.24	\$43,089.28
11	\$162.83	\$28,332.42	\$210.70	\$36,661.80	\$39,822.30	\$43,825.60
12	\$164.33	\$28,593.42	\$214.22	\$37,274.28	\$40,487.58	\$44,557.76
13	\$165.84	\$28,856.16	\$217.75	\$37,888.50	\$41,154.75	\$45,292.00
14	\$167.36	\$29,120.64	\$221.29	\$38,504.46	\$41,823.81	\$46,028.32
15	\$168.88	\$29,385.12	\$224.81	\$39,116.94	\$42,489.09	\$46,760.48
16	\$170.45	\$29,658.30	\$228.35	\$39,732.90	\$43,158.15	\$47,496.80
17	\$172.03	\$29,933.22	\$231.86	\$40,343.64	\$43,821.54	\$48,226.88
18	\$173.62	\$30,209.88	\$235.40	\$40,959.60	\$44,490.60	\$48,963.20
19	\$175.22	\$30,488.28	\$238.93	\$41,573.82	\$45,157.77	\$49,697.44
20	\$176.84	\$30,770.16	\$242.45	\$42,186.30	\$45,823.05	\$50,429.60
21	\$178.48	\$31,055.52	\$245.98	\$42,800.52	\$46,490.22	\$51,163.84
22	\$180.13	\$31,342.62	\$249.51	\$43,414.74	\$47,157.39	\$51,898.08
23	\$181.80	\$31,633.20	\$253.04	\$44,028.96	\$47,824.56	\$52,632.32
24	\$183.47	\$31,923.78	\$256.56	\$44,641.44	\$48,489.84	\$53,364.48
25+	\$191.98	\$33,404.52	\$260.10	\$45,257.40	\$49,158.90	\$54,100.80

Campus Support		
Instructional Coach / Behavior Coach		
Step	Daily Rate	179 Days
0	\$368.64	\$65,986.56
1	\$369.26	\$66,097.54
2	\$369.87	\$66,206.73
3	\$370.48	\$66,315.92
4	\$371.73	\$66,539.67
5	\$374.81	\$67,090.99
6	\$377.89	\$67,642.31
7	\$380.98	\$68,195.42
8	\$384.05	\$68,744.95
9	\$387.13	\$69,296.27
10	\$390.22	\$69,849.38
11	\$393.30	\$70,400.70
12	\$396.37	\$70,950.23
13	\$399.46	\$71,503.34
14	\$402.54	\$72,054.66
15	\$405.62	\$72,605.98
16	\$408.71	\$73,159.09
17	\$411.79	\$73,710.41
18	\$414.87	\$74,261.73
19	\$417.96	\$74,814.84
20	\$421.04	\$75,366.16
21	\$424.27	\$75,944.33
22	\$429.38	\$76,859.02
23	\$434.35	\$77,748.65
24	\$439.05	\$78,589.95
25+	\$444.03	\$79,481.37

Assistant / Associate Principal								
	Elementary Assistant		Middle Assistant		Middle Associate High Assistant		High Associate	
Step	Daily Rate	189 Days	Daily Rate	189 Days	Daily Rate	208 Days	Daily Rate	208 Days
0	\$412.61	\$77,983.29	\$439.23	\$83,014.47	\$448.25	\$93,236.00	\$450.72	\$93,749.76
1	\$416.65	\$78,746.85	\$443.53	\$83,827.17	\$452.14	\$94,045.12	\$454.62	\$94,560.96
2	\$420.71	\$79,514.19	\$447.86	\$84,645.54	\$456.08	\$94,864.64	\$458.56	\$95,380.48
3	\$424.83	\$80,292.87	\$452.25	\$85,475.25	\$460.07	\$95,694.56	\$462.54	\$96,208.32
4	\$428.97	\$81,075.33	\$456.68	\$86,312.52	\$464.10	\$96,532.80	\$466.57	\$97,046.56
5	\$433.18	\$81,871.02	\$461.15	\$87,157.35	\$468.17	\$97,379.36	\$470.64	\$97,893.12
6	\$437.41	\$82,670.49	\$465.66	\$88,009.74	\$472.27	\$98,232.16	\$474.74	\$98,745.92
7	\$441.68	\$83,477.52	\$470.23	\$88,873.47	\$476.41	\$99,093.28	\$478.88	\$99,607.04
8	\$446.02	\$84,297.78	\$474.83	\$89,742.87	\$481.10	\$100,068.80	\$483.59	\$100,586.72
9	\$450.39	\$85,123.71	\$479.49	\$90,623.61	\$485.85	\$101,056.80	\$488.32	\$101,570.56
10	\$454.79	\$85,955.31	\$484.18	\$91,510.02	\$490.13	\$101,947.04	\$489.51	\$101,818.08
11	\$459.24	\$86,796.36	\$488.93	\$92,407.77	\$494.95	\$102,949.60	\$497.43	\$103,465.44
12	\$463.74	\$87,646.86	\$493.72	\$93,313.08	\$499.31	\$103,856.48	\$501.79	\$104,372.32
13	\$468.28	\$88,504.92	\$498.56	\$94,227.84	\$504.22	\$104,877.76	\$506.70	\$105,393.60
14	\$472.80	\$89,359.20	\$503.46	\$95,153.94	\$508.67	\$105,803.36	\$511.14	\$106,317.12
15	\$477.50	\$90,247.50	\$508.40	\$96,087.60	\$513.66	\$106,841.28	\$516.14	\$107,357.12
16	\$482.17	\$91,130.13	\$513.38	\$97,028.82	\$518.71	\$107,891.68	\$521.19	\$108,407.52
17	\$486.91	\$92,025.99	\$518.42	\$97,981.38	\$523.29	\$108,844.32	\$525.76	\$109,358.08
18	\$491.68	\$92,927.52	\$523.51	\$98,943.39	\$528.43	\$109,913.44	\$530.90	\$110,427.20
19	\$496.50	\$93,838.50	\$528.65	\$99,914.85	\$533.10	\$110,884.80	\$535.58	\$111,400.64
20	\$501.37	\$94,758.93	\$533.84	\$100,895.76	\$538.33	\$111,972.64	\$540.81	\$112,488.48
21	\$506.30	\$95,690.70	\$539.08	\$101,886.12	\$543.61	\$113,070.88	\$546.10	\$113,588.80
22	\$511.26	\$96,628.14	\$544.38	\$102,887.82	\$548.42	\$114,071.36	\$550.90	\$114,587.20
23	\$516.28	\$97,576.92	\$549.73	\$103,898.97	\$553.80	\$115,190.40	\$556.27	\$115,704.16
24	\$521.33	\$98,531.37	\$555.13	\$104,919.57	\$559.22	\$116,317.76	\$561.70	\$116,833.60
25+	\$526.46	\$99,500.94	\$560.59	\$105,951.51	\$564.18	\$117,349.44	\$566.65	\$117,863.20

