



Arlington
Public
Schools

Pay Plan FY 2019

July 1, 2018 -
June 30, 2019

Effective July 1, 2018

| Scale | Positions | Page Number |
|-------|--|-------------|
| | ALLOCATION OF CLASSES TO GRADES | 2-7 |
| A | Retirement Eligible -INSTRUCTIONAL ASSISTANTS, RESOURCE & OCCUPATIONAL/PHYSICAL THERAPY | 8-9 |
| A | ASSISTANT | |
| A | Non-Retirement Eligible -INSTRUCTIONAL ASSISTANTS, RESOURCE & OCCUPATIONAL/PHYSICAL | 10-11 |
| A | THERAPY ASSISTANT | |
| A | ASSISTANT PROFESSIONAL STANDARDS | 12 |
| C | Retirement Eligible and Non-Retirement FOOD SERVICES | 13 |
| D | Retirement Eligible and Non-Retirement TRANSPORTATION | 14 |
| E | Retirement Eligible E-SCALE 10 MONTH | 15 |
| E | Retirement Eligible E-SCALE 12 MONTH | 16-17 |
| E | Non-Retirement Eligible E-SCALE 12 MONTH | 18-20 |
| G | Retirement Eligible G-SCALE | 21-24 |
| G | Non-Retirement Eligible G-SCALE | 25-28 |
| G | G-SCALE PROFESSIONAL STANDARDS | 29 |
| M | Retirement Eligible and Non-Retirement CUSTODIAL & MAINTENANCE | 30 |
| M | CUSTODIAL & MAINTENANCE PROFESSIONAL STANDARDS | 31 |
| P | Retirement Eligible PRINCIPAL & ADMINISTRATIVE | 32 |
| P | Non-Retirement Eligible PRINCIPAL & ADMINISTRATIVE | 33 |
| T | Retirement Eligible TEACHERS | 34 |
| T | Non- Retirement Eligible TEACHERS | 35 |
| T | Retirement Eligible TEACHERS - CAP1/ Non-Retirement CAP1 | 36-37 |
| T | Retirement Eligible TEACHERS - CAP2/ Non-Retirement CAP2 | 38-39 |
| X | Retirement Eligible EXTENDED DAY Supervisors and Assistant Supervisors | 40 |
| X | Non-Retirement Eligible EXTENDED DAY Supervisors and Assistant Supervisors | 41 |
| X | Retirement Eligible and Non-Retirement Extended Day Hourly Aides | 42 |
| X | EXTENDED DAY PROFESSIONAL STANDARDS | 43 |
| | CAREER, TECHNICAL & ADULT EDUCATION | 44-45 |
| | HOURLY RATES OF PAY | 46 |
| | SPECIAL EDUCATION ASSESSMENT FEES/SCHOOL & COMMUNITY RELATIONS STIPENDS | 47 |
| | ATHLETIC SUPPLEMENTAL SALARIES | 48 |
| | ACADEMIC STIPENDS | 49 |
| | INSTRUCTIONAL SUBSTITUTES | 50 |
| | SUMMER SCHOOL RATES | 51 |
| | RETIREE REHIRE RATES | 52 |
| | EXTENDED DAY/STARTALK HOURLY RATES | 53 |

Notes: (1) Barcroft employees must be 24-pays

(2) Semi-monthly pay reflects salary if an employee begins work on the first day of the fiscal year. Otherwise, semi-monthly pay is determined based on days worked within the fiscal year.

2018-19 Allocation of Classes to Pay Grades - Alphabetical Listing

| A - Scale Classification | Units | Grade | C - Scale Classification | Units | Grade |
|---------------------------|----------|--------|--|----------|-------|
| BILINGUAL FAMILY RES ASST | 190 Days | 09 | CENTRAL KITCHEN ASST MGR | Hourly | 08 |
| ASST I | 187 Days | 06 | CENTRAL KITCHEN MGR | Hourly | 12 |
| ASST II | 187 Days | 07 | FARM-TO-SCHOOL FOOD SERVICE COORDINATOR | Hourly | 12 |
| ASST III | 187 Days | 09 | FOOD SVC MGR I | Hourly | 06 |
| ESOL/HILT ASST | 187 Days | 09 | FOOD SVC MGR II | Hourly | 08 |
| ESOL/HILT RES ASST | 190 Days | 09 | FOOD SVC MGR III | Hourly | 10 |
| INSTRUCTIONAL ASST | 187 Days | 09 | FOOD SVC MGR IV | Hourly | 11 |
| INTERLUDE RES ASST | 190 Days | 09 | FOOD SVC WORKER I | Hourly | 02 |
| ASL INTERPRETER RES ASST | 190 Days | 12 | FOOD SVC WORKER II | Hourly | 03 |
| KINDERGARTEN ASST | 187 Days | 07; 09 | D - Scale Classification | | |
| LIBRARY MEDIA ASSISTANT | 191 Days | 09 | BUS DRIVER | Hourly | 07 |
| MONTESSORI ASST III | 187 Days | 09 | BUS DRIVER | Hourly | 09 |
| OCCUPATIONAL THERAPY ASST | 190 Days | 12 | BUS DRIVER - EXTENDED YEAR | Hourly | 09 |
| OUTDOOR ED RES ASST | 190 Days | 09 | BUS DRIVER - SPECIAL NEEDS | Hourly | 10 |
| PHYSICAL THERAPY ASST | 190 Days | 12 | BUS DRIVER - SPECIAL NEEDS/EXTENDED YEAR | Hourly | 10 |
| PREK SPECIAL ED ASST | 187 Days | 07; 09 | CLUSTER LEAD DRIVER | Hourly | 12 |
| PRESCHOOL ASST | 187 Days | 09 | CLUSTER SWING DRIVER | Hourly | 11 |
| SCHOOL RES ASST | 190 Days | 09 | DISPATCHER | Hourly | 11 |
| SECURITY RES ASST | 190 Days | 09 | DRIVER/ATTENDANT TRAINER | Hourly | 11 |
| SPECIAL ED ASST | 187 Days | 07; 09 | FOOD SERVICE DRIVER | Hourly | 09 |
| SPECIAL ED ASST | 190 Days | 09 | LEAD DISPATCHER | Hourly | 12 |
| SPECIAL ED RES ASST | 190 Days | 09 | SCHOOL BUS ATTENDANT | Hourly | 04 |
| | | | SCHOOL BUS ATTENDANT - EXTENDED YEAR | Hourly | 04 |
| | | | X - Scale Classification | | |
| | | | EXTENDED Days CARE AIDE (HRLY) | Hourly | 04 |
| | | | EXTENDED Days CARE ASST SUPR | 191 Days | 08 |
| | | | EXTENDED Days CARE ASST SUPR | 221 Days | 08 |
| | | | EXTENDED Days CARE ASST SUPR | 231 Days | 08 |
| | | | EXTENDED Days CARE SUPR | 191 Days | 12 |
| | | | EXTENDED Days CARE SUPR | 221 Days | 12 |
| | | | EXTENDED Days CARE SUPR | 231 Days | 12 |
| | | | EXTENDED Days TEAM LEADER | 191 Days | 06 |
| | | | TEMPORARY/HRLY | Hourly | 04 |

2018-19 Allocation of Classes to Pay Grades - Alphabetical Listing

| E - Scale Classification | Units | Grade | E - Scale Classification | Units | Grade |
|---|----------|-------|---|----------|-------|
| ACTIVITIES COORD | 200 Days | 06 | DIR AQUATICS MANAGEMENT | 12-Month | 13 |
| ADMIN OFFICER FACILITIES & OPERATIONS | 12-Month | 09 | DIR BUDGET | 12-Month | 15 |
| ADULT ED GED SPEC | 12-Month | 05 | DIR COMMUNICATIONS | 12-Month | 15 |
| ADULT ESL PROG SPEC | 12-Month | 02 | DIR DESIGN & CONST | 12-Month | 16 |
| AQUATICS MANAGER | 12-Month | 04 | DIR EMPLOYEE ASSISTANCE PROG | 12-Month | 16 |
| ASST DIR EXTENDED Days | 12-Month | 11 | DIR EXTENDED DAY | 12-Month | 14 |
| ASST DIR FOOD SVCS | 12-Month | 10 | DIR FACILITIES PLANNING | 12-Month | 15 |
| ASST DIR MAINT | 12-Month | 10 | DIR FINANCE | 12-Month | 16 |
| ASST DIR NETWORK & INFRASTRUCTURE SVCS | 12-Month | 15 | DIR FOOD SVCS | 12-Month | 14 |
| ASST DIR PURCHASING | 12-Month | 11 | DIR INTERNAL AUDIT | 12-Month | 15 |
| ASST DIR STUDENT ACTIVITIES | 12-Month | 06 | DIR MAINT | 12-Month | 16 |
| ASST DIR TRANSPORTATION | 12-Month | 12 | DIR MULTIMODAL TRANSPORTATION PLANNING | 12-Month | 15 |
| ASST FACILITY MGR | 12-Month | 01 | DIR PLANT OPERATIONS | 12-Month | 13 |
| ASSESSMENT SPECIALIST | 12-Month | 10 | DIR PURCHASING/PURCHASING AGENT | 12-Month | 14 |
| BENEFITS SPEC | 12-Month | 07 | DIR TECHNOLOGY SERVICES | 12-Month | 15 |
| BENEFITS SUPERVISOR | 12-Month | 13 | DIR TRANSPORTATION SERVICES | 12-Month | 15 |
| BUDGET ANALYST* E-5 (I), E-7 (II), E-9 (III), E-11 (IV) | 12-Month | 11 | DISTANCE LEARNING PRODUCTION SPEC | 12-Month | 06 |
| BUYER | 12-Month | 07 | EAP PROFESSIONAL | 12-Month | 10 |
| CHIEF OF STAFF | 12-Month | 14 | ELECTRICAL ENGINEER | 12-Month | 06 |
| CLERK OF THE BOARD | 12-Month | 11 | EMERGENCY MANAGER | 12-Month | 09 |
| COORD ACCOUNTABILITY | 12-Month | 15 | EMPLOYMENT SPEC | 12-Month | 07 |
| COORD COMMUNITY ENGAGEMENT | 12-Month | 08 | ENERGY/STORMWATER MGMT PROG ADMINISTRATOR | 12-Month | 12 |
| COMM COORD-FAM ENGAGEMENT & PUBLIC INFORMATION | 12-Month | 08 | ERP ANALYST - FINANCE | 12-Month | 16 |
| COMM COORD VOLUNTEER, PARTNERSHIPS & SPEC EVENTS | 12-Month | 8 | ERP ANALYST - HR FUNCTIONAL | 12-Month | 16 |
| COMM COORD Media & Online Strategies | 12-Month | 10 | ERP ANALYST - HR FUNCTIONAL JR | 12-Month | 11 |
| COMM COORD WEBMASTER & DESIGN SERVICES | 12-Month | 10 | ESOL/HILT ASSESSMENT SPEC | 12-Month | 05 |
| COORD HUMANITIES PROJECT & FINE ARTS APPRENTICE PROG | 200 Days | 06 | EVALUATION SPEC | 12-Month | 10 |
| COORD SPECIAL PROJECTS | 12-Month | 15 | EXTENDED Days SPEC | 12-Month | 07 |
| COORD SUMMER SCHOOL | 12-Month | 12 | FACILITIES EMERGENCY PLANNER | 12-Month | 09 |
| COORD TECHNICAL SVCS - MCP | 12-Month | 11 | FACILITIES MGR (GUNSTON) | 12-Month | 07 |
| DATA ARCHITECT | 12-Month | 14 | FACILITIES MGR (HOFFMAN-BOSTON) | 12-Month | 03 |
| DATA SPECIALIST | 12-Month | 06 | FACILITIES MGR (JEFFERSON) | 12-Month | 07 |
| DATABASE ADMINISTRATOR | 12-Month | 14 | FACILITIES MGR (KENMORE) | 12-Month | 03 |
| DEPUTY CLERK OF THE BOARD | 12-Month | 06 | FACILITIES MGR (W-L) | 12-Month | 03 |

* Career Ladder Positions

2018-19 Allocation of Classes to Pay Grades - Alphabetical Listing

| E - Scale Classification | Units | Grade | E - Scale Classification | Units | Grade |
|--|----------|-------|---|----------|-------|
| FINANCIAL ANALYST I* | 12-Month | 05 | MC/MM PROGRAM MANAGER | 12-Month | 10 |
| FINANCIAL ANALYST II* | 12-Month | 07 | NETWORK ANALYST I* | 12-Month | 08 |
| FINANCIAL ANALYST III* | 12-Month | 10 | NETWORK ANALYST II* | 12-Month | 10 |
| FOOD SVCS SPEC I* | 12-Month | 05 | NETWORK ANALYST III* | 12-Month | 12 |
| FOOD SVCS SPEC II* | 12-Month | 06 | PARENT TEEN OUTREACH HOME VISIT SPEC | 12-Month | 10 |
| FOOD SVCS SPEC III* | 12-Month | 08 | PAYROLL ADMIN | 12-Month | 10 |
| FUNCTIONAL ANALYST SIS | 12-Month | 14 | PAYROLL SPEC | 12-Month | 07 |
| GRANTS ANALYST | 12-Month | 05 | PLANNING & EVALUATION - INTEGRATED PROJ PLANNER | 12-Month | 10 |
| HRIS ADMINISTRATOR | 12-Month | 10 | PLANNER (FACILITIES & OPERATIONS) | 12-Month | 09 |
| INFO SYSTEM ANALYST I* | 12-Month | 06 | PLANT OPERATION SPEC | 12-Month | 05 |
| INFO SYSTEM ANALYST II* | 12-Month | 08 | POOL MANAGER | 12-Month | 02 |
| INFO SYSTEM ANALYST III* | 12-Month | 10 | PROCUREMENT SPEC | 12-Month | 09 |
| INFO SYSTEM ANALYST IV | 12-Month | 12 | PROJECT COORD NETWORK SVS | 12-Month | 08 |
| INSTRL TECHNOLOGY COORD I* | 12-Month | 06 | PROJECT MANAGER | 12-Month | 06 |
| INSTRL TECHNOLOGY COORD II* | 12-Month | 08 | PROJECT MGR ENVIRONMENTAL SERVICES | 12-Month | 09 |
| INSTRL TECHNOLOGY COORD III | 12-Month | 10 | PROJECT MGR, LICENSURE | 12-Month | 11 |
| INSTRUCTIONAL TECH INTEGRATION ANALYST | 12-Month | 14 | PUBLIC INFO OFFICER | 12-Month | 04 |
| INTEGRATED PROJECT PLANNER | 12-Month | 10 | REEP TECHNOLOGY SUPPORT SPECIALIST | 12-Month | 05 |
| LEAD ADULT ESL SPEC | 12-Month | 05 | REEP OFFICE MGR | 12-Month | 01 |
| LEAD DRIVER/ATTENDANT TRAINER | 12-Month | 06 | REEP PROG SPEC | 12-Month | 04 |
| LEAD ENGINEER | 12-Month | 07 | ROUTE PLANNER | 12-Month | 05 |
| LIBRARY INFO SYSTEMS COORD | 12-Month | 06 | ROUTING AND PLANNING COORDINATOR | 12-Month | 07 |
| MANAGER TECHNICAL SERVICES CENTER | 12-Month | 10 | SECURITY COORDINATOR | 12-Month | 10 |
| MATERIALS PRODUCTIONS SPEC | 12-Month | 04 | | | |

* Career Ladder Positions

2018-19 Allocation of Classes to Pay Grades - Alphabetical Listing

| E - Scale Classification | Units | Grade | E - Scale Classification | Units | Grade |
|---|----------|-------|---|----------|-------|
| SENIOR BUYER | 12-Month | 09 | TELECOMMUNICATION ANALYST I* | 12-Month | 05 |
| SENIOR PROJECT MGR | 12-Month | 09 | TELECOMMUNICATION ANALYST II* | 12-Month | 07 |
| SPECIAL ED. COMPLIANCE SPECIALIST | 12-Month | 09 | TELECOMMUNICATION ANALYST III* | 12-Month | 10 |
| SPECIAL ED TECHNOLOGY COORD | 12-Month | 05 | TELEVISION PRODUCER/DIRECTOR I* | 12-Month | 06 |
| SUPPORT SERVICES COORD | 12-Month | 07 | TELEVISION PRODUCER/DIRECTOR II* | 12-Month | 08 |
| SUPR TALENT MANAGEMENT | 12-Month | 13 | TELEVISION PRODUCER/DIRECTOR III | 12-Month | 10 |
| SUPR ENTERPRISE RESOURCE PLANNING (ERP) | 12-Month | 15 | TRANSLATION SPEC | 12-Month | 03 |
| SUPR PAYROLL | 12-Month | 13 | TRANSPORTATION COORD/PRESCHOOL/SPECIAL ED | 12-Month | 06 |
| SUPR TECHNOLOGY INTEGRATION SOLUTIONS | 12-Month | 14 | TRANSPORTATION OPERATIONS MGR* | 12-Month | 09 |
| SUPR TELECOMMUNICATIONS | 12-Month | 12 | TSC TECH I* | 12-Month | 02 |
| TECHNICAL OPERATIONS CENTER SPEC | 12-Month | 04 | TSC TECH II* | 12-Month | 04 |
| TECHNOLOGY ARCHITECT | 12-Month | 15 | TSC TECH III | 12-Month | 06 |
| TECHNOLOGY LOGISTICE & PROCUREMENT COORD* | 12-Month | 14 | VIDEO HEADEND OPERATOR* | 12-Month | 02 |
| TECHNOLOGY SUPPORT SPEC I* | 12-Month | 05 | VIDEO SYSTEMS SPEC I* | 12-Month | 02 |
| TECHNOLOGY SUPPORT SPEC II* | 12-Month | 07 | VIDEO SYSTEMS SPEC II* | 12-Month | 03 |
| TECHNOLOGY SUPPORT SPEC III | 12-Month | 10 | VIDEO SYSTEMS SPEC III | 12-Month | 06 |
| TEEN PARENTING COMMUNITY RESOURCE SPEC | 200 Days | 02 | VOLUNTEER PROG SPEC | 12-Month | 02 |
| | | | WEBMASTER/E-COMMUNICATIONS COORDINATOR | 12-Month | 08 |

* Career Ladder Positions

2018-19 Allocation of Classes to Pay Grades - Alphabetical Listing

| G - Scale Classification | Units | Grade | G - Scale Classification | Units | Grade |
|----------------------------|----------|-------|--------------------------------------|----------|-------|
| ACCOUNT CLERK | 12-Month | 10 | EDUCATIONAL ADMIN SPEC | 12-Month | 08 |
| ACCOUNT SPECIALIST | 12-Month | 11 | EMPLOYMENT SPEC | 12-Month | 12 |
| ADMINISTRATIVE ASST | 12-Month | 08 | EXEC ASST TO THE SUPERINTENDENT | 12-Month | 14 |
| ADMINISTRATIVE ASST | 12-Month | 09 | EXECUTIVE ADMIN SPEC | 12-Month | 12 |
| ADMINISTRATIVE SPEC | 12-Month | 10 | LEAVE MANAGEMENT TECHNICIAN | 12-Month | 13 |
| ANIMAL SCIENCE TECH | 12-Month | 11 | LIBRARY MEDIA ADMIN ASST I* | 191 Days | 06 |
| BILINGUAL ADMIN ASSISTANT | 12-Month | 09 | LIBRARY MEDIA ADMIN ASST II* | 191 Days | 07 |
| CENTRAL LIBRARY/MAIL COORD | 12-Month | 08 | LIBRARY MEDIA ADMIN ASST III* | 12-Month | 09 |
| CLERICAL ASST | 196 Days | 07 | LIBRARY TECHNICIAN | 12-Month | 10 |
| CLERICAL ASST | 208 Days | 07 | MULTIMEDIA MATERIALS COORDINATOR | 12-Month | 08 |
| CLERICAL ASST | 12-Month | 07 | OFFICE TECHNOLOGY TECH | 12-Month | 09 |
| CUSTOMER SVC COORD | 12-Month | 10 | PERSONNEL SPEC | 12-Month | 13 |
| EDUCATIONAL ADMIN ASST | 196 Days | 07 | PERSONNEL TECH | 12-Month | 10 |
| EDUCATIONAL ADMIN ASST | 208 Days | 07 | PRINTER | 12-Month | 09 |
| EDUCATIONAL ADMIN ASST | 12-Month | 07 | PRINTING & MATERIALS PRODUCTION SUPR | 12-Month | 12 |
| EDUCATIONAL ADMIN COORD I | 196 Days | 10 | PROG COORD (PRINC ASST) | 12-Month | 11 |
| EDUCATIONAL ADMIN COORD I | 208 Days | 10 | PROJECT DESIGN & CONST ASST | 12-Month | 09 |
| EDUCATIONAL ADMIN COORD I | 12-Month | 10 | PURCHASING ASSISTANT | 12-Month | 09 |
| EDUCATIONAL ADMIN COORD II | 196 Days | 11 | PURCHASING TECHNICIAN | 12-Month | 11 |
| EDUCATIONAL ADMIN COORD II | 208 Days | 11 | REGISTRAR | 12-Month | 10 |
| EDUCATIONAL ADMIN SPEC | 196 Days | 08 | TELEVISION ASST | 12-Month | 07 |
| EDUCATIONAL ADMIN SPEC | 208 Days | 08 | VOC LAB TECH | 12-Month | 11 |

* Career Ladder Positions

2018-19 Allocation of Classes to Pay Grades - Alphabetical Listing

| M - Scale Classification | Units | Grade | M - Scale Classification | Units | Grade |
|----------------------------------|--------|----------|--|--------|-------|
| ASST MAINTENANCE SUPERVISOR | Hourly | 11 | HVAC MECHANIC II* | Hourly | 15 |
| AV MATERIALS INSPECTOR | Hourly | 05 | HVAC MECHANIC III | Hourly | 16 |
| BLDG MAINT MECHANIC | Hourly | 08 | HVAC MECHANIC IV | Hourly | 17 |
| BOOK PROCESSOR/SHIPPING CLERK | Hourly | 05 | MAIL CLERK/DRIVER | Hourly | 05 |
| CABINETMAKER | Hourly | 10 | MAINTENANCE HELPER* | Hourly | 03 |
| CABLING TECH | Hourly | 09 | MAINTENANCE MECHANIC (PREVENTATIVE) | Hourly | 08 |
| COMMUNICATION TECH | Hourly | 10 | MAINTENANCE MECHANIC I (CARPENTER)* | Hourly | 08 |
| CUSTODIAL ASST SUPERVISOR I | Hourly | 07 | MAINTENANCE MECHANIC I (GLAZIER/ROOFER)* | Hourly | 08 |
| CUSTODIAL ASST SUPERVISOR II | Hourly | 08 | MAINTENANCE MECHANIC I (WITH SPECIALTIES)* | Hourly | 08 |
| CUSTODIAL QUALITY CONTROL SPEC | Hourly | 08 | MAINTENANCE MECHANIC II (CARPENTER) | Hourly | 09 |
| CUSTODIAL SUPERVISOR I | Hourly | 07 | MAINTENANCE MECHANIC II (GLAZIER/ROOFER) | Hourly | 09 |
| CUSTODIAL SUPERVISOR II | Hourly | 08 | MAINTENANCE MECHANIC II (PAINTER) | Hourly | 09 |
| CUSTODIAL SUPERVISOR III | Hourly | 09 | MAINTENANCE MECHANIC II (WITH SPECIALTIES) | Hourly | 09 |
| CUSTODIAL SUPERVISOR IV | Hourly | 10 | MAINTENANCE SUPERVISOR I | Hourly | 13 |
| CUSTODIAL SUPERVISOR V | Hourly | 11 | MAINTENANCE SUPERVISOR I (WITH SPECIALTIES) | Hourly | 13 |
| CUSTODIAN I | Hourly | 02 | MAINTENANCE SUPERVISOR II | Hourly | 14 |
| CUSTODIAN II | Hourly | 03 | MAINTENANCE SUPERVISOR II (WITH SPECIALTIES) | Hourly | 14 |
| CUSTODIAN III | Hourly | 04 | MAINTENANCE TRAINEE | Hourly | 05 |
| ELECTRICIAN | Hourly | 09;10;11 | OPERATING ENGINEER | Hourly | 13 |
| ELECTRONICS TECHICIAN | Hourly | 10 | PLUMBER I* | Hourly | 09 |
| GROUPS MECHANIC I* | Hourly | 08;09 | PLUMBER II* | Hourly | 10 |
| HVAC MAINT SUPR | Hourly | 19 | PLUMBER III | Hourly | 11 |
| HVAC MAINTENANCE ASST SUPERVISOR | Hourly | 18 | RELIEF CUSTODIAN | Hourly | 07 |
| HVAC MECHANIC I* | Hourly | 14 | SECURITY & PA SYSTEM TECH | Hourly | 10 |
| | | | TELECOM TECH | Hourly | 10 |

* Career Ladder Positions

2018-19 Allocation of Classes to Pay Grades - Alphabetical Listing

| P - Scale Classification | Units | Grade | P - Scale Classification | Units | Grade |
|---|----------|-------|-------------------------------------|----------|-------|
| ADMIN ALTERNATIVE SCHOOL | 12-Month | 15 | DIR CURRICULUM & INSTRUCTION | 12-Month | 17 |
| ASST DIR ACCOUNTABILITY & EVALUATION | 12-Month | 14 | DIR VOC CAREER TECH & ADULT ED | 12-Month | 17 |
| ASST DIR PLANNING & EVALUATION | 12-Month | 14 | EXEC DIR OF PLANNING AND EVALUATION | 12-Month | 18 |
| ASST SUPT ADMIN SVCS | 12-Month | 19 | ELEM ASST PRINCIPAL | 12-Month | 14 |
| ASST SUPT FACILITIES & OPERATIONS | 12-Month | 19 | ELEM PRINCIPAL | 12-Month | 17 |
| ASST SUPT FINANCE & MGMT SVCS | 12-Month | 19 | HB WOODLAWN PRINCIPAL | 12-Month | 17 |
| ASST SUPT INFO SVCS | 12-Month | 19 | HIGH SCHOOL ASST PRINCIPAL | 12-Month | 15 |
| ASST SUPT TEACHING & LEARNING | 12-Month | 19 | HIGH SCHOOL PRINCIPAL | 12-Month | 18 |
| ASST SUPT HUMAN RESOURCES | 12-Month | 19 | MIDDLE SCHOOL ASST PRINCIPAL | 12-Month | 15 |
| ASST SUPT SCHOOL & COMMUNITY RELATIONS | 12-Month | 19 | MIDDLE SCHOOL PRINCIPAL | 12-Month | 17 |
| COORD ADULT EDUCATION | 12-Month | 12 | SUPR ARL ED & EMPL PROG (REEP) | 12-Month | 15 |
| COORD ALTERNATIVE PARENTING TEENS | 12-Month | 13 | SUPR CAREER & TECH ED | 12-Month | 16 |
| COORD EARLY CHILDHOOD PRESCHOOL PROG | 12-Month | 14 | SUPR COUNSELING | 12-Month | 15 |
| COORD FAMILY ED CENTER | 12-Month | 13 | SUPR ESOL/HILT | 12-Month | 16 |
| COORD FEDERAL PROGRAMS | 12-Month | 15 | SUPR FINE ARTS | 12-Month | 16 |
| COORD INTERNATL BACCALAUREATE | 12-Month | 13 | SUPR GIFTED & TALENTED | 12-Month | 16 |
| COORD LANGUAGE SVCS REGISTRATION CENTER | 12-Month | 11 | SUPR HEALTH & PE | 12-Month | 16 |
| COORD TA | 12-Month | 15 | SUPR LIBRARY & MEDIA SVCS | 12-Month | 15 |
| DIR ADMINISTRATIVE SERVICES | 12-Month | 16 | SUPR MATHEMATICS | 12-Month | 16 |
| DIR COUNSELING SVCS HIGH SCHOOL | 12-Month | 15 | SUPR MINORITY STUDENT ACHIEVEMENT | 12-Month | 16 |
| DIR COUNSELING SVCS MIDDLE SCHOOL | 12-Month | 15 | SUPR ENGLISH/LANGUAGE ARTS | 12-Month | 16 |
| DIR EARLY CHILDHOOD & ELEMENTARY ED | 12-Month | 16 | SUPR SCHOOL PSYCHOLOGY/SOCIAL WORK | 12-Month | 15 |
| DIR ENTERPRISE SOLUTIONS | 12-Month | 17 | SUPR SCIENCE | 12-Month | 16 |
| DIR EMPLOYEE RELATIONS | 12-Month | 16 | SUPR SOCIAL STUDIES | 12-Month | 16 |
| DIR STUDENT SERVICES | 12-Month | 16 | SUPR SPECIAL PROGRAMS | 12-Month | 15 |
| DIR SECONDARY ED | 12-Month | 16 | SUPR PROFESS LEARNING | 12-Month | 16 |
| DIR SPECIAL ED | 12-Month | 17 | SUPR TITLE I | 12-Month | 15 |
| DIR STUDENT ACTIVITIES/HIGH SCHOOL | 12-Month | 15 | SUPR WORLD LANGUAGES | 12-Month | 16 |
| DIR TALENT ACQUISITION AND MANAGEMENT | 12-Month | 16 | | | |