Principals						
	Elementary		Middle		High	
Step	Daily Rate	208 Days	Daily Rate	208 Days	Daily Rate	208 Days
0	\$440.92	\$91,711.36	\$498.88	\$103,767.04	\$599.95	\$124,789.60
1	\$445.27	\$92,616.16	\$503.81	\$104,792.48	\$605.89	\$126,025.12
2	\$449.66	\$93,529.28	\$508.79	\$105,828.32	\$611.88	\$127,271.04
3	\$454.10	\$94,452.80	\$513.82	\$106,874.56	\$617.94	\$128,531.52
4	\$458.58	\$95,384.64	\$518.89	\$107,929.12	\$624.06	\$129,804.48
5	\$463.10	\$96,324.80	\$524.02	\$108,996.16	\$630.24	\$131,089.92
6	\$467.66	\$97,273.28	\$529.19	\$110,071.52	\$636.48	\$132,387.84
7	\$480.12	\$99,864.96	\$534.43	\$111,161.44	\$642.78	\$133,698.24
8	\$482.70	\$100,401.60	\$539.71	\$112,259.68	\$649.15	\$135,023.20
9	\$485.27	\$100,936.16	\$545.05	\$113,370.40	\$655.57	\$136,358.56
10	\$487.85	\$101,472.80	\$550.43	\$114,489.44	\$662.07	\$137,710.56
11	\$491.24	\$102,178.13	\$555.87	\$115,620.96	\$668.62	\$139,072.96
12	\$496.06	\$103,180.48	\$561.37	\$116,764.96	\$675.26	\$140,454.08
13	\$500.95	\$104,197.60	\$566.92	\$117,919.36	\$681.94	\$141,843.52
14	\$505.91	\$105,229.28	\$572.54	\$119,088.32	\$688.70	\$143,249.60
15	\$510.90	\$106,267.20	\$578.19	\$120,263.52	\$695.53	\$144,670.24
16	\$515.95	\$107,317.60	\$583.92	\$121,455.36	\$702.42	\$146,103.36
17	\$521.05	\$108,378.40	\$589.70	\$122,657.60	\$709.38	\$147,551.04
18	\$526.20	\$109,449.60	\$595.53	\$123,870.24	\$716.42	\$149,015.36
19	\$531.40	\$110,531.20	\$601.42	\$125,095.36	\$723.51	\$150,490.08
20	\$536.64	\$111,621.12	\$607.37	\$126,332.96	\$730.69	\$151,983.52
21	\$541.94	\$112,723.52	\$613.39	\$127,585.12	\$737.93	\$153,489.44
22	\$547.31	\$113,840.48	\$619.45	\$128,845.60	\$745.26	\$155,014.08
23	\$552.72	\$114,965.76	\$625.59	\$130,122.72	\$752.64	\$156,549.12
24	\$558.19	\$116,103.52	\$631.78	\$131,410.24	\$760.11	\$158,102.88
25+	\$563.70	\$117,249.60	\$638.03	\$132,710.24	\$767.65	\$159,671.20

Technology				
	Campus Technician / Help Desk		Device/System/Network Admin	
Step	Daily Rate	208 Days	Daily Rate	208 Days
0	\$195.15	\$40,591.20	\$360.44	\$74,971.52
1	\$197.00	\$40,976.00	\$363.96	\$75,703.68
2	\$198.85	\$41,360.80	\$367.50	\$76,440.00
3	\$200.74	\$41,753.92	\$371.10	\$77,188.80
4	\$202.63	\$42,147.04	\$374.72	\$77,941.76
5	\$204.55	\$42,546.40	\$378.38	\$78,703.04
6	\$206.47	\$42,945.76	\$382.08	\$79,472.64
7	\$208.43	\$43,353.44	\$385.82	\$80,250.56
8	\$210.41	\$43,765.28	\$389.59	\$81,034.72
9	\$212.40	\$44,179.20	\$393.40	\$81,827.20
10	\$214.40	\$44,595.20	\$397.24	\$82,625.92
11	\$216.44	\$45,019.52	\$401.12	\$83,432.96
12	\$218.49	\$45,445.92	\$405.05	\$84,250.40
13	\$220.56	\$45,876.48	\$409.01	\$85,074.08
14	\$222.67	\$46,315.36	\$413.02	\$85,908.16
15	\$224.78	\$46,754.24	\$417.07	\$86,750.56
16	\$226.92	\$47,199.36	\$421.15	\$87,599.20
17	\$229.07	\$47,646.56	\$425.28	\$88,458.24
18	\$231.26	\$48,102.08	\$429.44	\$89,323.52
19	\$233.45	\$48,557.60	\$433.65	\$90,199.20
20	\$235.67	\$49,019.36	\$437.89	\$91,081.12
21	\$237.04	\$49,304.32	\$440.53	\$91,630.24
22	\$239.07	\$49,726.56	\$444.40	\$92,435.20
23	\$241.10	\$50,148.80	\$448.27	\$93,240.16
24	\$243.12	\$50,568.96	\$452.14	\$94,045.12
25	\$245.15	\$50,991.20	\$456.01	\$94,850.08

Transportation					
	Bus Driver			Mechanic	
Step	Hourly Rate	6 Hour	8 Hour	Hourly Rate	246 Days
0	\$26.82	\$26,390.88	\$35,187.84	\$33.07	\$65,081.76
1	\$27.31	\$26,873.04	\$35,830.72	\$33.39	\$65,711.52
2	\$27.81	\$27,365.04	\$36,486.72	\$33.71	\$66,341.28
3	\$28.33	\$27,876.72	\$37,168.96	\$34.04	\$66,990.72
4	\$28.84	\$28,378.56	\$37,838.08	\$34.36	\$67,620.48
5	\$29.37	\$28,900.08	\$38,533.44	\$34.68	\$68,250.24
6	\$29.91	\$29,431.44	\$39,241.92	\$35.00	\$68,880.00
7	\$30.46	\$29,972.64	\$39,963.52	\$35.32	\$69,509.76
8	\$31.01	\$30,513.84	\$40,685.12	\$35.65	\$70,159.20
9	\$31.59	\$31,084.56	\$41,446.08	\$35.97	\$70,788.96
10	\$32.17	\$31,655.28	\$42,207.04	\$36.29	\$71,418.72
11	\$32.76	\$32,238.79	\$42,985.06	\$36.61	\$72,048.48
12	\$33.38	\$32,845.92	\$43,794.56	\$36.93	\$72,678.24
13	\$34.00	\$33,456.00	\$44,608.00	\$37.26	\$73,327.68
14	\$34.62	\$34,066.08	\$45,421.44	\$37.61	\$74,016.48
15	\$35.28	\$34,715.52	\$46,287.36	\$37.97	\$74,724.96
16	\$35.94	\$35,364.96	\$47,153.28	\$38.34	\$75,453.12
17	\$36.61	\$36,024.24	\$48,032.32	\$38.70	\$76,161.60
18	\$37.29	\$36,693.36	\$48,924.48	\$39.06	\$76,870.08
19	\$37.99	\$37,382.16	\$49,842.88	\$39.43	\$77,598.24
20	\$38.71	\$38,090.64	\$50,787.52	\$39.79	\$78,306.72
21	\$38.90	\$38,277.60	\$51,036.80	\$40.16	\$79,034.88
22	\$39.50	\$38,868.00	\$51,824.00	\$40.52	\$79,743.36
23	\$40.09	\$39,448.56	\$52,598.08	\$40.73	\$80,156.64
24	\$40.69	\$40,038.96	\$53,385.28	\$41.07	\$80,825.76
25	\$41.27	\$40,609.68	\$54,146.24	\$41.40	\$81,475.20
			Hourly Rate	6 Hour	8 Hour
Non CDL Driver			\$20.97	\$20,634.48	\$27,512.64
Monitor			\$16.80	\$16,531.20	\$22,041.60

Maintenance				
	HVAC		Electrician, Carpenter, Plumber	
Step	Hourly Rate	246 Days	Hourly Rate	246 Days
0	\$20.07	\$39,497.76	\$25.29	\$49,770.72
1	\$20.50	\$40,344.00	\$25.74	\$50,656.32
2	\$20.79	\$40,914.72	\$26.20	\$51,561.60
3	\$21.35	\$42,016.80	\$26.67	\$52,486.56
4	\$21.56	\$42,430.08	\$27.13	\$53,391.84
5	\$21.85	\$43,000.80	\$27.58	\$54,277.44
6	\$22.15	\$43,591.20	\$28.05	\$55,202.40
7	\$22.77	\$44,811.36	\$28.50	\$56,088.00
8	\$23.39	\$46,031.52	\$28.95	\$56,973.60
9	\$24.05	\$47,330.40	\$29.42	\$57,898.56
10	\$24.73	\$48,668.64	\$29.88	\$58,803.84
11	\$25.42	\$50,026.56	\$30.34	\$59,709.12
12	\$26.14	\$51,443.52	\$30.80	\$60,614.40
13	\$26.88	\$52,899.84	\$31.26	\$61,519.68
14	\$27.65	\$54,415.20	\$31.71	\$62,405.28
15	\$28.44	\$55,969.92	\$32.18	\$63,330.24
16	\$29.24	\$57,544.32	\$32.63	\$64,215.84
17	\$30.09	\$59,217.12	\$33.09	\$65,121.12
18	\$30.92	\$60,850.56	\$33.56	\$66,046.08
19	\$31.81	\$62,602.08	\$34.02	\$66,951.36
20	\$32.71	\$64,373.28	\$34.47	\$67,836.96
21	\$33.02	\$64,983.36	\$34.94	\$68,761.92
22	\$33.76	\$66,439.68	\$35.39	\$69,647.52
23	\$34.49	\$67,876.32	\$35.84	\$70,533.12
24	\$35.24	\$69,352.32	\$36.31	\$71,458.08
25	\$35.97	\$70,788.96	\$36.77	\$72,363.36