* Career Ladder Positions

2018-19 A-Scale 10-Month Salary Schedule for Retirement Eligible Employees

| A Scale 187 Day Instructional Assistants 10 Month 7.00 Hours/Day | | | | | | | | | | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 17.18 | 17.86 | 18.62 | 19.35 | 20.13 | 20.92 | 21.76 | 22.64 | 23.52 | 24.48 | 25.47 | 26.23 | 27.03 | 28.32 |
| Daily | 120.26 | 125.02 | 130.34 | 135.45 | 140.91 | 146.44 | 152.32 | 158.48 | 164.64 | 171.36 | 178.29 | 183.61 | 189.21 | 198.24 |
| 20 Pays | 1,124.43 | 1,168.94 | 1,218.68 | 1,266.46 | 1,317.51 | 1,369.21 | 1,424.19 | 1,481.79 | 1,539.38 | 1,602.22 | 1,667.01 | 1,716.75 | 1,769.11 | 1,853.54 |
| 24 Pays | 937.03 | 974.11 | 1,015.57 | 1,055.38 | 1,097.92 | 1,141.01 | 1,186.83 | 1,234.82 | 1,282.82 | 1,335.18 | 1,389.18 | 1,430.63 | 1,474.26 | 1,544.62 |
| Annual | 22,488.62 | 23,378.74 | 24,373.58 | 25,329.15 | 26,350.17 | 27,384.28 | 28,483.84 | 29,635.76 | 30,787.68 | 32,044.32 | 33,340.23 | 34,335.07 | 35,382.27 | 37,070.88 |

| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 18.37 | 19.13 | 19.89 | 20.69 | 21.53 | 22.38 | 23.29 | 24.19 | 25.15 | 26.17 | 27.24 | 28.04 | 28.88 | 30.26 |
| Daily | 128.59 | 133.91 | 139.23 | 144.83 | 150.71 | 156.66 | 163.03 | 169.33 | 176.05 | 183.19 | 190.68 | 196.28 | 202.16 | 211.82 |
| 20 Pays | 1,202.32 | 1,252.06 | 1,301.80 | 1,354.16 | 1,409.14 | 1,464.77 | 1,524.33 | 1,583.24 | 1,646.07 | 1,712.83 | 1,782.86 | 1,835.22 | 1,890.20 | 1,980.52 |
| 24 Pays | 1,001.93 | 1,043.38 | 1,084.83 | 1,128.47 | 1,174.28 | 1,220.64 | 1,270.28 | 1,319.36 | 1,371.72 | 1,427.36 | 1,485.72 | 1,529.35 | 1,575.16 | 1,650.43 |
| Annual | 24,046.33 | 25,041.17 | 26,036.01 | 27,083.21 | 28,182.77 | 29,295.42 | 30,486.61 | 31,664.71 | 32,921.35 | 34,256.53 | 35,657.16 | 36,704.36 | 37,803.92 | 39,610.34 |

| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 21.06 | 21.89 | 22.80 | 23.69 | 24.64 | 25.63 | 26.67 | 27.75 | 28.83 | 29.99 | 31.23 | 32.15 | 33.12 | 34.71 |
| Daily | 147.42 | 153.23 | 159.60 | 165.83 | 172.48 | 179.41 | 186.69 | 194.25 | 201.81 | 209.93 | 218.61 | 225.05 | 231.84 | 242.97 |
| 20 Pays | 1,378.38 | 1,432.70 | 1,492.26 | 1,550.51 | 1,612.69 | 1,677.48 | 1,745.55 | 1,816.24 | 1,886.92 | 1,962.85 | 2,044.00 | 2,104.22 | 2,167.70 | 2,271.77 |
| 24 Pays | 1,148.65 | 1,193.92 | 1,243.55 | 1,292.09 | 1,343.91 | 1,397.90 | 1,454.63 | 1,513.53 | 1,572.44 | 1,635.70 | 1,703.34 | 1,753.51 | 1,806.42 | 1,893.14 |
| Annual | 27,567.54 | 28,654.01 | 29,845.20 | 31,010.21 | 32,253.76 | 33,549.67 | 34,911.03 | 36,324.75 | 37,738.47 | 39,256.91 | 40,880.07 | 42,084.35 | 43,354.08 | 45,435.39 |

| A Scale 190 Days Resource & Occupational/Physical Therapy Assistant 10 Month 8.00 Hours | | | | | | | | | | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 21.06 | 21.89 | 22.80 | 23.69 | 24.64 | 25.63 | 26.67 | 27.75 | 28.83 | 29.99 | 31.23 | 32.15 | 33.12 | 34.71 |
| Daily | 168.48 | 175.12 | 182.40 | 189.52 | 197.12 | 205.04 | 213.36 | 222.00 | 230.64 | 239.92 | 249.84 | 257.20 | 264.96 | 277.68 |
| 20 Pays | 1,600.56 | 1,663.64 | 1,732.80 | 1,800.44 | 1,872.64 | 1,947.88 | 2,026.92 | 2,109.00 | 2,191.08 | 2,279.24 | 2,373.48 | 2,443.40 | 2,517.12 | 2,637.96 |
| 24 Pays | 1,333.80 | 1,386.37 | 1,444.00 | 1,500.37 | 1,560.53 | 1,623.23 | 1,689.10 | 1,757.50 | 1,825.90 | 1,899.37 | 1,977.90 | 2,036.17 | 2,097.60 | 2,198.30 |
| Annual | 32,011.20 | 33,272.80 | 34,656.00 | 36,008.80 | 37,452.80 | 38,957.60 | 40,538.40 | 42,180.00 | 43,821.60 | 45,584.80 | 47,469.60 | 48,868.00 | 50,342.40 | 52,759.20 |

| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 25.82 | 26.86 | 27.92 | 29.05 | 30.18 | 31.42 | 32.66 | 33.95 | 35.32 | 36.73 | 38.18 | 39.32 | 40.51 | 42.44 |
| Daily | 206.56 | 214.88 | 223.36 | 232.40 | 241.44 | 251.36 | 261.28 | 271.60 | 282.56 | 293.84 | 305.44 | 314.56 | 324.08 | 339.52 |
| 20 Pays | 1,962.32 | 2,041.36 | 2,121.92 | 2,207.80 | 2,293.68 | 2,387.92 | 2,482.16 | 2,580.20 | 2,684.32 | 2,791.48 | 2,901.68 | 2,988.32 | 3,078.76 | 3,225.44 |
| 24 Pays | 1,635.27 | 1,701.13 | 1,768.27 | 1,839.83 | 1,911.40 | 1,989.93 | 2,068.47 | 2,150.17 | 2,236.93 | 2,326.23 | 2,418.07 | 2,490.27 | 2,565.63 | 2,687.87 |
| Annual | 39,246.40 | 40,827.20 | 42,438.40 | 44,156.00 | 45,873.60 | 47,758.40 | 49,643.20 | 51,604.00 | 53,686.40 | 55,829.60 | 58,033.60 | 59,766.40 | 61,575.20 | 64,508.80 |

2018-19 A-Scale 10-Month Salary Schedule for Retirement Eligible Employees

| A Scale 191 Day Library Media Assistant 8.00 Hours 10 Month | | | | | | | | | | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 17.18 | 17.86 | 18.62 | 19.35 | 20.13 | 20.92 | 21.76 | 22.64 | 23.52 | 24.48 | 25.47 | 26.23 | 27.03 | 28.32 |
| Daily | 137.44 | 142.88 | 148.96 | 154.80 | 161.04 | 167.36 | 174.08 | 181.12 | 188.16 | 195.84 | 203.76 | 209.84 | 216.24 | 226.56 |
| 20 Pays | 1,312.55 | 1,364.50 | 1,422.57 | 1,478.34 | 1,537.93 | 1,598.29 | 1,662.46 | 1,729.70 | 1,796.93 | 1,870.27 | 1,945.91 | 2,003.97 | 2,065.09 | 2,163.65 |
| 24 Pays | 1,093.79 | 1,137.09 | 1,185.47 | 1,231.95 | 1,281.61 | 1,331.91 | 1,385.39 | 1,441.41 | 1,497.44 | 1,558.56 | 1,621.59 | 1,669.98 | 1,720.91 | 1,803.04 |
| Annual | 26,251.04 | 27,290.08 | 28,451.36 | 29,566.80 | 30,758.64 | 31,965.76 | 33,249.28 | 34,593.92 | 35,938.56 | 37,405.44 | 38,918.16 | 40,079.44 | 41,301.84 | 43,272.96 |
| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 18.37 | 19.13 | 19.89 | 20.69 | 21.53 | 22.38 | 23.29 | 24.19 | 25.15 | 26.17 | 27.24 | 28.04 | 28.88 | 30.26 |
| Daily | 146.96 | 153.04 | 159.12 | 165.52 | 172.24 | 179.04 | 186.32 | 193.52 | 201.20 | 209.36 | 217.92 | 224.32 | 231.04 | 242.08 |
| 20 Pays | 1,403.47 | 1,461.53 | 1,519.60 | 1,580.72 | 1,644.89 | 1,709.83 | 1,779.36 | 1,848.12 | 1,921.46 | 1,999.39 | 2,081.14 | 2,142.26 | 2,206.43 | 2,311.86 |
| 24 Pays | 1,169.56 | 1,217.94 | 1,266.33 | 1,317.26 | 1,370.74 | 1,424.86 | 1,482.80 | 1,540.10 | 1,601.22 | 1,666.16 | 1,734.28 | 1,785.21 | 1,838.69 | 1,926.55 |
| Annual | 28,069.36 | 29,230.64 | 30,391.92 | 31,614.32 | 32,897.84 | 34,196.64 | 35,587.12 | 36,962.32 | 38,429.20 | 39,987.76 | 41,622.72 | 42,845.12 | 44,128.64 | 46,237.28 |
| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 21.06 | 21.89 | 22.80 | 23.69 | 24.64 | 25.63 | 26.67 | 27.75 | 28.83 | 29.99 | 31.23 | 32.15 | 33.12 | 34.71 |
| Daily | 168.48 | 175.12 | 182.40 | 189.52 | 197.12 | 205.04 | 213.36 | 222.00 | 230.64 | 239.92 | 249.84 | 257.20 | 264.96 | 277.68 |
| 20 Pays | 1,608.98 | 1,672.40 | 1,741.92 | 1,809.92 | 1,882.50 | 1,958.13 | 2,037.59 | 2,120.10 | 2,202.61 | 2,291.24 | 2,385.97 | 2,456.26 | 2,530.37 | 2,651.84 |
| 24 Pays | 1,340.82 | 1,393.66 | 1,451.60 | 1,508.26 | 1,568.75 | 1,631.78 | 1,697.99 | 1,766.75 | 1,835.51 | 1,909.36 | 1,988.31 | 2,046.88 | 2,108.64 | 2,209.87 |
| Annual | 32,179.68 | 33,447.92 | 34,838.40 | 36,198.32 | 37,649.92 | 39,162.64 | 40,751.76 | 42,402.00 | 44,052.24 | 45,824.72 | 47,719.44 | 49,125.20 | 50,607.36 | 53,036.88 |

**2018-19 A-Scale 10-Month Salary Schedule for Non-Retirement Eligible Employees
(Part-time employees working less than .50 FTE)**

| A-Scale 187 Day Instructional Assistants 7.00 Hours/Day | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 16.32 | 16.97 | 17.69 | 18.38 | 19.12 | 19.87 | 20.67 | 21.51 | 22.34 | 23.26 | 24.20 | 24.92 | 25.68 | 26.90 |
| Daily | 114.24 | 118.79 | 123.83 | 128.66 | 133.84 | 139.09 | 144.69 | 150.57 | 156.38 | 162.82 | 169.40 | 174.44 | 179.76 | 188.30 |
| 20 Pays | 1,068.14 | 1,110.69 | 1,157.81 | 1,202.97 | 1,251.40 | 1,300.49 | 1,352.85 | 1,407.83 | 1,462.15 | 1,522.37 | 1,583.89 | 1,631.01 | 1,680.76 | 1,760.61 |
| 24 Pays | 890.12 | 925.57 | 964.84 | 1,002.48 | 1,042.84 | 1,083.74 | 1,127.38 | 1,173.19 | 1,218.46 | 1,268.64 | 1,319.91 | 1,359.18 | 1,400.63 | 1,467.17 |
| Annual | 21,362.88 | 22,213.73 | 23,156.21 | 24,059.42 | 25,028.08 | 26,009.83 | 27,057.03 | 28,156.59 | 29,243.06 | 30,447.34 | 31,677.80 | 32,620.28 | 33,615.12 | 35,212.10 |

| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Hourly | 17.45 | 18.17 | 18.90 | 19.66 | 20.45 | 21.26 | 22.13 | 22.98 | 23.89 | 24.86 | 25.88 | 26.64 | 27.44 | 28.75 |
| Daily | 122.15 | 127.19 | 132.30 | 137.62 | 143.15 | 148.82 | 154.91 | 160.86 | 167.23 | 174.02 | 181.16 | 186.48 | 192.08 | 201.25 |
| 20 Pays | 1,142.10 | 1,189.23 | 1,237.01 | 1,286.75 | 1,338.45 | 1,391.47 | 1,448.41 | 1,504.04 | 1,563.60 | 1,627.09 | 1,693.85 | 1,743.59 | 1,795.95 | 1,881.69 |
| 24 Pays | 951.75 | 991.02 | 1,030.84 | 1,072.29 | 1,115.38 | 1,159.56 | 1,207.01 | 1,253.37 | 1,303.00 | 1,355.91 | 1,411.54 | 1,452.99 | 1,496.62 | 1,568.07 |
| Annual | 22,842.05 | 23,784.53 | 24,740.10 | 25,734.94 | 26,769.05 | 27,829.34 | 28,968.17 | 30,080.82 | 31,272.01 | 32,541.74 | 33,876.92 | 34,871.76 | 35,918.96 | 37,633.75 |

| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Hourly | 20.01 | 20.80 | 21.66 | 22.51 | 23.41 | 24.35 | 25.34 | 26.36 | 27.39 | 28.49 | 29.67 | 30.54 | 31.46 | 32.97 |
| Daily | 140.07 | 145.60 | 151.62 | 157.57 | 163.87 | 170.45 | 177.38 | 184.52 | 191.73 | 199.43 | 207.69 | 213.78 | 220.22 | 230.79 |
| 20 Pays | 1,309.65 | 1,361.36 | 1,417.65 | 1,473.28 | 1,532.18 | 1,593.71 | 1,658.50 | 1,725.26 | 1,792.68 | 1,864.67 | 1,941.90 | 1,998.84 | 2,059.06 | 2,157.89 |
| 24 Pays | 1,091.38 | 1,134.47 | 1,181.37 | 1,227.73 | 1,276.82 | 1,328.09 | 1,382.09 | 1,437.72 | 1,493.90 | 1,553.89 | 1,618.25 | 1,665.70 | 1,715.88 | 1,798.24 |
| Annual | 26,193.09 | 27,227.20 | 28,352.94 | 29,465.59 | 30,643.69 | 31,874.15 | 33,170.06 | 34,505.24 | 35,853.51 | 37,293.41 | 38,838.03 | 39,976.86 | 41,181.14 | 43,157.73 |

| A-Scale 190 Days Resource & Occupational/Physical Therapy Assistant 10 Month 8.00 Hours | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 20.01 | 20.80 | 21.66 | 22.51 | 23.41 | 24.35 | 25.34 | 26.36 | 27.39 | 28.49 | 29.67 | | 31.46 | 32.97 |
| Daily | 160.08 | 166.40 | 173.28 | 180.08 | 187.28 | 194.80 | 202.72 | 210.88 | 219.12 | 227.92 | 237.36 | 0.00 | 251.68 | 263.76 |
| 20 Pays | 1,520.76 | 1,580.80 | 1,646.16 | 1,710.76 | 1,779.16 | 1,850.60 | 1,925.84 | 2,003.36 | 2,081.64 | 2,165.24 | 2,254.92 | 0.00 | 2,390.96 | 2,505.72 |
| 24 Pays | 1,267.30 | 1,317.33 | 1,371.80 | 1,425.63 | 1,482.63 | 1,542.17 | 1,604.87 | 1,669.47 | 1,734.70 | 1,804.37 | 1,879.10 | 0.00 | 1,992.47 | 2,088.10 |
| Annual | 30,415.20 | 31,616.00 | 32,923.20 | 34,215.20 | 35,583.20 | 37,012.00 | 38,516.80 | 40,067.20 | 41,632.80 | 43,304.80 | 45,098.40 | 0.00 | 47,819.20 | 50,114.40 |

| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Hourly | 24.53 | 25.52 | 26.52 | 27.60 | 28.67 | 29.85 | 31.03 | 32.25 | 33.55 | 34.89 | 36.27 | 37.35 | 38.48 | 40.32 |
| Daily | 196.24 | 204.16 | 212.16 | 220.80 | 229.36 | 238.80 | 248.24 | 258.00 | 268.40 | 279.12 | 290.16 | 298.80 | 307.84 | 322.56 |
| 20 Pays | 1,864.28 | 1,939.52 | 2,015.52 | 2,097.60 | 2,178.92 | 2,268.60 | 2,358.28 | 2,451.00 | 2,549.80 | 2,651.64 | 2,756.52 | 2,838.60 | 2,924.48 | 3,064.32 |
| 24 Pays | 1,553.57 | 1,616.27 | 1,679.60 | 1,748.00 | 1,815.77 | 1,890.50 | 1,965.23 | 2,042.50 | 2,124.83 | 2,209.70 | 2,297.10 | 2,365.50 | 2,437.07 | 2,553.60 |
| Annual | 37,285.60 | 38,790.40 | 40,310.40 | 41,952.00 | 43,578.40 | 45,372.00 | 47,165.60 | 49,020.00 | 50,996.00 | 53,032.80 | 55,130.40 | 56,772.00 | 58,489.60 | 61,286.40 |

**2018-19 A-Scale 10-Month Salary Schedule for Non-Retirement Eligible Employees
(Part-time employees working less than .50 FTE)**

| A-Scale 191 Day Library Media Assistant 8.00 Hours 10 Month | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 16.32 | 16.97 | 17.69 | 18.38 | 19.12 | 19.87 | 20.67 | 21.51 | 22.34 | 23.26 | 24.20 | 24.92 | 25.68 | 26.90 |
| Daily | 130.56 | 135.76 | 141.52 | 147.04 | 152.96 | 158.96 | 165.36 | 172.08 | 178.72 | 186.08 | 193.60 | 199.36 | 205.44 | 215.20 |
| 20 Pays | 1,246.85 | 1,296.51 | 1,351.52 | 1,404.23 | 1,460.77 | 1,518.07 | 1,579.19 | 1,643.36 | 1,706.78 | 1,777.06 | 1,848.88 | 1,903.89 | 1,961.95 | 2,055.16 |
| 24 Pays | 1,039.04 | 1,080.42 | 1,126.26 | 1,170.19 | 1,217.31 | 1,265.06 | 1,315.99 | 1,369.47 | 1,422.31 | 1,480.89 | 1,540.73 | 1,586.57 | 1,634.96 | 1,712.63 |
| Annual | 24,936.96 | 25,930.16 | 27,030.32 | 28,084.64 | 29,215.36 | 30,361.36 | 31,583.76 | 32,867.28 | 34,135.52 | 35,541.28 | 36,977.60 | 38,077.76 | 39,239.04 | 41,103.20 |

| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Hourly | 17.45 | 18.17 | 18.90 | 19.66 | 20.45 | 21.26 | 22.13 | 22.98 | 23.89 | 24.86 | 25.88 | 26.64 | 27.44 | 28.75 |
| Daily | 139.60 | 145.36 | 151.20 | 157.28 | 163.60 | 170.08 | 177.04 | 183.84 | 191.12 | 198.88 | 207.04 | 213.12 | 219.52 | 230.00 |
| 20 Pays | 1,333.18 | 1,388.19 | 1,443.96 | 1,502.02 | 1,562.38 | 1,624.26 | 1,690.73 | 1,755.67 | 1,825.20 | 1,899.30 | 1,977.23 | 2,035.30 | 2,096.42 | 2,196.50 |
| 24 Pays | 1,110.98 | 1,156.82 | 1,203.30 | 1,251.69 | 1,301.98 | 1,353.55 | 1,408.94 | 1,463.06 | 1,521.00 | 1,582.75 | 1,647.69 | 1,696.08 | 1,747.01 | 1,830.42 |
| Annual | 26,663.60 | 27,763.76 | 28,879.20 | 30,040.48 | 31,247.60 | 32,485.28 | 33,814.64 | 35,113.44 | 36,503.92 | 37,986.08 | 39,544.64 | 40,705.92 | 41,928.32 | 43,930.00 |

| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Hourly | 20.01 | 20.80 | 21.66 | 22.51 | 23.41 | 24.35 | 25.34 | 26.36 | 27.39 | 28.49 | 29.67 | 30.54 | 31.46 | 32.97 |
| Daily | 160.08 | 166.40 | 173.28 | 180.08 | 187.28 | 194.80 | 202.72 | 210.88 | 219.12 | 227.92 | 237.36 | 244.32 | 251.68 | 263.76 |
| 20 Pays | 1,528.76 | 1,589.12 | 1,654.82 | 1,719.76 | 1,788.52 | 1,860.34 | 1,935.98 | 2,013.90 | 2,092.60 | 2,176.64 | 2,266.79 | 2,333.26 | 2,403.54 | 2,518.91 |
| 24 Pays | 1,273.97 | 1,324.27 | 1,379.02 | 1,433.14 | 1,490.44 | 1,550.28 | 1,613.31 | 1,678.25 | 1,743.83 | 1,813.86 | 1,888.99 | 1,944.38 | 2,002.95 | 2,099.09 |
| Annual | 30,575.28 | 31,782.40 | 33,096.48 | 34,395.28 | 35,770.48 | 37,206.80 | 38,719.52 | 40,278.08 | 41,851.92 | 43,532.72 | 45,335.76 | 46,665.12 | 48,070.88 | 50,378.16 |

A-Scale Professional Standards

| | Basic | Intermediate | Associate | Advanced | Professional |
|------------------|--------------|---------------------|------------------|-----------------|---------------------|
| Full Time | \$575 | \$721 | \$978 | \$1,151 | \$1,439 |
| Half Time | \$288 | \$361 | \$490 | \$575 | \$719 |

2018-19 Food Service (C-Scale) Hourly Schedule for Retirement Eligible Employees

| Grade | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 02 | | | | | 14.50 | 14.50 | 14.82 | 15.41 | 16.04 | 16.67 | 17.32 | 17.84 | 18.37 | 19.25 |
| 03 | | | | 14.50 | 14.65 | 15.24 | 15.81 | 16.49 | 17.15 | 17.79 | 18.51 | 19.07 | 19.65 | 20.60 |
| 05 | 14.50 | 14.90 | 15.48 | 16.15 | 16.75 | 17.43 | 18.15 | 18.85 | 19.59 | 20.40 | 21.21 | 21.85 | 22.50 | 23.58 |
| 06 | 15.33 | 15.93 | 16.61 | 17.27 | 17.96 | 18.66 | 19.41 | 20.19 | 20.99 | 21.84 | 22.73 | 23.41 | 24.11 | 25.27 |
| 07 | 16.39 | 17.07 | 17.75 | 18.46 | 19.21 | 19.97 | 20.78 | 21.58 | 22.44 | 23.35 | 24.30 | 25.02 | 25.77 | 27.00 |
| 08 | 17.56 | 18.25 | 18.99 | 19.75 | 20.51 | 21.35 | 22.22 | 23.08 | 24.03 | 24.98 | 25.98 | 26.75 | 27.56 | 28.88 |
| 09 | 18.79 | 19.53 | 20.35 | 21.14 | 21.98 | 22.87 | 23.79 | 24.76 | 25.72 | 26.76 | 27.86 | 28.69 | 29.55 | 30.97 |
| 10 | 20.11 | 20.92 | 21.76 | 22.60 | 23.53 | 24.46 | 25.45 | 26.46 | 27.51 | 28.64 | 29.76 | 30.65 | 31.58 | 33.09 |
| 11 | 21.51 | 22.39 | 23.29 | 24.18 | 25.17 | 26.17 | 27.22 | 28.31 | 29.45 | 30.65 | 31.85 | 32.80 | 33.79 | 35.41 |
| 12 | 23.02 | 23.96 | 24.91 | 25.92 | 26.93 | 28.03 | 29.14 | 30.29 | 31.51 | 32.77 | 34.06 | 35.08 | 36.14 | 37.87 |

2018-19 Food Service (C-Scale) Hourly Schedule for Non-Retirement Eligible Employees

| Grade | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 02 | | | | | 13.77 | 13.77 | 14.04 | 14.60 | 15.20 | 15.78 | 16.41 | 16.89 | 17.40 | 18.23 |
| 03 | | | | 13.77 | 13.88 | 14.43 | 14.97 | 15.63 | 16.24 | 16.85 | 17.54 | 18.07 | 18.62 | 19.52 |
| 05 | 13.77 | 14.12 | 14.67 | 15.29 | 15.87 | 16.51 | 17.19 | 17.85 | 18.56 | 19.32 | 20.09 | 20.70 | 21.32 | 22.33 |
| 06 | 14.52 | 15.10 | 15.73 | 16.35 | 17.01 | 17.68 | 18.38 | 19.13 | 19.88 | 20.69 | 21.52 | 22.17 | 22.84 | 23.93 |
| 07 | 15.52 | 16.18 | 16.81 | 17.49 | 18.20 | 18.91 | 19.69 | 20.44 | 21.26 | 22.12 | 23.01 | 23.70 | 24.41 | 25.57 |
| 08 | 16.64 | 17.28 | 17.99 | 18.71 | 19.43 | 20.23 | 21.04 | 21.87 | 22.77 | 23.65 | 24.60 | 25.35 | 26.10 | 27.36 |
| 09 | 17.80 | 18.50 | 19.28 | 20.03 | 20.82 | 21.66 | 22.53 | 23.45 | 24.37 | 25.36 | 26.39 | 27.17 | 27.99 | 29.33 |
| 10 | 19.05 | 19.82 | 20.61 | 21.41 | 22.29 | 23.17 | 24.10 | 25.06 | 26.06 | 27.13 | 28.19 | 29.04 | 29.92 | 31.34 |
| 11 | 20.38 | 21.21 | 22.05 | 22.91 | 23.85 | 24.80 | 25.80 | 26.82 | 27.90 | 29.04 | 30.17 | 31.08 | 32.02 | 33.55 |
| 12 | 21.81 | 22.70 | 23.59 | 24.55 | 25.51 | 26.55 | 27.60 | 28.69 | 29.85 | 31.05 | 32.26 | 33.23 | 34.23 | 35.88 |

2018-19 Transportation (D-Scale) Hourly Schedule for Retirement Eligible Employees

| Grade | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 4 | | | 15.70 | 16.33 | 16.97 | 17.62 | 18.31 | 19.08 | 19.85 | 20.62 | 21.46 | 22.10 | 22.76 | 23.84 |
| 7 | 17.92 | 18.64 | 19.39 | 20.17 | 20.97 | 21.81 | 22.67 | 23.58 | 24.53 | 25.52 | 26.52 | 27.32 | 28.15 | 28.99 |
| 9 | 20.34 | 21.14 | 22.04 | 22.89 | 23.80 | 24.77 | 25.77 | 26.82 | 27.85 | 28.98 | 30.17 | 31.05 | 32.00 | 33.54 |
| 10 | 21.78 | 22.65 | 23.56 | 24.47 | 25.48 | 26.48 | 27.56 | 28.65 | 29.79 | 31.01 | 32.23 | 33.20 | 34.20 | 35.84 |
| 11 | 23.29 | 24.23 | 25.22 | 26.19 | 27.26 | 28.36 | 29.46 | 30.66 | 31.90 | 33.17 | 34.49 | 35.52 | 36.59 | 38.35 |
| 12 | 24.95 | 25.94 | 26.97 | 28.06 | 29.16 | 30.35 | 31.55 | 32.80 | 34.12 | 35.48 | 36.88 | 37.98 | 39.14 | 41.01 |

2018-19 Transportation (D-Scale) Hourly Schedule for Non-Retirement Eligible Employees

| Grade | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 4 | | | 14.92 | 15.51 | 16.12 | 16.74 | 17.39 | 18.13 | 18.86 | 19.59 | 20.39 | 21.00 | 21.62 | 22.65 |
| 7 | 17.02 | 17.71 | 18.42 | 19.16 | 19.92 | 20.72 | 21.54 | 22.40 | 23.30 | 24.24 | 25.19 | 25.95 | 26.74 | 27.54 |
| 9 | 19.32 | 20.08 | 20.94 | 21.75 | 22.61 | 23.53 | 24.48 | 25.48 | 26.46 | 27.53 | 28.66 | 29.50 | 30.40 | 31.86 |
| 10 | 20.69 | 21.52 | 22.38 | 23.25 | 24.21 | 25.16 | 26.18 | 27.22 | 28.30 | 29.46 | 30.62 | 31.54 | 32.49 | 34.05 |
| 11 | 22.13 | 23.02 | 23.96 | 24.88 | 25.90 | 26.94 | 27.99 | 29.13 | 30.31 | 31.51 | 32.77 | 33.74 | 34.76 | 36.43 |
| 12 | 23.70 | 24.64 | 25.62 | 26.66 | 27.70 | 28.83 | 29.97 | 31.16 | 32.41 | 33.71 | 35.04 | 36.08 | 37.18 | 38.96 |

2018-19 E-Scale 10-Month Salary Schedule for Retirement Eligible Employees

200* Days - 8.00 Hours/Day

| Grade 02 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 23.5 | 24.45 | 25.43 | 26.45 | 27.5 | 28.6 | 29.74 | 30.94 | 32.18 | 33.47 | 35.4 | 36.28 | 37.21 | 38.13 |
| Daily | 188.00 | 195.60 | 203.44 | 211.60 | 220.00 | 228.80 | 237.92 | 247.52 | 257.44 | 267.76 | 283.20 | 290.24 | 297.68 | 305.04 |
| 20 Pays | 1,880.00 | 1,956.00 | 2,034.40 | 2,116.00 | 2,200.00 | 2,288.00 | 2,379.20 | 2,475.20 | 2,574.40 | 2,677.60 | 2,832.00 | 2,902.40 | 2,976.80 | 3,050.40 |
| 24 Pays | 1,566.67 | 1,630.00 | 1,695.33 | 1,763.33 | 1,833.33 | 1,906.67 | 1,982.67 | 2,062.67 | 2,145.33 | 2,231.33 | 2,360.00 | 2,418.67 | 2,480.67 | 2,542.00 |
| Annual | 37,600.00 | 39,120.00 | 40,688.00 | 42,320.00 | 44,000.00 | 45,760.00 | 47,584.00 | 49,504.00 | 51,488.00 | 53,552.00 | 56,640.00 | 58,048.00 | 59,536.00 | 61,008.00 |

| Grade 03 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 24.68 | 25.66 | 26.69 | 27.75 | 28.88 | 30.04 | 31.23 | 32.49 | 33.78 | 35.14 | 37.19 | 38.11 | 39.05 | 40.03 |
| Daily | 197.44 | 205.28 | 213.52 | 222.00 | 231.04 | 240.32 | 249.84 | 259.92 | 270.24 | 281.12 | 297.52 | 304.88 | 312.40 | 320.24 |
| 20 Pays | 1,974.40 | 2,052.80 | 2,135.20 | 2,220.00 | 2,310.40 | 2,403.20 | 2,498.40 | 2,599.20 | 2,702.40 | 2,811.20 | 2,975.20 | 3,048.80 | 3,124.00 | 3,202.40 |
| 24 Pays | 1,645.33 | 1,710.67 | 1,779.33 | 1,850.00 | 1,925.33 | 2,002.67 | 2,082.00 | 2,166.00 | 2,252.00 | 2,342.67 | 2,479.33 | 2,540.67 | 2,603.33 | 2,668.67 |
| Annual | 39,488.00 | 41,056.00 | 42,704.00 | 44,400.00 | 46,208.00 | 48,064.00 | 49,968.00 | 51,984.00 | 54,048.00 | 56,224.00 | 59,504.00 | 60,976.00 | 62,480.00 | 64,048.00 |