Maintenance						
	Admin Assistant		General Maintenance & Grounds		Grounds Supervisor	
Step	Daily Rate	246 Days	Hourly Rate	246 Days	Hourly Rate	246 Days
0	\$182.68	\$44,939.28	\$16.14	\$31,763.52	\$25.84	\$50,853.12
1	\$185.49	\$45,630.54	\$16.37	\$32,216.16	\$26.08	\$51,325.44
2	\$188.29	\$46,319.34	\$16.67	\$32,806.56	\$26.33	\$51,817.44
3	\$191.11	\$47,013.06	\$17.13	\$33,711.84	\$26.57	\$52,289.76
4	\$193.91	\$47,701.86	\$17.45	\$34,341.60	\$26.82	\$52,781.76
5	\$196.72	\$48,393.12	\$17.82	\$35,069.76	\$27.06	\$53,254.08
6	\$199.52	\$49,081.92	\$18.08	\$35,581.44	\$27.31	\$53,746.08
7	\$202.33	\$49,773.18	\$18.42	\$36,250.56	\$27.56	\$54,238.08
8	\$205.13	\$50,461.98	\$18.92	\$37,234.56	\$27.80	\$54,710.40
9	\$207.95	\$51,155.70	\$19.42	\$38,218.56	\$28.05	\$55,202.40
10	\$216.92	\$53,362.32	\$19.95	\$39,261.60	\$28.30	\$55,694.40
11	\$220.34	\$54,203.64	\$20.50	\$40,344.00	\$28.83	\$56,737.44
12	\$223.76	\$55,044.96	\$21.05	\$41,426.40	\$29.39	\$57,839.52
13	\$227.19	\$55,888.74	\$21.63	\$42,567.84	\$29.96	\$58,961.28
14	\$230.61	\$56,730.06	\$22.22	\$43,728.96	\$30.52	\$60,063.36
15	\$234.03	\$57,571.38	\$22.82	\$44,909.76	\$31.12	\$61,244.16
16	\$237.46	\$58,415.16	\$23.45	\$46,149.60	\$31.72	\$62,424.96
17	\$240.88	\$59,256.48	\$24.09	\$47,409.12	\$32.33	\$63,625.44
18	\$244.30	\$60,097.80	\$24.42	\$48,058.56	\$32.91	\$64,766.88
19	\$247.72	\$60,939.12	\$25.45	\$50,085.60	\$33.59	\$66,105.12
20	\$251.14	\$61,780.44	\$26.10	\$51,364.80	\$34.23	\$67,364.64
21	\$254.70	\$62,656.20	\$26.88	\$52,899.84	\$34.90	\$68,683.20
22	\$258.25	\$63,529.50	\$27.63	\$54,375.84	\$35.57	\$70,001.76
23	\$261.81	\$64,405.26	\$28.41	\$55,910.88	\$36.26	\$71,359.68
24	\$265.36	\$65,278.56	\$29.19	\$57,445.92	\$36.96	\$72,737.28
25	\$268.91	\$66,151.86	\$30.05	\$59,138.40	\$37.67	\$74,134.56

Child Nutrition								
	Elementary Manager		Middle Manager		High Manager		Menu Planner/Supervisor	
Step	Hourly	174 Days	Hourly	174 Days	Hourly	174 Days	Daily	208 Days
0	\$18.21	\$25,348.88	\$19.48	\$27,116.16	\$19.57	\$27,241.44	\$241.63	\$50,259.04
1	\$18.49	\$25,735.99	\$19.78	\$27,533.76	\$19.90	\$27,700.80	\$243.93	\$50,737.44
2	\$18.77	\$26,123.11	\$20.09	\$27,965.28	\$20.23	\$28,160.16	\$246.26	\$51,222.08
3	\$19.06	\$26,524.56	\$20.38	\$28,368.96	\$20.55	\$28,605.60	\$248.61	\$51,710.88
4	\$19.33	\$26,911.68	\$20.68	\$28,786.56	\$20.88	\$29,064.96	\$250.99	\$52,205.92
5	\$19.61	\$27,298.79	\$20.99	\$29,218.08	\$21.20	\$29,510.40	\$253.39	\$52,705.12
6	\$19.90	\$27,700.24	\$21.29	\$29,635.68	\$21.53	\$29,969.76	\$255.81	\$53,208.48
7	\$20.18	\$28,087.36	\$21.60	\$30,067.20	\$21.85	\$30,415.20	\$258.25	\$53,716.00
8	\$20.46	\$28,474.47	\$21.90	\$30,484.80	\$22.18	\$30,874.56	\$260.72	\$54,229.76
9	\$20.73	\$28,861.59	\$22.21	\$30,916.32	\$22.55	\$31,389.60	\$263.23	\$54,751.84
10	\$21.63	\$30,108.96	\$23.18	\$32,266.56	\$23.54	\$32,767.68	\$265.74	\$55,273.92
11	\$21.98	\$30,596.44	\$23.54	\$32,767.68	\$23.93	\$33,310.56	\$268.29	\$55,804.32
12	\$22.32	\$31,069.58	\$23.91	\$33,282.72	\$24.33	\$33,867.36	\$270.86	\$56,338.88
13	\$22.66	\$31,542.72	\$24.28	\$33,797.76	\$24.72	\$34,410.24	\$273.45	\$56,877.60
14	\$23.01	\$32,030.20	\$24.65	\$34,312.80	\$25.12	\$34,967.04	\$276.08	\$57,424.64
15	\$23.35	\$32,503.34	\$25.02	\$34,827.84	\$25.51	\$35,509.92	\$278.73	\$57,975.84
16	\$23.69	\$32,976.48	\$25.39	\$35,342.88	\$25.90	\$36,052.80	\$281.41	\$58,533.28
17	\$24.04	\$33,463.96	\$25.76	\$35,857.92	\$26.31	\$36,623.52	\$284.10	\$59,092.80
18	\$24.38	\$33,937.10	\$26.13	\$36,372.96	\$26.70	\$37,166.40	\$286.83	\$59,660.64
19	\$24.72	\$34,410.24	\$26.50	\$36,888.00	\$27.10	\$37,723.20	\$289.59	\$60,234.72
20	\$25.06	\$34,883.38	\$26.86	\$37,389.12	\$27.49	\$38,266.08	\$292.38	\$60,815.04
21	\$25.41	\$35,370.86	\$27.24	\$37,918.08	\$27.90	\$38,836.80	\$294.11	\$61,174.88
22	\$25.77	\$35,872.68	\$27.63	\$38,460.96	\$28.31	\$39,407.52	\$296.64	\$61,701.12
23	\$26.13	\$36,374.49	\$28.02	\$39,003.84	\$28.73	\$39,992.16	\$299.17	\$62,227.36
24	\$26.48	\$36,861.97	\$28.40	\$39,532.80	\$29.14	\$40,562.88	\$301.71	\$62,755.68
25	\$26.84	\$37,363.79	\$28.78	\$40,061.76	\$29.55	\$41,133.60	\$304.25	\$63,284.00

Child Nutrition				
	Specialist		Assistant Manager	
Step	Hourly	164 Days Annualized	Hourly	164
0	\$14.77	\$18,167.10	\$15.84	\$20,782.08
1	\$15.02	\$18,474.60	\$16.09	\$21,110.08
2	\$15.24	\$18,745.20	\$16.34	\$21,438.08
3	\$15.47	\$19,028.10	\$16.59	\$21,766.08
4	\$15.71	\$19,323.30	\$16.85	\$22,107.20
5	\$15.94	\$19,606.20	\$17.10	\$22,435.20
6	\$16.17	\$19,889.10	\$17.36	\$22,776.32
7	\$16.41	\$20,184.30	\$17.60	\$23,091.20
8	\$16.63	\$20,454.90	\$17.85	\$23,419.20
9	\$16.86	\$20,737.80	\$18.12	\$23,773.44
10	\$17.61	\$21,660.30	\$18.91	\$24,809.92
11	\$17.89	\$22,004.70	\$19.23	\$25,229.76
12	\$18.18	\$22,361.40	\$19.54	\$25,636.48
13	\$18.46	\$22,705.80	\$19.85	\$26,043.20
14	\$18.74	\$23,050.20	\$20.16	\$26,449.92
15	\$19.02	\$23,394.60	\$20.47	\$26,856.64
16	\$19.31	\$23,751.30	\$20.78	\$27,263.36
17	\$19.59	\$24,095.70	\$21.08	\$27,656.96
18	\$19.87	\$24,440.10	\$21.39	\$28,063.68
19	\$20.16	\$24,796.80	\$21.70	\$28,470.40
20	\$20.45	\$25,153.50	\$22.00	\$28,864.00
21	\$20.73	\$25,497.90	\$22.33	\$29,296.96
22	\$21.03	\$25,866.90	\$22.65	\$29,716.80
23	\$21.32	\$26,223.60	\$22.98	\$30,149.76
24	\$21.62	\$26,592.60	\$23.30	\$30,569.60
25	\$21.91	\$26,949.30	\$23.62	\$30,989.44