| Grade 04 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 25.92 | 26.97 | 28.04 | 29.15 | 30.31 | 31.53 | 32.79 | 34.1 | 35.48 | 36.89 | 39.03 | 40.01 | 41.02 | 42.03 |
| Daily | 207.36 | 215.76 | 224.32 | 233.20 | 242.48 | 252.24 | 262.32 | 272.80 | 283.84 | 295.12 | 312.24 | 320.08 | 328.16 | 336.24 |
| 20 Pays | 2,073.60 | 2,157.60 | 2,243.20 | 2,332.00 | 2,424.80 | 2,522.40 | 2,623.20 | 2,728.00 | 2,838.40 | 2,951.20 | 3,122.40 | 3,200.80 | 3,281.60 | 3,362.40 |
| 24 Pays | 1,728.00 | 1,798.00 | 1,869.33 | 1,943.33 | 2,020.67 | 2,102.00 | 2,186.00 | 2,273.33 | 2,365.33 | 2,459.33 | 2,602.00 | 2,667.33 | 2,734.67 | 2,802.00 |
| Annual | 41,472.00 | 43,152.00 | 44,864.00 | 46,640.00 | 48,496.00 | 50,448.00 | 52,464.00 | 54,560.00 | 56,768.00 | 59,024.00 | 62,448.00 | 64,016.00 | 65,632.00 | 67,248.00 |

| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 30.95 | 32.19 | 33.49 | 34.81 | 36.21 | 37.66 | 39.17 | 40.74 | 42.36 | 44.06 | 46.62 | 47.78 | 48.98 | 50.21 |
| Daily | 247.60 | 257.52 | 267.92 | 278.48 | 289.68 | 301.28 | 313.36 | 325.92 | 338.88 | 352.48 | 372.96 | 382.24 | 391.84 | 401.68 |
| 20 Pays | 2,476.00 | 2,575.20 | 2,679.20 | 2,784.80 | 2,896.80 | 3,012.80 | 3,133.60 | 3,259.20 | 3,388.80 | 3,524.80 | 3,729.60 | 3,822.40 | 3,918.40 | 4,016.80 |
| 24 Pays | 2,063.33 | 2,146.00 | 2,232.67 | 2,320.67 | 2,414.00 | 2,510.67 | 2,611.33 | 2,716.00 | 2,824.00 | 2,937.33 | 3,108.00 | 3,185.33 | 3,265.33 | 3,347.33 |
| Annual | 49,520.00 | 51,504.00 | 53,584.00 | 55,696.00 | 57,936.00 | 60,256.00 | 62,672.00 | 65,184.00 | 67,776.00 | 70,496.00 | 74,592.00 | 76,448.00 | 78,368.00 | 80,336.00 |

* There is a four year waiting period for Longevity Steps. Step K is the beginning of the longevity period.

2018-19 E-Scale 12-Month Salary Schedule for Retirement Eligible Employees

| 260** Days - 8.00 Hours/Day | | | | | | | | | | | | | | |
|-----------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Grade 01 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 46,569 | 48,433 | 50,371 | 52,384 | 54,481 | 56,660 | 58,924 | 61,282 | 63,735 | 66,284 | 70,141 | 71,893 | 73,690 | 75,536 |
| 24 Pays | 1,940.38 | 2,018.04 | 2,098.79 | 2,182.67 | 2,270.04 | 2,360.83 | 2,455.17 | 2,553.42 | 2,655.63 | 2,761.83 | 2,922.54 | 2,995.54 | 3,070.42 | 3,147.33 |
| Grade 02 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 48,897 | 50,854 | 52,888 | 55,002 | 57,204 | 59,490 | 61,872 | 64,346 | 66,920 | 69,598 | 73,647 | 75,489 | 77,375 | 79,309 |
| 24 Pays | 2,037.38 | 2,118.92 | 2,203.67 | 2,291.75 | 2,383.50 | 2,478.75 | 2,578.00 | 2,681.08 | 2,788.33 | 2,899.92 | 3,068.63 | 3,145.38 | 3,223.96 | 3,304.54 |
| Grade 03 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 51,344 | 53,397 | 55,533 | 57,752 | 60,065 | 62,466 | 64,965 | 67,563 | 70,266 | 73,076 | 77,329 | 79,263 | 81,243 | 83,276 |
| 24 Pays | 2,139.33 | 2,224.88 | 2,313.88 | 2,406.33 | 2,502.71 | 2,602.75 | 2,706.88 | 2,815.13 | 2,927.75 | 3,044.83 | 3,222.04 | 3,302.63 | 3,385.13 | 3,469.83 |
| Grade 04 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 53,912 | 56,065 | 58,307 | 60,642 | 63,067 | 65,590 | 68,213 | 70,944 | 73,780 | 76,730 | 81,197 | 83,228 | 85,307 | 87,438 |
| 24 Pays | 2,246.33 | 2,336.04 | 2,429.46 | 2,526.75 | 2,627.79 | 2,732.92 | 2,842.21 | 2,956.00 | 3,074.17 | 3,197.08 | 3,383.21 | 3,467.83 | 3,554.46 | 3,643.25 |
| Grade 05 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 56,605 | 58,869 | 61,222 | 63,674 | 66,220 | 68,872 | 71,624 | 74,488 | 77,469 | 80,569 | 85,255 | 87,388 | 89,571 | 91,810 |
| 24 Pays | 2,358.54 | 2,452.88 | 2,550.92 | 2,653.08 | 2,759.17 | 2,869.67 | 2,984.33 | 3,103.67 | 3,227.88 | 3,357.04 | 3,552.29 | 3,641.17 | 3,732.13 | 3,825.42 |
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 59,436 | 61,812 | 64,286 | 66,856 | 69,530 | 72,312 | 75,206 | 78,214 | 81,343 | 84,596 | 89,520 | 91,756 | 94,050 | 96,401 |
| 24 Pays | 2,476.50 | 2,575.50 | 2,678.58 | 2,785.67 | 2,897.08 | 3,013.00 | 3,133.58 | 3,258.92 | 3,389.29 | 3,524.83 | 3,730.00 | 3,823.17 | 3,918.75 | 4,016.71 |
| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 62,407 | 64,904 | 67,500 | 70,199 | 73,008 | 75,929 | 78,965 | 82,123 | 85,408 | 88,824 | 93,994 | 96,346 | 98,751 | 101,223 |
| 24 Pays | 2,600.29 | 2,704.33 | 2,812.50 | 2,924.96 | 3,042.00 | 3,163.71 | 3,290.21 | 3,421.79 | 3,558.67 | 3,701.00 | 3,916.42 | 4,014.42 | 4,114.63 | 4,217.63 |
| Grade 08 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 65,528 | 68,149 | 70,874 | 73,710 | 76,658 | 79,725 | 82,915 | 86,231 | 89,680 | 93,268 | 98,694 | 101,162 | 103,690 | 106,283 |
| 24 Pays | 2,730.33 | 2,839.54 | 2,953.08 | 3,071.25 | 3,194.08 | 3,321.88 | 3,454.79 | 3,592.96 | 3,736.67 | 3,886.17 | 4,112.25 | 4,215.08 | 4,320.42 | 4,428.46 |

* There is a four year waiting period for Longevity Steps. Step K is the beginning of the longevity period.

** 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

2018-19 E-Scale 12-Month Salary Schedule for Retirement Eligible Employees

| 260** Days - 8.00 Hours/Day | | | | | | | | | | | | | | |
|-----------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 68,805 | 71,555 | 74,415 | 77,396 | 80,491 | 83,709 | 87,060 | 90,542 | 94,163 | 97,929 | 103,631 | 106,220 | 108,876 | 111,598 |
| 24 Pays | 2,866.88 | 2,981.46 | 3,100.63 | 3,224.83 | 3,353.79 | 3,487.88 | 3,627.50 | 3,772.58 | 3,923.46 | 4,080.38 | 4,317.96 | 4,425.83 | 4,536.50 | 4,649.92 |
| Grade 10 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 72,245 | 75,135 | 78,138 | 81,264 | 84,516 | 87,897 | 91,413 | 95,069 | 98,871 | 102,827 | 108,811 | 111,529 | 114,319 | 117,177 |
| 24 Pays | 3,010.21 | 3,130.63 | 3,255.75 | 3,386.00 | 3,521.50 | 3,662.38 | 3,808.88 | 3,961.21 | 4,119.63 | 4,284.46 | 4,533.79 | 4,647.04 | 4,763.29 | 4,882.38 |
| Grade 11 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 75,856 | 78,891 | 82,046 | 85,327 | 88,741 | 92,292 | 95,982 | 99,821 | 103,817 | 107,965 | 114,253 | 117,108 | 120,034 | 123,036 |
| 24 Pays | 3,160.67 | 3,287.13 | 3,418.58 | 3,555.29 | 3,697.54 | 3,845.50 | 3,999.25 | 4,159.21 | 4,325.71 | 4,498.54 | 4,760.54 | 4,879.50 | 5,001.42 | 5,126.50 |
| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 79,648 | 82,836 | 86,148 | 89,594 | 93,179 | 96,905 | 100,782 | 104,814 | 109,005 | 113,366 | 119,963 | 122,965 | 126,037 | 129,189 |
| 24 Pays | 3,318.67 | 3,451.50 | 3,589.50 | 3,733.08 | 3,882.46 | 4,037.71 | 4,199.25 | 4,367.25 | 4,541.88 | 4,723.58 | 4,998.46 | 5,123.54 | 5,251.54 | 5,382.88 |
| Grade 13 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 83,631 | 86,977 | 90,457 | 94,075 | 97,837 | 101,750 | 105,820 | 110,054 | 114,456 | 119,034 | 125,961 | 129,111 | 132,336 | 135,649 |
| 24 Pays | 3,484.63 | 3,624.04 | 3,769.04 | 3,919.79 | 4,076.54 | 4,239.58 | 4,409.17 | 4,585.58 | 4,769.00 | 4,959.75 | 5,248.38 | 5,379.63 | 5,514.00 | 5,652.04 |
| Grade 14 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 87,814 | 91,325 | 94,977 | 98,778 | 102,728 | 106,840 | 111,112 | 115,557 | 120,177 | 124,988 | 132,261 | 135,566 | 138,956 | 142,429 |
| 24 Pays | 3,658.92 | 3,805.21 | 3,957.38 | 4,115.75 | 4,280.33 | 4,451.67 | 4,629.67 | 4,814.88 | 5,007.38 | 5,207.83 | 5,510.88 | 5,648.58 | 5,789.83 | 5,934.54 |
| Grade 15 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 92,203 | 95,893 | 99,728 | 103,718 | 107,868 | 112,180 | 116,669 | 121,334 | 126,188 | 131,236 | 138,871 | 142,345 | 145,904 | 149,552 |
| 24 Pays | 3,841.79 | 3,995.54 | 4,155.33 | 4,321.58 | 4,494.50 | 4,674.17 | 4,861.21 | 5,055.58 | 5,257.83 | 5,468.17 | 5,786.29 | 5,931.04 | 6,079.33 | 6,231.33 |
| Grade 16 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 96,814 | 100,685 | 104,714 | 108,902 | 113,261 | 117,790 | 122,502 | 127,401 | 132,498 | 137,799 | 145,817 | 149,462 | 153,198 | 157,029 |
| 24 Pays | 4,033.92 | 4,195.21 | 4,363.08 | 4,537.58 | 4,719.21 | 4,907.92 | 5,104.25 | 5,308.38 | 5,520.75 | 5,741.63 | 6,075.71 | 6,227.58 | 6,383.25 | 6,542.88 |

* There is a four year waiting period for Longevity Steps. Step K is the beginning of the longevity period.

** 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

2018-19 E-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

| 200* Days - 8.00 Hours/Day | | | | | | | | | | | | | | |
|----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 02 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Hourly | 22.27 | 23.16 | 24.08 | 25.05 | 26.05 | 27.09 | 28.17 | 29.3 | 30.49 | 31.7 | 33.54 | 34.37 | 35.25 | 36.12 |
| Daily | 178.16 | 185.28 | 192.64 | 200.40 | 208.40 | 216.72 | 225.36 | 234.40 | 243.92 | 253.60 | 268.32 | 274.96 | 282.00 | 288.96 |
| 20 Pays | 1,781.60 | 1,852.80 | 1,926.40 | 2,004.00 | 2,084.00 | 2,167.20 | 2,253.60 | 2,344.00 | 2,439.20 | 2,536.00 | 2,683.20 | 2,749.60 | 2,820.00 | 2,889.60 |
| 24 Pays | 1,484.67 | 1,544.00 | 1,605.33 | 1,670.00 | 1,736.67 | 1,806.00 | 1,878.00 | 1,953.33 | 2,032.67 | 2,113.33 | 2,236.00 | 2,291.33 | 2,350.00 | 2,408.00 |
| Annual | 35,632.00 | 37,056.00 | 38,528.00 | 40,080.00 | 41,680.00 | 43,344.00 | 45,072.00 | 46,880.00 | 48,784.00 | 50,720.00 | 53,664.00 | 54,992.00 | 56,400.00 | 57,792.00 |

| Grade 03 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 23.38 | 24.32 | 25.29 | 26.3 | 27.36 | 28.46 | 29.59 | 30.77 | 32.01 | 33.28 | 35.23 | 36.1 | 37 | 37.92 |
| Daily | 187.04 | 194.56 | 202.32 | 210.40 | 218.88 | 227.68 | 236.72 | 246.16 | 256.08 | 266.24 | 281.84 | 288.80 | 296.00 | 303.36 |
| 20 Pays | 1,870.40 | 1,945.60 | 2,023.20 | 2,104.00 | 2,188.80 | 2,276.80 | 2,367.20 | 2,461.60 | 2,560.80 | 2,662.40 | 2,818.40 | 2,888.00 | 2,960.00 | 3,033.60 |
| 24 Pays | 1,558.67 | 1,621.33 | 1,686.00 | 1,753.33 | 1,824.00 | 1,897.33 | 1,972.67 | 2,051.33 | 2,134.00 | 2,218.67 | 2,348.67 | 2,406.67 | 2,466.67 | 2,528.00 |
| Annual | 37,408.00 | 38,912.00 | 40,464.00 | 42,080.00 | 43,776.00 | 45,536.00 | 47,344.00 | 49,232.00 | 51,216.00 | 53,248.00 | 56,368.00 | 57,760.00 | 59,200.00 | 60,672.00 |

| Grade 04 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 24.55 | 25.54 | 26.56 | 27.61 | 28.71 | 29.87 | 31.07 | 32.3 | 33.61 | 34.95 | 36.98 | 37.9 | 38.85 | 39.81 |
| Daily | 196.40 | 204.32 | 212.48 | 220.88 | 229.68 | 238.96 | 248.56 | 258.40 | 268.88 | 279.60 | 295.84 | 303.20 | 310.80 | 318.48 |
| 20 Pays | 1,964.00 | 2,043.20 | 2,124.80 | 2,208.80 | 2,296.80 | 2,389.60 | 2,485.60 | 2,584.00 | 2,688.80 | 2,796.00 | 2,958.40 | 3,032.00 | 3,108.00 | 3,184.80 |
| 24 Pays | 1,636.67 | 1,702.67 | 1,770.67 | 1,840.67 | 1,914.00 | 1,991.33 | 2,071.33 | 2,153.33 | 2,240.67 | 2,330.00 | 2,465.33 | 2,526.67 | 2,590.00 | 2,654.00 |
| Annual | 39,280.00 | 40,864.00 | 42,496.00 | 44,176.00 | 45,936.00 | 47,792.00 | 49,712.00 | 51,680.00 | 53,776.00 | 55,920.00 | 59,168.00 | 60,640.00 | 62,160.00 | 63,696.00 |

| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 29.31 | 30.5 | 31.72 | 32.98 | 34.3 | 35.68 | 37.1 | 38.59 | 40.13 | 41.74 | 44.16 | 45.27 | 46.4 | 47.57 |
| Daily | 234.48 | 244.00 | 253.76 | 263.84 | 274.40 | 285.44 | 296.80 | 308.72 | 321.04 | 333.92 | 353.28 | 362.16 | 371.20 | 380.56 |
| 20 Pays | 2,344.80 | 2,440.00 | 2,537.60 | 2,638.40 | 2,744.00 | 2,854.40 | 2,968.00 | 3,087.20 | 3,210.40 | 3,339.20 | 3,532.80 | 3,621.60 | 3,712.00 | 3,805.60 |
| 24 Pays | 1,954.00 | 2,033.33 | 2,114.67 | 2,198.67 | 2,286.67 | 2,378.67 | 2,473.33 | 2,572.67 | 2,675.33 | 2,782.67 | 2,944.00 | 3,018.00 | 3,093.33 | 3,171.33 |
| Annual | 46,896.00 | 48,800.00 | 50,752.00 | 52,768.00 | 54,880.00 | 57,088.00 | 59,360.00 | 61,744.00 | 64,208.00 | 66,784.00 | 70,656.00 | 72,432.00 | 74,240.00 | 76,112.00 |

* There is a four year waiting period for Longevity Steps. Step K is the beginning of the longevity period.