Special Education						
	Behavior Specialist		SLP-A/ARD Facilitator		ARD Administrator	
Step	Daily Rate	164 Days	Daily Rate	174 Days	Daily Rate	174 Days
0	\$373.13	\$61,193.32	\$370.00	\$64,380.00	\$412.61	\$71,794.14
1	\$376.75	\$61,787.00	\$370.68	\$64,498.32	\$416.65	\$72,497.10
2	\$380.41	\$62,387.24	\$371.35	\$64,614.90	\$420.71	\$73,203.54
3	\$384.10	\$62,992.40	\$372.03	\$64,733.22	\$424.83	\$73,920.42
4	\$387.84	\$63,605.76	\$373.38	\$64,968.12	\$428.97	\$74,640.78
5	\$391.61	\$64,224.04	\$376.73	\$65,551.02	\$433.18	\$75,373.32
6	\$395.41	\$64,847.24	\$380.09	\$66,135.66	\$437.41	\$76,109.34
7	\$399.25	\$65,477.00	\$383.47	\$66,723.78	\$441.68	\$76,852.32
8	\$403.13	\$66,113.32	\$386.83	\$67,308.42	\$446.02	\$77,607.48
9	\$407.06	\$66,757.84	\$390.19	\$67,893.06	\$450.39	\$78,367.86
10	\$411.01	\$67,405.64	\$393.55	\$68,477.70	\$454.79	\$79,133.46
11	\$415.02	\$68,063.28	\$396.93	\$69,065.82	\$459.24	\$79,907.76
12	\$419.06	\$68,725.84	\$400.29	\$69,650.46	\$463.74	\$80,690.76
13	\$423.13	\$69,393.32	\$403.66	\$70,236.84	\$468.28	\$81,480.72
14	\$427.25	\$70,069.00	\$407.01	\$70,819.74	\$472.80	\$82,267.20
15	\$431.43	\$70,754.52	\$410.38	\$71,406.12	\$477.50	\$83,085.00
16	\$435.63	\$71,443.32	\$413.75	\$71,992.50	\$482.17	\$83,897.58
17	\$439.87	\$72,138.68	\$417.11	\$72,577.14	\$486.91	\$84,722.34
18	\$444.16	\$72,842.24	\$420.48	\$73,163.52	\$491.68	\$85,552.32
19	\$448.49	\$73,552.36	\$423.83	\$73,746.42	\$496.50	\$86,391.00
20	\$452.87	\$74,270.68	\$427.21	\$74,334.54	\$501.37	\$87,238.38
21	\$455.58	\$74,715.12	\$430.73	\$74,947.02	\$506.30	\$88,096.20
22	\$459.56	\$75,367.84	\$436.30	\$75,916.20	\$511.26	\$88,959.24
23	\$463.54	\$76,020.56	\$441.73	\$76,861.02	\$516.28	\$89,832.72
24	\$467.53	\$76,674.92	\$446.87	\$77,755.38	\$521.33	\$90,711.42
25	\$471.51	\$77,327.64	\$452.29	\$78,698.46	\$526.46	\$91,604.04

Special Education				
	Licensed Specialist School Psychologist		SLP/Diagnostician	
Step	Daily Rate	174 Days	Daily Rate	174 Days
0	\$442.61	\$77,014.14	\$445.32	\$77,485.68
1	\$446.94	\$77,767.56	\$449.67	\$78,242.58
2	\$451.30	\$78,526.20	\$454.07	\$79,008.18
3	\$455.71	\$79,293.54	\$458.49	\$79,777.26
4	\$460.16	\$80,067.84	\$462.97	\$80,556.78
5	\$464.66	\$80,850.84	\$467.51	\$81,346.74
6	\$469.21	\$81,642.54	\$472.08	\$82,141.92
7	\$473.79	\$82,439.46	\$476.69	\$82,944.06
8	\$478.42	\$83,245.08	\$481.36	\$83,756.64
9	\$483.11	\$84,061.14	\$486.07	\$84,576.18
10	\$487.84	\$84,884.16	\$490.83	\$85,404.42
11	\$492.61	\$85,714.14	\$495.63	\$86,239.62
12	\$497.43	\$86,552.82	\$500.48	\$87,083.52
13	\$502.30	\$87,400.20	\$505.38	\$87,936.12
14	\$507.22	\$88,256.28	\$510.33	\$88,797.42
15	\$512.19	\$89,121.06	\$515.33	\$89,667.42
16	\$517.20	\$89,992.80	\$520.39	\$90,547.86
17	\$522.28	\$90,876.72	\$525.49	\$91,435.26
18	\$527.40	\$91,767.60	\$530.64	\$92,331.36
19	\$532.57	\$92,667.18	\$535.84	\$93,236.16
20	\$537.79	\$93,575.46	\$541.09	\$94,149.66
21	\$541.02	\$94,137.48	\$544.34	\$94,715.16
22	\$545.78	\$94,965.72	\$549.12	\$95,546.88
23	\$550.54	\$95,793.96	\$553.91	\$96,380.34
24	\$555.28	\$96,618.72	\$558.69	\$97,212.06
25	\$560.04	\$97,446.96	\$563.48	\$98,045.52

Central Administration Clerical Office Support

	Admin Assistant (020)		Executive Admin Assistant (008)		Superintendent Admin Assistant (062)	
Step	Daily Rate	208 Days	Daily Rate	208 Days	Daily Rate	208 Days
0	\$182.68	\$37,997.44	\$242.96	\$50,535.68	\$311.50	\$64,792.00
1	\$185.49	\$38,581.92	\$245.28	\$51,018.24	\$313.90	\$65,291.20
2	\$188.29	\$39,164.32	\$247.62	\$51,504.96	\$316.33	\$65,796.64
3	\$191.11	\$39,750.88	\$249.98	\$51,995.84	\$318.78	\$66,306.24
4	\$193.91	\$40,333.28	\$252.37	\$52,492.96	\$321.26	\$66,822.08
5	\$196.72	\$40,917.76	\$254.79	\$52,996.32	\$323.77	\$67,344.16
6	\$199.52	\$41,500.16	\$257.22	\$53,501.76	\$326.29	\$67,868.32
7	\$202.33	\$42,084.64	\$259.68	\$54,013.44	\$329.56	\$68,548.48
8	\$205.13	\$42,667.04	\$262.17	\$54,531.36	\$331.43	\$68,937.44
9	\$207.95	\$43,253.60	\$264.68	\$55,053.44	\$334.03	\$69,478.24
10	\$216.92	\$45,119.36	\$267.21	\$55,579.68	\$336.66	\$70,025.28
11	\$220.34	\$45,830.72	\$269.78	\$56,114.24	\$339.31	\$70,576.48
12	\$223.76	\$46,542.08	\$272.36	\$56,650.88	\$342.00	\$71,136.00
13	\$227.19	\$47,255.52	\$274.97	\$57,193.76	\$344.71	\$71,699.68
14	\$230.61	\$47,966.88	\$277.62	\$57,744.96	\$347.44	\$72,267.52
15	\$234.03	\$48,678.24	\$280.27	\$58,296.16	\$350.20	\$72,841.60
16	\$237.46	\$49,391.68	\$282.97	\$58,857.76	\$353.00	\$73,424.00
17	\$240.88	\$50,103.04	\$285.69	\$59,423.52	\$355.82	\$74,010.56
18	\$244.30	\$50,814.40	\$288.43	\$59,993.44	\$358.66	\$74,601.28
19	\$247.72	\$51,525.76	\$291.20	\$60,569.60	\$361.54	\$75,200.32
20	\$251.14	\$52,237.12	\$294.00	\$61,152.00	\$364.45	\$75,805.60
21	\$254.70	\$52,977.60	\$295.73	\$61,511.84	\$366.24	\$76,177.92
22	\$258.25	\$53,716.00	\$298.29	\$62,044.32	\$368.89	\$76,729.12
23	\$261.81	\$54,456.48	\$300.83	\$62,572.64	\$371.53	\$77,278.24
24	\$265.36	\$55,194.88	\$303.39	\$63,105.12	\$374.10	\$77,812.80
25	\$268.91	\$55,933.28	\$305.94	\$63,635.52	\$376.83	\$78,380.64

Central Administration									
	Specialist		Lead Specialist		Support Coordinator		Coordinator (Degreed)		
Step	Daily Rate	208 Days	Daily Rate	208 Days	Daily Rate	208 Days	Daily Rate	189 Days	208 Days
0	\$241.63	\$50,259.04	\$266.39	\$55,409.12	\$298.58	\$62,104.64	\$382.37	\$72,267.93	\$79,532.96
1	\$243.93	\$50,737.44	\$268.70	\$55,889.60	\$300.88	\$62,583.04	\$386.11	\$72,974.79	\$80,310.88
2	\$246.26	\$51,222.08	\$271.02	\$56,372.16	\$303.21	\$63,067.68	\$389.88	\$73,687.32	\$81,095.04
3	\$248.61	\$51,710.88	\$273.37	\$56,860.96	\$305.56	\$63,556.48	\$393.67	\$74,403.63	\$81,883.36
4	\$250.99	\$52,205.92	\$275.75	\$57,356.00	\$307.94	\$64,051.52	\$397.51	\$75,129.39	\$82,682.08
5	\$253.39	\$52,705.12	\$278.15	\$57,855.20	\$310.34	\$64,550.72	\$401.39	\$75,862.71	\$83,489.12
6	\$255.81	\$53,208.48	\$280.57	\$58,358.56	\$312.76	\$65,054.08	\$405.31	\$76,603.59	\$84,304.48
7	\$258.26	\$53,718.08	\$282.99	\$58,861.92	\$315.89	\$65,705.12	\$409.26	\$77,350.14	\$85,126.08
8	\$260.73	\$54,231.84	\$285.50	\$59,384.00	\$317.68	\$66,077.44	\$413.27	\$78,108.03	\$85,960.16
9	\$263.23	\$54,751.84	\$287.99	\$59,901.92	\$320.18	\$66,597.44	\$417.30	\$78,869.70	\$86,798.40
10	\$265.75	\$55,276.00	\$290.51	\$60,426.08	\$322.70	\$67,121.60	\$421.38	\$79,640.82	\$87,647.04
11	\$268.29	\$55,804.32	\$293.06	\$60,956.48	\$325.24	\$67,649.92	\$425.50	\$80,419.50	\$88,504.00
12	\$270.86	\$56,338.88	\$295.62	\$61,488.96	\$327.81	\$68,184.48	\$429.65	\$81,203.85	\$89,367.20
13	\$273.47	\$56,881.76	\$298.23	\$62,031.84	\$330.41	\$68,725.28	\$433.86	\$81,999.54	\$90,242.88
14	\$276.08	\$57,424.64	\$300.81	\$62,568.48	\$333.03	\$69,270.24	\$438.10	\$82,800.90	\$91,124.80
15	\$278.73	\$57,975.84	\$303.49	\$63,125.92	\$335.68	\$69,821.44	\$442.39	\$83,611.71	\$92,017.12
16	\$281.41	\$58,533.28	\$306.17	\$63,683.36	\$338.36	\$70,378.88	\$446.71	\$84,428.19	\$92,915.68
17	\$284.12	\$59,096.96	\$308.88	\$64,247.04	\$341.06	\$70,940.48	\$451.09	\$85,256.01	\$93,826.72
18	\$286.84	\$59,662.72	\$311.61	\$64,814.88	\$343.79	\$71,508.32	\$455.51	\$86,091.39	\$94,746.08
19	\$289.59	\$60,234.72	\$314.36	\$65,386.88	\$346.54	\$72,080.32	\$459.97	\$86,934.33	\$95,673.76
20	\$292.39	\$60,817.12	\$317.15	\$65,967.20	\$349.33	\$72,660.64	\$464.47	\$87,784.83	\$96,609.76
21	\$294.11	\$61,174.88	\$318.87	\$66,324.96	\$351.05	\$73,018.40	\$467.25	\$88,310.25	\$97,188.00
22	\$296.64	\$61,701.12	\$321.40	\$66,851.20	\$353.59	\$73,546.72	\$471.36	\$89,087.04	\$98,042.88
23	\$299.17	\$62,227.36	\$323.94	\$67,379.52	\$356.12	\$74,072.96	\$475.46	\$89,861.94	\$98,895.68
24	\$301.72	\$62,757.76	\$326.48	\$67,907.84	\$358.67	\$74,603.36	\$479.56	\$90,636.84	\$99,748.48
25	\$304.25	\$63,284.00	\$329.01	\$68,434.08	\$361.20	\$75,129.60	\$483.67	\$91,413.63	\$100,603.36