2018-19 E-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

| 260** Days - 8.00 Hours/Day | | | | | | | | | | | | | | |
|-----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|------------------|------------------|------------------|
| Grade 01 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 44,113 | 45,878 | 47,714 | 49,621 | 51,607 | 53,671 | 55,816 | 58,049 | 60,373 | 62,787 | 66,441 | 68,101 | 69,804 | 71,552 |
| 24 Pays | 1,838.04 | 1,911.58 | 1,988.08 | 2,067.54 | 2,150.29 | 2,236.29 | 2,325.67 | 2,418.71 | 2,515.54 | 2,616.13 | 2,768.38 | 2,837.54 | 2,908.50 | 2,981.33 |
| Grade 02 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 46,317 | 48,172 | 50,098 | 52,102 | 54,186 | 56,352 | 58,609 | 60,952 | 63,391 | 65,926 | 69,762 | 71,507 | 73,294 | 75,126 |
| 24 Pays | 1,929.88 | 2,007.17 | 2,087.42 | 2,170.92 | 2,257.75 | 2,348.00 | 2,442.04 | 2,539.67 | 2,641.29 | 2,746.92 | 2,906.75 | 2,979.46 | 3,053.92 | 3,130.25 |
| Grade 03 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 48,636 | 50,580 | 52,603 | 54,707 | 56,897 | 59,170 | 61,538 | 63,999 | 66,560 | 69,221 | 73,251 | 75,083 | 76,958 | 78,883 |
| 24 Pays | 2,026.50 | 2,107.50 | 2,191.79 | 2,279.46 | 2,370.71 | 2,465.42 | 2,564.08 | 2,666.63 | 2,773.33 | 2,884.21 | 3,052.13 | 3,128.46 | 3,206.58 | 3,286.79 |
| Grade 04 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 51,068 | 53,108 | 55,232 | 57,443 | 59,739 | 62,130 | 64,614 | 67,202 | 69,887 | 72,682 | 76,913 | 78,837 | 80,808 | 82,826 |
| 24 Pays | 2,127.83 | 2,212.83 | 2,301.33 | 2,393.46 | 2,489.13 | 2,588.75 | 2,692.25 | 2,800.08 | 2,911.96 | 3,028.42 | 3,204.71 | 3,284.88 | 3,367.00 | 3,451.08 |
| Grade 05 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 53,619 | 55,764 | 57,993 | 60,315 | 62,728 | 65,239 | 67,846 | 70,559 | 73,383 | 76,318 | 80,758 | 82,779 | 84,846 | 86,968 |
| 24 Pays | 2,234.13 | 2,323.50 | 2,416.38 | 2,513.13 | 2,613.67 | 2,718.29 | 2,826.92 | 2,939.96 | 3,057.63 | 3,179.92 | 3,364.92 | 3,449.13 | 3,535.25 | 3,623.67 |
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 56,301 | 58,552 | 60,895 | 63,329 | 65,862 | 68,498 | 71,238 | 74,088 | 77,052 | 80,133 | 84,797 | 86,916 | 89,089 | 91,316 |
| 24 Pays | 2,345.88 | 2,439.67 | 2,537.29 | 2,638.71 | 2,744.25 | 2,854.08 | 2,968.25 | 3,087.00 | 3,210.50 | 3,338.88 | 3,533.21 | 3,621.50 | 3,712.04 | 3,804.83 |
| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 59,114 | 61,481 | 63,939 | 66,496 | 69,156 | 71,924 | 74,800 | 77,791 | 80,902 | 84,138 | 89,036 | 91,264 | 93,543 | 95,884 |
| 24 Pays | 2,463.08 | 2,561.71 | 2,664.13 | 2,770.67 | 2,881.50 | 2,996.83 | 3,116.67 | 3,241.29 | 3,370.92 | 3,505.75 | 3,709.83 | 3,802.67 | 3,897.63 | 3,995.17 |
| Grade 08 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 62,071 | 64,555 | 67,135 | 69,822 | 72,615 | 75,520 | 78,541 | 81,682 | 84,950 | 88,347 | 93,489 | 95,826 | 98,221 | 100,677 |
| 24 Pays | 2,586.29 | 2,689.79 | 2,797.29 | 2,909.25 | 3,025.63 | 3,146.67 | 3,272.54 | 3,403.42 | 3,539.58 | 3,681.13 | 3,895.38 | 3,992.75 | 4,092.54 | 4,194.88 |

* There is a four year waiting period for Longevity Steps. Step K is the beginning of the longevity period.

** 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

2018-19 E-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

| 260** Days - 8.00 Hours/Day | | | | | | | | | | | | | | |
|-----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|------------------|------------------|------------------|
| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 65,176 | 67,781 | 70,490 | 73,313 | 76,246 | 79,294 | 82,467 | 85,767 | 89,197 | 92,763 | 98,165 | 100,617 | 103,132 | 105,711 |
| 24 Pays | 2,715.67 | 2,824.21 | 2,937.08 | 3,054.71 | 3,176.92 | 3,303.92 | 3,436.13 | 3,573.63 | 3,716.54 | 3,865.13 | 4,090.21 | 4,192.38 | 4,297.17 | 4,404.63 |
| Grade 10 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 68,434 | 71,172 | 74,016 | 76,978 | 80,058 | 83,262 | 86,592 | 90,054 | 93,655 | 97,403 | 103,071 | 105,647 | 108,289 | 110,996 |
| 24 Pays | 2,851.42 | 2,965.50 | 3,084.00 | 3,207.42 | 3,335.75 | 3,469.25 | 3,608.00 | 3,752.25 | 3,902.29 | 4,058.46 | 4,294.63 | 4,401.96 | 4,512.04 | 4,624.83 |
| Grade 11 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 71,855 | 74,730 | 77,718 | 80,827 | 84,060 | 87,424 | 90,920 | 94,556 | 98,340 | 102,270 | 108,226 | 110,931 | 113,703 | 116,546 |
| 24 Pays | 2,993.96 | 3,113.75 | 3,238.25 | 3,367.79 | 3,502.50 | 3,642.67 | 3,788.33 | 3,939.83 | 4,097.50 | 4,261.25 | 4,509.42 | 4,622.13 | 4,737.63 | 4,856.08 |
| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 75,446 | 78,467 | 81,604 | 84,867 | 88,265 | 91,794 | 95,466 | 99,286 | 103,256 | 107,386 | 113,635 | 116,479 | 119,389 | 122,374 |
| 24 Pays | 3,143.58 | 3,269.46 | 3,400.17 | 3,536.13 | 3,677.71 | 3,824.75 | 3,977.75 | 4,136.92 | 4,302.33 | 4,474.42 | 4,734.79 | 4,853.29 | 4,974.54 | 5,098.92 |
| Grade 13 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 79,219 | 82,389 | 85,685 | 89,112 | 92,677 | 96,383 | 100,238 | 104,249 | 108,419 | 112,756 | 119,317 | 122,300 | 125,356 | 128,494 |
| 24 Pays | 3,300.79 | 3,432.88 | 3,570.21 | 3,713.00 | 3,861.54 | 4,015.96 | 4,176.58 | 4,343.71 | 4,517.46 | 4,698.17 | 4,971.54 | 5,095.83 | 5,223.17 | 5,353.92 |
| Grade 14 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 83,182 | 86,507 | 89,967 | 93,568 | 97,310 | 101,203 | 105,251 | 109,461 | 113,838 | 118,394 | 125,284 | 128,416 | 131,627 | 134,915 |
| 24 Pays | 3,465.92 | 3,604.46 | 3,748.63 | 3,898.67 | 4,054.58 | 4,216.79 | 4,385.46 | 4,560.88 | 4,743.25 | 4,933.08 | 5,220.17 | 5,350.67 | 5,484.46 | 5,621.46 |
| Grade 15 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 87,340 | 90,835 | 94,468 | 98,247 | 102,177 | 106,263 | 110,514 | 114,934 | 119,532 | 124,314 | 131,546 | 134,836 | 138,207 | 141,663 |
| 24 Pays | 3,639.17 | 3,784.79 | 3,936.17 | 4,093.63 | 4,257.38 | 4,427.63 | 4,604.75 | 4,788.92 | 4,980.50 | 5,179.75 | 5,481.08 | 5,618.17 | 5,758.63 | 5,902.63 |
| Grade 16 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 91,707 | 95,374 | 99,191 | 103,158 | 107,286 | 111,577 | 116,040 | 120,681 | 125,509 | 130,530 | 138,126 | 141,578 | 145,118 | 148,745 |
| 24 Pays | 3,821.13 | 3,973.92 | 4,132.96 | 4,298.25 | 4,470.25 | 4,649.04 | 4,835.00 | 5,028.38 | 5,229.54 | 5,438.75 | 5,755.25 | 5,899.08 | 6,046.58 | 6,197.71 |

* There is a four year waiting period for Longevity Steps. Step K is the beginning of the longevity period.

** 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

2018-19 G-Scale Salary Schedule for Retirement Eligible Employees

| G Scale 196 Day 10 Month 8.00 Hours/Day | | | | | | | | | | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 15.33 | 15.93 | 16.61 | 17.27 | 17.96 | 18.66 | 19.41 | 20.19 | 20.99 | 21.84 | 22.73 | 23.41 | 24.09 | 25.27 |
| Daily | 122.64 | 127.44 | 132.88 | 138.16 | 143.68 | 149.28 | 155.28 | 161.52 | 167.92 | 174.72 | 181.84 | 187.28 | 192.72 | 202.16 |
| 20 - Pays | 1,201.87 | 1,248.91 | 1,302.22 | 1,353.97 | 1,408.06 | 1,462.94 | 1,521.74 | 1,582.90 | 1,645.62 | 1,712.26 | 1,782.03 | 1,835.34 | 1,888.66 | 1,981.17 |
| 24 - Pays | 1,001.56 | 1,040.76 | 1,085.19 | 1,128.31 | 1,173.39 | 1,219.12 | 1,268.12 | 1,319.08 | 1,371.35 | 1,426.88 | 1,485.03 | 1,529.45 | 1,573.88 | 1,650.97 |
| Annual | 24,037.44 | 24,978.24 | 26,044.48 | 27,079.36 | 28,161.28 | 29,258.88 | 30,434.88 | 31,657.92 | 32,912.32 | 34,245.12 | 35,640.64 | 36,706.88 | 37,773.12 | 39,623.36 |

| G Scale 196 Day 10 Month 8.00 Hours/Day | | | | | | | | | | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 16.39 | 17.07 | 17.75 | 18.46 | 19.21 | 19.97 | 20.78 | 21.58 | 22.44 | 23.35 | 24.30 | 25.02 | 25.78 | 27.01 |
| Daily | 131.12 | 136.56 | 142.00 | 147.68 | 153.68 | 159.76 | 166.24 | 172.64 | 179.52 | 186.80 | 194.40 | 200.16 | 206.24 | 216.08 |
| 20 - Pays | 1,284.98 | 1,338.29 | 1,391.60 | 1,447.26 | 1,506.06 | 1,565.65 | 1,629.15 | 1,691.87 | 1,759.30 | 1,830.64 | 1,905.12 | 1,961.57 | 2,021.15 | 2,117.58 |
| 24 - Pays | 1,070.81 | 1,115.24 | 1,159.67 | 1,206.05 | 1,255.05 | 1,304.71 | 1,357.63 | 1,409.89 | 1,466.08 | 1,525.53 | 1,587.60 | 1,634.64 | 1,684.29 | 1,764.65 |
| Annual | 25,699.52 | 26,765.76 | 27,832.00 | 28,945.28 | 30,121.28 | 31,312.96 | 32,583.04 | 33,837.44 | 35,185.92 | 36,612.80 | 38,102.40 | 39,231.36 | 40,423.04 | 42,351.68 |