Central Administration						
	Director (Non-Degreed)		Director (Degreed)		Executive Director Athletic Director	
Step	Daily Rate	208 Days	Daily Rate	208 Days	Daily Rate	208 Days
0	\$392.55	\$81,650.40	\$511.34	\$106,358.72	\$531.64	\$110,581.12
1	\$396.42	\$82,455.36	\$516.40	\$107,411.20	\$536.90	\$111,675.20
2	\$400.32	\$83,266.56	\$521.50	\$108,472.00	\$542.20	\$112,777.60
3	\$404.25	\$84,084.00	\$526.66	\$109,545.28	\$547.57	\$113,894.56
4	\$408.24	\$84,913.92	\$531.86	\$110,626.88	\$552.98	\$115,019.84
5	\$412.26	\$85,750.08	\$537.11	\$111,718.88	\$558.45	\$116,157.60
6	\$416.32	\$86,594.56	\$542.43	\$112,825.44	\$563.97	\$117,305.76
7	\$420.43	\$87,449.44	\$547.78	\$113,938.24	\$569.55	\$118,466.40
8	\$424.57	\$88,310.56	\$553.20	\$115,065.60	\$575.18	\$119,637.44
9	\$428.75	\$89,180.00	\$558.67	\$116,203.36	\$580.87	\$120,820.96
10	\$432.97	\$90,057.76	\$564.20	\$117,353.60	\$586.62	\$122,016.96
11	\$437.25	\$90,948.00	\$569.78	\$118,514.24	\$592.41	\$123,221.28
12	\$441.55	\$91,842.40	\$575.41	\$119,685.28	\$598.26	\$124,438.08
13	\$445.91	\$92,749.28	\$581.11	\$120,870.88	\$604.21	\$125,675.68
14	\$450.31	\$93,664.48	\$586.85	\$122,064.80	\$610.18	\$126,917.44
15	\$454.75	\$94,588.00	\$592.66	\$123,273.28	\$616.22	\$128,173.76
16	\$459.23	\$95,519.84	\$598.52	\$124,492.16	\$622.33	\$129,444.64
17	\$463.76	\$96,462.08	\$604.46	\$125,727.68	\$628.49	\$130,725.92
18	\$468.33	\$97,412.64	\$610.43	\$126,969.44	\$634.71	\$132,019.68
19	\$472.96	\$98,375.68	\$616.48	\$128,227.84	\$640.99	\$133,325.92
20	\$477.62	\$99,344.96	\$622.58	\$129,496.64	\$647.34	\$134,646.72
21	\$480.51	\$99,946.08	\$626.35	\$130,280.80	\$653.75	\$135,980.00
22	\$484.76	\$100,830.08	\$631.92	\$131,439.36	\$660.23	\$137,327.84
23	\$489.01	\$101,714.08	\$637.47	\$132,593.76	\$663.00	\$137,904.00
24	\$493.27	\$102,600.16	\$643.03	\$133,750.24	\$669.50	\$139,256.00
25	\$497.51	\$103,482.08	\$648.59	\$134,906.72	\$675.33	\$140,468.64
			Daily Rate		208 Days	
Blue Club Director			\$240.38		\$50,000.00	

Central Administration				
	Chief of Police		Chief/Assistant Superintendent	
Step	Daily Rate	208 Days	Daily Rate	208 Days
0	\$655.28	\$136,298.24	\$723.30	\$150,446.40
1	\$657.85	\$136,832.80	\$729.86	\$151,810.88
2	\$660.43	\$137,369.44	\$736.47	\$153,185.76
3	\$663.00	\$137,904.00	\$743.16	\$154,577.28
4	\$665.59	\$138,442.72	\$749.91	\$155,981.28
5	\$668.15	\$138,975.20	\$756.72	\$157,397.76
6	\$670.74	\$139,513.92	\$763.61	\$158,830.88
7	\$673.30	\$140,046.40	\$770.57	\$160,278.56
8	\$675.89	\$140,585.12	\$777.60	\$161,740.80
9	\$678.46	\$141,119.68	\$784.70	\$163,217.60
10	\$681.04	\$141,656.32	\$791.86	\$164,706.88
11	\$683.61	\$142,190.88	\$799.09	\$166,210.72
12	\$686.19	\$142,727.52	\$806.41	\$167,733.28
13	\$688.76	\$143,262.08	\$813.79	\$169,268.32
14	\$691.35	\$143,800.80	\$821.25	\$170,820.00
15	\$693.91	\$144,333.28	\$828.79	\$172,388.32
16	\$696.50	\$144,872.00	\$836.39	\$173,969.12
17	\$699.06	\$145,404.48	\$844.07	\$175,566.56
18	\$701.65	\$145,943.20	\$851.84	\$177,182.72
19	\$704.22	\$146,477.76	\$859.67	\$178,811.36
20	\$706.79	\$147,012.32	\$867.59	\$180,458.72
21	\$709.37	\$147,548.96	\$872.49	\$181,477.92
22	\$711.95	\$148,085.60	\$879.70	\$182,977.60
23	\$714.52	\$148,620.16	\$886.91	\$184,477.28
24	\$717.10	\$149,156.80	\$894.12	\$185,976.96
25	\$719.67	\$149,691.36	\$901.33	\$187,476.64