2018-19 G-Scale Salary Schedule for Retirement Eligible Employees

| G Scale 208 Days 10 Month 8.00 Hours | | | | | | | | | | | | | | |
|--------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 15.33 | 15.93 | 16.61 | 17.27 | 17.96 | 18.66 | 19.41 | 20.19 | 20.99 | 21.84 | 22.73 | 23.41 | 24.09 | 25.27 |
| Daily | 122.64 | 127.44 | 132.88 | 138.16 | 143.68 | 149.28 | 155.28 | 161.52 | 167.92 | 174.72 | 181.84 | 187.28 | 192.72 | 202.16 |
| 20 - Pays | 1,275.46 | 1,325.38 | 1,381.95 | 1,436.86 | 1,494.27 | 1,552.51 | 1,614.91 | 1,679.81 | 1,746.37 | 1,817.09 | 1,891.14 | 1,947.71 | 2,004.29 | 2,102.46 |
| 24 - Pays | 1,062.88 | 1,104.48 | 1,151.63 | 1,197.39 | 1,245.23 | 1,293.76 | 1,345.76 | 1,399.84 | 1,455.31 | 1,514.24 | 1,575.95 | 1,623.09 | 1,670.24 | 1,752.05 |
| Annual | 25,509.12 | 26,507.52 | 27,639.04 | 28,737.28 | 29,885.44 | 31,050.24 | 32,298.24 | 33,596.16 | 34,927.36 | 36,341.76 | 37,822.72 | 38,954.24 | 40,085.76 | 42,049.28 |

| G Scale 208 Days 10 Month 8.00 Hours | | | | | | | | | | | | | | |
|--------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 16.39 | 17.07 | 17.75 | 18.46 | 19.21 | 19.97 | 20.78 | 21.58 | 22.44 | 23.35 | 24.30 | 25.02 | 25.78 | 27.01 |
| Daily | 131.12 | 136.56 | 142.00 | 147.68 | 153.68 | 159.76 | 166.24 | 172.64 | 179.52 | 186.80 | 194.40 | 200.16 | 206.24 | 216.08 |
| 20 - Pays | 1,363.65 | 1,420.22 | 1,476.80 | 1,535.87 | 1,598.27 | 1,661.50 | 1,728.90 | 1,795.46 | 1,867.01 | 1,942.72 | 2,021.76 | 2,081.66 | 2,144.90 | 2,247.23 |
| 24 - Pays | 1,136.37 | 1,183.52 | 1,230.67 | 1,279.89 | 1,331.89 | 1,384.59 | 1,440.75 | 1,496.21 | 1,555.84 | 1,618.93 | 1,684.80 | 1,734.72 | 1,787.41 | 1,872.69 |
| Annual | 27,272.96 | 28,404.48 | 29,536.00 | 30,717.44 | 31,965.44 | 33,230.08 | 34,577.92 | 35,909.12 | 37,340.16 | 38,854.40 | 40,435.20 | 41,633.28 | 42,897.92 | 44,944.64 |

| G Scale 208 Days 10 Month 8.00 Hours | | | | | | | | | | | | | | |
|--------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 08 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 17.56 | 18.25 | 18.99 | 19.75 | 20.51 | 21.35 | 22.22 | 23.08 | 24.03 | 24.98 | 25.98 | 26.74 | 27.56 | 28.90 |
| Daily | 140.48 | 146.00 | 151.92 | 158.00 | 164.08 | 170.80 | 177.76 | 184.64 | 192.24 | 199.84 | 207.84 | 213.92 | 220.48 | 231.20 |
| 20 - Pays | 1,460.99 | 1,518.40 | 1,579.97 | 1,643.20 | 1,706.43 | 1,776.32 | 1,848.70 | 1,920.26 | 1,999.30 | 2,078.34 | 2,161.54 | 2,224.77 | 2,292.99 | 2,404.48 |
| 24 - Pays | 1,217.49 | 1,265.33 | 1,316.64 | 1,369.33 | 1,422.03 | 1,480.27 | 1,540.59 | 1,600.21 | 1,666.08 | 1,731.95 | 1,801.28 | 1,853.97 | 1,910.83 | 2,003.73 |
| Annual | 29,219.84 | 30,368.00 | 31,599.36 | 32,864.00 | 34,128.64 | 35,526.40 | 36,974.08 | 38,405.12 | 39,985.92 | 41,566.72 | 43,230.72 | 44,495.36 | 45,859.84 | 48,089.60 |

| G Scale 208 Days 10 Month 8.00 Hours | | | | | | | | | | | | | | |
|--------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 9 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 18.79 | 19.53 | 20.35 | 21.14 | 21.98 | 22.87 | 23.79 | 24.76 | 25.72 | 26.76 | 27.86 | 28.68 | 29.55 | 30.97 |
| Daily | 150.32 | 156.24 | 162.80 | 169.12 | 175.84 | 182.96 | 190.32 | 198.08 | 205.76 | 214.08 | 222.88 | 229.44 | 236.40 | 247.76 |
| 20 - Pays | 1,563.33 | 1,624.90 | 1,693.12 | 1,758.85 | 1,828.74 | 1,902.78 | 1,979.33 | 2,060.03 | 2,139.90 | 2,226.43 | 2,317.95 | 2,386.18 | 2,458.56 | 2,576.70 |
| 24 - Pays | 1,302.77 | 1,354.08 | 1,410.93 | 1,465.71 | 1,523.95 | 1,585.65 | 1,649.44 | 1,716.69 | 1,783.25 | 1,855.36 | 1,931.63 | 1,988.48 | 2,048.80 | 2,147.25 |
| Annual | 31,266.56 | 32,497.92 | 33,862.40 | 35,176.96 | 36,574.72 | 38,055.68 | 39,586.56 | 41,200.64 | 42,798.08 | 44,528.64 | 46,359.04 | 47,723.52 | 49,171.20 | 51,534.08 |

| G Scale 208 Days 10 Month 8.00 Hours | | | | | | | | | | | | | | |
|--------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 10 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 20.11 | 20.92 | 21.76 | 22.60 | 23.53 | 24.46 | 25.45 | 26.46 | 27.51 | 28.64 | 29.76 | 30.66 | 31.59 | 33.10 |
| Daily | 160.88 | 167.36 | 174.08 | 180.80 | 188.24 | 195.68 | 203.60 | 211.68 | 220.08 | 229.12 | 238.08 | 245.28 | 252.72 | 264.80 |
| 20 - Pays | 1,673.15 | 1,740.54 | 1,810.43 | 1,880.32 | 1,957.70 | 2,035.07 | 2,117.44 | 2,201.47 | 2,288.83 | 2,382.85 | 2,476.03 | 2,550.91 | 2,628.29 | 2,753.92 |
| 24 - Pays | 1,394.29 | 1,450.45 | 1,508.69 | 1,566.93 | 1,631.41 | 1,695.89 | 1,764.53 | 1,834.56 | 1,907.36 | 1,985.71 | 2,063.36 | 2,125.76 | 2,190.24 | 2,294.93 |
| Annual | 33,463.04 | 34,810.88 | 36,208.64 | 37,606.40 | 39,153.92 | 40,701.44 | 42,348.80 | 44,029.44 | 45,776.64 | 47,656.96 | 49,520.64 | 51,018.24 | 52,565.76 | 55,078.40 |

2018-19 G-Scale Salary Schedule for Retirement Eligible Employees

| G Scale 260 Days* 12 Month 8.00 Hours | | | | | | | | | | | | | | |
|---------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 15.33 | 15.93 | 16.61 | 17.27 | 17.96 | 18.66 | 19.41 | 20.19 | 20.99 | 21.84 | 22.73 | 23.41 | 24.09 | 25.27 |
| Daily | 122.64 | 127.44 | 132.88 | 138.16 | 143.68 | 149.28 | 155.28 | 161.52 | 167.92 | 174.72 | 181.84 | 187.28 | 192.72 | 202.16 |
| 24 - Pays | 1,328.60 | 1,380.60 | 1,439.53 | 1,496.73 | 1,556.53 | 1,617.20 | 1,682.20 | 1,749.80 | 1,819.13 | 1,892.80 | 1,969.93 | 2,028.87 | 2,087.80 | 2,190.07 |
| Annual | 31,886.40 | 33,134.40 | 34,548.80 | 35,921.60 | 37,356.80 | 38,812.80 | 40,372.80 | 41,995.20 | 43,659.20 | 45,427.20 | 47,278.40 | 48,692.80 | 50,107.20 | 52,561.60 |
| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 16.39 | 17.07 | 17.75 | 18.46 | 19.21 | 19.97 | 20.78 | 21.58 | 22.44 | 23.35 | 24.30 | 25.02 | 25.78 | 27.01 |
| Daily | 131.12 | 136.56 | 142.00 | 147.68 | 153.68 | 159.76 | 166.24 | 172.64 | 179.52 | 186.80 | 194.40 | 200.16 | 206.24 | 216.08 |
| 24 - Pays | 1,420.47 | 1,479.40 | 1,538.33 | 1,599.87 | 1,664.87 | 1,730.73 | 1,800.93 | 1,870.27 | 1,944.80 | 2,023.67 | 2,106.00 | 2,168.40 | 2,234.27 | 2,340.87 |
| Annual | 34,091.20 | 35,505.60 | 36,920.00 | 38,396.80 | 39,956.80 | 41,537.60 | 43,222.40 | 44,886.40 | 46,675.20 | 48,568.00 | 50,544.00 | 52,041.60 | 53,622.40 | 56,180.80 |
| Grade 08 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 17.56 | 18.25 | 18.99 | 19.75 | 20.51 | 21.35 | 22.22 | 23.08 | 24.03 | 24.98 | 25.98 | 26.74 | 27.56 | 28.90 |
| Daily | 140.48 | 146.00 | 151.92 | 158.00 | 164.08 | 170.80 | 177.76 | 184.64 | 192.24 | 199.84 | 207.84 | 213.92 | 220.48 | 231.20 |
| 24 - Pays | 1,521.87 | 1,581.67 | 1,645.80 | 1,711.67 | 1,777.53 | 1,850.33 | 1,925.73 | 2,000.27 | 2,082.60 | 2,164.93 | 2,251.60 | 2,317.47 | 2,388.53 | 2,504.67 |
| Annual | 36,524.80 | 37,960.00 | 39,499.20 | 41,080.00 | 42,660.80 | 44,408.00 | 46,217.60 | 48,006.40 | 49,982.40 | 51,958.40 | 54,038.40 | 55,619.20 | 57,324.80 | 60,112.00 |
| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 18.79 | 19.53 | 20.35 | 21.14 | 21.98 | 22.87 | 23.79 | 24.76 | 25.72 | 26.76 | 27.86 | 28.68 | 29.55 | 30.97 |
| Daily | 150.32 | 156.24 | 162.80 | 169.12 | 175.84 | 182.96 | 190.32 | 198.08 | 205.76 | 214.08 | 222.88 | 229.44 | 236.40 | 247.76 |
| 24 - Pays | 1,628.47 | 1,692.60 | 1,763.67 | 1,832.13 | 1,904.93 | 1,982.07 | 2,061.80 | 2,145.87 | 2,229.07 | 2,319.20 | 2,414.53 | 2,485.60 | 2,561.00 | 2,684.07 |
| Annual | 39,083.20 | 40,622.40 | 42,328.00 | 43,971.20 | 45,718.40 | 47,569.60 | 49,483.20 | 51,500.80 | 53,497.60 | 55,660.80 | 57,948.80 | 59,654.40 | 61,464.00 | 64,417.60 |
| Grade 10 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 20.11 | 20.92 | 21.76 | 22.60 | 23.53 | 24.46 | 25.45 | 26.46 | 27.51 | 28.64 | 29.76 | 30.66 | 31.59 | 33.10 |
| Daily | 160.88 | 167.36 | 174.08 | 180.80 | 188.24 | 195.68 | 203.60 | 211.68 | 220.08 | 229.12 | 238.08 | 245.28 | 252.72 | 264.80 |
| 24 - Pays | 1,742.87 | 1,813.07 | 1,885.87 | 1,958.67 | 2,039.27 | 2,119.87 | 2,205.67 | 2,293.20 | 2,384.20 | 2,482.13 | 2,579.20 | 2,657.20 | 2,737.80 | 2,868.67 |
| Annual | 41,828.80 | 43,513.60 | 45,260.80 | 47,008.00 | 48,942.40 | 50,876.80 | 52,936.00 | 55,036.80 | 57,220.80 | 59,571.20 | 61,900.80 | 63,772.80 | 65,707.20 | 68,848.00 |
| Grade 11 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 21.51 | 22.37 | 23.29 | 24.19 | 25.18 | 26.19 | 27.21 | 28.31 | 29.46 | 30.64 | 31.85 | 32.80 | 33.79 | 35.41 |
| Daily | 172.08 | 178.96 | 186.32 | 193.52 | 201.44 | 209.52 | 217.68 | 226.48 | 235.68 | 245.12 | 254.80 | 262.40 | 270.32 | 283.28 |
| 24 - Pays | 1,864.20 | 1,938.73 | 2,018.47 | 2,096.47 | 2,182.27 | 2,269.80 | 2,358.20 | 2,453.53 | 2,553.20 | 2,655.47 | 2,760.33 | 2,842.67 | 2,928.47 | 3,068.87 |
| Annual | 44,740.80 | 46,529.60 | 48,443.20 | 50,315.20 | 52,374.40 | 54,475.20 | 56,596.80 | 58,884.80 | 61,276.80 | 63,731.20 | 66,248.00 | 68,224.00 | 70,283.20 | 73,652.80 |

* 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

2018-19 G-Scale Salary Schedule for Retirement Eligible Employees

| G Scale 260 Days* 12 Month 8.00 Hours | | | | | | | | | | | | | | |
|---------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 23.04 | 23.96 | 24.91 | 25.92 | 26.93 | 28.03 | 29.14 | 30.29 | 31.51 | 32.77 | 34.06 | 35.08 | 36.14 | 37.86 |
| Daily | 184.32 | 191.68 | 199.28 | 207.36 | 215.44 | 224.24 | 233.12 | 242.32 | 252.08 | 262.16 | 272.48 | 280.64 | 289.12 | 302.88 |
| 24 - Pays | 1,996.80 | 2,076.53 | 2,158.87 | 2,246.40 | 2,333.93 | 2,429.27 | 2,525.47 | 2,625.13 | 2,730.87 | 2,840.07 | 2,951.87 | 3,040.27 | 3,132.13 | 3,281.20 |
| Annual | 47,923.20 | 49,836.80 | 51,812.80 | 53,913.60 | 56,014.40 | 58,302.40 | 60,611.20 | 63,003.20 | 65,540.80 | 68,161.60 | 70,844.80 | 72,966.40 | 75,171.20 | 78,748.80 |
| Grade 13 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 24.64 | 25.62 | 26.68 | 27.71 | 28.79 | 30.00 | 31.17 | 32.43 | 33.74 | 35.08 | 36.51 | 37.61 | 38.73 | 40.59 |
| Daily | 197.12 | 204.96 | 213.44 | 221.68 | 230.32 | 240.00 | 249.36 | 259.44 | 269.92 | 280.64 | 292.08 | 300.88 | 309.84 | 324.72 |
| 24 - Pays | 2,135.47 | 2,220.40 | 2,312.27 | 2,401.53 | 2,495.13 | 2,600.00 | 2,701.40 | 2,810.60 | 2,924.13 | 3,040.27 | 3,164.20 | 3,259.53 | 3,356.60 | 3,517.80 |
| Annual | 51,251.20 | 53,289.60 | 55,494.40 | 57,636.80 | 59,883.20 | 62,400.00 | 64,833.60 | 67,454.40 | 70,179.20 | 72,966.40 | 75,940.80 | 78,228.80 | 80,558.40 | 84,427.20 |
| Grade 14 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 26.37 | 27.45 | 28.54 | 29.68 | 30.89 | 32.12 | 33.37 | 34.73 | 36.13 | 37.58 | 39.05 | 40.21 | 41.42 | 43.41 |
| Daily | 210.96 | 219.60 | 228.32 | 237.44 | 247.12 | 256.96 | 266.96 | 277.84 | 289.04 | 300.64 | 312.40 | 321.68 | 331.36 | 347.28 |
| 24 - Pays | 2,285.40 | 2,379.00 | 2,473.47 | 2,572.27 | 2,677.13 | 2,783.73 | 2,892.07 | 3,009.93 | 3,131.27 | 3,256.93 | 3,384.33 | 3,484.87 | 3,589.73 | 3,762.20 |
| Annual | 54,849.60 | 57,096.00 | 59,363.20 | 61,734.40 | 64,251.20 | 66,809.60 | 69,409.60 | 72,238.40 | 75,150.40 | 78,166.40 | 81,224.00 | 83,636.80 | 86,153.60 | 90,292.80 |

* 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

**2018-19 G-Scale Salary Schedule for Non-Retirement Eligible Employees
(Part-time employees working less than .50 FTE)**

| G Scale 196 Day 10 Month 8.00 Hours/Day | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 14.52 | 15.10 | 15.73 | 16.35 | 17.01 | 17.68 | 18.38 | 19.13 | 19.88 | 20.69 | 21.52 | 22.17 | 22.83 | 23.93 |
| Daily | 116.16 | 120.80 | 125.84 | 130.80 | 136.08 | 141.44 | 147.04 | 153.04 | 159.04 | 165.52 | 172.16 | 177.36 | 182.64 | 191.44 |
| 20 - Pays | 1,138.37 | 1,183.84 | 1,233.23 | 1,281.84 | 1,333.58 | 1,386.11 | 1,440.99 | 1,499.79 | 1,558.59 | 1,622.10 | 1,687.17 | 1,738.13 | 1,789.87 | 1,876.11 |
| 24 - Pays | 948.64 | 986.53 | 1,027.69 | 1,068.20 | 1,111.32 | 1,155.09 | 1,200.83 | 1,249.83 | 1,298.83 | 1,351.75 | 1,405.97 | 1,448.44 | 1,491.56 | 1,563.43 |
| Annual | 22,767.36 | 23,676.80 | 24,664.64 | 25,636.80 | 26,671.68 | 27,722.24 | 28,819.84 | 29,995.84 | 31,171.84 | 32,441.92 | 33,743.36 | 34,762.56 | 35,797.44 | 37,522.24 |

| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Hourly | 15.52 | 16.18 | 16.81 | 17.49 | 18.20 | 18.91 | 19.69 | 20.44 | 21.26 | 22.12 | 23.01 | 23.70 | 24.42 | 25.58 |
| Daily | 124.16 | 129.44 | 134.48 | 139.92 | 145.60 | 151.28 | 157.52 | 163.52 | 170.08 | 176.96 | 184.08 | 189.60 | 195.36 | 204.64 |
| 20 - Pays | 1,216.77 | 1,268.51 | 1,317.90 | 1,371.22 | 1,426.88 | 1,482.54 | 1,543.70 | 1,602.50 | 1,666.78 | 1,734.21 | 1,803.98 | 1,858.08 | 1,914.53 | 2,005.47 |
| 24 - Pays | 1,013.97 | 1,057.09 | 1,098.25 | 1,142.68 | 1,189.07 | 1,235.45 | 1,286.41 | 1,335.41 | 1,388.99 | 1,445.17 | 1,503.32 | 1,548.40 | 1,595.44 | 1,671.23 |
| Annual | 24,335.36 | 25,370.24 | 26,358.08 | 27,424.32 | 28,537.60 | 29,650.88 | 30,873.92 | 32,049.92 | 33,335.68 | 34,684.16 | 36,079.68 | 37,161.60 | 38,290.56 | 40,109.44 |

**2018-19 G-Scale Salary Schedule for Non-Retirement Eligible Employees
(Part-time employees working less than .50 FTE)**

| G Scale 208 Days 10 Month 8.00 Hours | | | | | | | | | | | | | | |
|--------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 14.52 | 15.10 | 15.73 | 16.35 | 17.01 | 17.68 | 18.38 | 19.13 | 19.88 | 20.69 | 21.52 | 22.17 | 22.83 | 23.93 |
| Daily | 116.16 | 120.80 | 125.84 | 130.80 | 136.08 | 141.44 | 147.04 | 153.04 | 159.04 | 165.52 | 172.16 | 177.36 | 182.64 | 191.44 |
| 20 - Pays | 1,208.06 | 1,256.32 | 1,308.74 | 1,360.32 | 1,415.23 | 1,470.98 | 1,529.22 | 1,591.62 | 1,654.02 | 1,721.41 | 1,790.46 | 1,844.54 | 1,899.46 | 1,990.98 |
| 24 - Pays | 1,006.72 | 1,046.93 | 1,090.61 | 1,133.60 | 1,179.36 | 1,225.81 | 1,274.35 | 1,326.35 | 1,378.35 | 1,434.51 | 1,492.05 | 1,537.12 | 1,582.88 | 1,659.15 |
| Annual | 24,161.28 | 25,126.40 | 26,174.72 | 27,206.40 | 28,304.64 | 29,419.52 | 30,584.32 | 31,832.32 | 33,080.32 | 34,428.16 | 35,809.28 | 36,890.88 | 37,989.12 | 39,819.52 |
| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 15.52 | 16.18 | 16.81 | 17.49 | 18.20 | 18.91 | 19.69 | 20.44 | 21.26 | 22.12 | 23.01 | 23.70 | 24.42 | 25.58 |
| Daily | 124.16 | 129.44 | 134.48 | 139.92 | 145.60 | 151.28 | 157.52 | 163.52 | 170.08 | 176.96 | 184.08 | 189.60 | 195.36 | 204.64 |
| 20 - Pays | 1,291.26 | 1,346.18 | 1,398.59 | 1,455.17 | 1,514.24 | 1,573.31 | 1,638.21 | 1,700.61 | 1,768.83 | 1,840.38 | 1,914.43 | 1,971.84 | 2,031.74 | 2,128.26 |
| 24 - Pays | 1,076.05 | 1,121.81 | 1,165.49 | 1,212.64 | 1,261.87 | 1,311.09 | 1,365.17 | 1,417.17 | 1,474.03 | 1,533.65 | 1,595.36 | 1,643.20 | 1,693.12 | 1,773.55 |
| Annual | 25,825.28 | 26,923.52 | 27,971.84 | 29,103.36 | 30,284.80 | 31,466.24 | 32,764.16 | 34,012.16 | 35,376.64 | 36,807.68 | 38,288.64 | 39,436.80 | 40,634.88 | 42,565.12 |
| Grade 08 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 16.64 | 17.28 | 17.99 | 18.71 | 19.43 | 20.23 | 21.04 | 21.87 | 22.77 | 23.65 | 24.60 | 25.34 | 26.10 | 27.37 |
| Daily | 133.12 | 138.24 | 143.92 | 149.68 | 155.44 | 161.84 | 168.32 | 174.96 | 182.16 | 189.20 | 196.80 | 202.72 | 208.80 | 218.96 |
| 20 - Pays | 1,384.45 | 1,437.70 | 1,496.77 | 1,556.67 | 1,616.58 | 1,683.14 | 1,750.53 | 1,819.58 | 1,894.46 | 1,967.68 | 2,046.72 | 2,108.29 | 2,171.52 | 2,277.18 |
| 24 - Pays | 1,153.71 | 1,198.08 | 1,247.31 | 1,297.23 | 1,347.15 | 1,402.61 | 1,458.77 | 1,516.32 | 1,578.72 | 1,639.73 | 1,705.60 | 1,756.91 | 1,809.60 | 1,897.65 |
| Annual | 27,688.96 | 28,753.92 | 29,935.36 | 31,133.44 | 32,331.52 | 33,662.72 | 35,010.56 | 36,391.68 | 37,889.28 | 39,353.60 | 40,934.40 | 42,165.76 | 43,430.40 | 45,543.68 |
| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 17.80 | 18.50 | 19.28 | 20.03 | 20.82 | 21.66 | 22.53 | 23.45 | 24.37 | 25.36 | 26.39 | 27.16 | 27.99 | 29.33 |
| Daily | 142.40 | 148.00 | 154.24 | 160.24 | 166.56 | 173.28 | 180.24 | 187.60 | 194.96 | 202.88 | 211.12 | 217.28 | 223.92 | 234.64 |
| 20 - Pays | 1,480.96 | 1,539.20 | 1,604.10 | 1,666.50 | 1,732.22 | 1,802.11 | 1,874.50 | 1,951.04 | 2,027.58 | 2,109.95 | 2,195.65 | 2,259.71 | 2,328.77 | 2,440.26 |
| 24 - Pays | 1,234.13 | 1,282.67 | 1,336.75 | 1,388.75 | 1,443.52 | 1,501.76 | 1,562.08 | 1,625.87 | 1,689.65 | 1,758.29 | 1,829.71 | 1,883.09 | 1,940.64 | 2,033.55 |
| Annual | 29,619.20 | 30,784.00 | 32,081.92 | 33,329.92 | 34,644.48 | 36,042.24 | 37,489.92 | 39,020.80 | 40,551.68 | 42,199.04 | 43,912.96 | 45,194.24 | 46,575.36 | 48,805.12 |
| Grade 10 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 19.05 | 19.82 | 20.61 | 21.41 | 22.29 | 23.17 | 24.10 | 25.06 | 26.06 | 27.13 | 28.19 | 29.05 | 29.93 | 31.35 |
| Daily | 152.40 | 158.56 | 164.88 | 171.28 | 178.32 | 185.36 | 192.80 | 200.48 | 208.48 | 217.04 | 225.52 | 232.40 | 239.44 | 250.80 |
| 20 - Pays | 1,584.96 | 1,649.02 | 1,714.75 | 1,781.31 | 1,854.53 | 1,927.74 | 2,005.12 | 2,084.99 | 2,168.19 | 2,257.22 | 2,345.41 | 2,416.96 | 2,490.18 | 2,608.32 |
| 24 - Pays | 1,320.80 | 1,374.19 | 1,428.96 | 1,484.43 | 1,545.44 | 1,606.45 | 1,670.93 | 1,737.49 | 1,806.83 | 1,881.01 | 1,954.51 | 2,014.13 | 2,075.15 | 2,173.60 |
| Annual | 31,699.20 | 32,980.48 | 34,295.04 | 35,626.24 | 37,090.56 | 38,554.88 | 40,102.40 | 41,699.84 | 43,363.84 | 45,144.32 | 46,908.16 | 48,339.20 | 49,803.52 | 52,166.40 |

2018-19 G-Scale Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

| G Scale 260 Days* 12 Month 8.00 Hours | | | | | | | | | | | | | | |
|---------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 06 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 14.52 | 15.10 | 15.73 | 16.35 | 17.01 | 17.68 | 18.38 | 19.13 | 19.88 | 20.69 | 21.52 | 22.17 | 22.83 | 23.93 |
| Daily | 116.16 | 120.80 | 125.84 | 130.80 | 136.08 | 141.44 | 147.04 | 153.04 | 159.04 | 165.52 | 172.16 | 177.36 | 182.64 | 191.44 |
| 24 - Pays | 1,258.40 | 1,308.67 | 1,363.27 | 1,417.00 | 1,474.20 | 1,532.27 | 1,592.93 | 1,657.93 | 1,722.93 | 1,793.13 | 1,865.07 | 1,921.40 | 1,978.60 | 2,073.93 |
| Annual | 30,201.60 | 31,408.00 | 32,718.40 | 34,008.00 | 35,380.80 | 36,774.40 | 38,230.40 | 39,790.40 | 41,350.40 | 43,035.20 | 44,761.60 | 46,113.60 | 47,486.40 | 49,774.40 |
| Grade 07 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 15.52 | 16.18 | 16.81 | 17.49 | 18.20 | 18.91 | 19.69 | 20.44 | 21.26 | 22.12 | 23.01 | 23.70 | 24.42 | 25.58 |
| Daily | 124.16 | 129.44 | 134.48 | 139.92 | 145.60 | 151.28 | 157.52 | 163.52 | 170.08 | 176.96 | 184.08 | 189.60 | 195.36 | 204.64 |
| 24 - Pays | 1,345.07 | 1,402.27 | 1,456.87 | 1,515.80 | 1,577.33 | 1,638.87 | 1,706.47 | 1,771.47 | 1,842.53 | 1,917.07 | 1,994.20 | 2,054.00 | 2,116.40 | 2,216.93 |
| Annual | 32,281.60 | 33,654.40 | 34,964.80 | 36,379.20 | 37,856.00 | 39,332.80 | 40,955.20 | 42,515.20 | 44,220.80 | 46,009.60 | 47,860.80 | 49,296.00 | 50,793.60 | 53,206.40 |
| Grade 08 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 16.64 | 17.28 | 17.99 | 18.71 | 19.43 | 20.23 | 21.04 | 21.87 | 22.77 | 23.65 | 24.60 | 25.34 | 26.10 | 27.37 |
| Daily | 133.12 | 138.24 | 143.92 | 149.68 | 155.44 | 161.84 | 168.32 | 174.96 | 182.16 | 189.20 | 196.80 | 202.72 | 208.80 | 218.96 |
| 24 - Pays | 1,442.13 | 1,497.60 | 1,559.13 | 1,621.53 | 1,683.93 | 1,753.27 | 1,823.47 | 1,895.40 | 1,973.40 | 2,049.67 | 2,132.00 | 2,196.13 | 2,262.00 | 2,372.07 |
| Annual | 34,611.20 | 35,942.40 | 37,419.20 | 38,916.80 | 40,414.40 | 42,078.40 | 43,763.20 | 45,489.60 | 47,361.60 | 49,192.00 | 51,168.00 | 52,707.20 | 54,288.00 | 56,929.60 |
| Grade 09 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 17.80 | 18.50 | 19.28 | 20.03 | 20.82 | 21.66 | 22.53 | 23.45 | 24.37 | 25.36 | 26.39 | 27.16 | 27.99 | 29.33 |
| Daily | 142.40 | 148.00 | 154.24 | 160.24 | 166.56 | 173.28 | 180.24 | 187.60 | 194.96 | 202.88 | 211.12 | 217.28 | 223.92 | 234.64 |
| 24 - Pays | 1,542.67 | 1,603.33 | 1,670.93 | 1,735.93 | 1,804.40 | 1,877.20 | 1,952.60 | 2,032.33 | 2,112.07 | 2,197.87 | 2,287.13 | 2,353.87 | 2,425.80 | 2,541.93 |
| Annual | 37,024.00 | 38,480.00 | 40,102.40 | 41,662.40 | 43,305.60 | 45,052.80 | 46,862.40 | 48,776.00 | 50,689.60 | 52,748.80 | 54,891.20 | 56,492.80 | 58,219.20 | 61,006.40 |
| Grade 10 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 19.05 | 19.82 | 20.61 | 21.41 | 22.29 | 23.17 | 24.10 | 25.06 | 26.06 | 27.13 | 28.19 | 29.05 | 29.93 | 31.35 |
| Daily | 152.40 | 158.56 | 164.88 | 171.28 | 178.32 | 185.36 | 192.80 | 200.48 | 208.48 | 217.04 | 225.52 | 232.40 | 239.44 | 250.80 |
| 24 - Pays | 1,651.00 | 1,717.73 | 1,786.20 | 1,855.53 | 1,931.80 | 2,008.07 | 2,088.67 | 2,171.87 | 2,258.53 | 2,351.27 | 2,443.13 | 2,517.67 | 2,593.93 | 2,717.00 |
| Annual | 39,624.00 | 41,225.60 | 42,868.80 | 44,532.80 | 46,363.20 | 48,193.60 | 50,128.00 | 52,124.80 | 54,204.80 | 56,430.40 | 58,635.20 | 60,424.00 | 62,254.40 | 65,208.00 |
| Grade 11 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 20.38 | 21.20 | 22.05 | 22.92 | 23.86 | 24.82 | 25.79 | 26.82 | 27.91 | 29.03 | 30.17 | 31.08 | 32.02 | 33.55 |
| Daily | 163.04 | 169.60 | 176.40 | 183.36 | 190.88 | 198.56 | 206.32 | 214.56 | 223.28 | 232.24 | 241.36 | 248.64 | 256.16 | 268.40 |
| 24 - Pays | 1,766.27 | 1,837.33 | 1,911.00 | 1,986.40 | 2,067.87 | 2,151.07 | 2,235.13 | 2,324.40 | 2,418.87 | 2,515.93 | 2,614.73 | 2,693.60 | 2,775.07 | 2,907.67 |
| Annual | 42,390.40 | 44,096.00 | 45,864.00 | 47,673.60 | 49,628.80 | 51,625.60 | 53,643.20 | 55,785.60 | 58,052.80 | 60,382.40 | 62,753.60 | 64,646.40 | 66,601.60 | 69,784.00 |

* 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

2018-19 G-Scale Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

| G Scale 260 Days* 12 Month 8.00 Hours | | | | | | | | | | | | | | |
|---------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 21.83 | 22.70 | 23.59 | 24.55 | 25.51 | 26.55 | 27.60 | 28.69 | 29.85 | 31.05 | 32.26 | 33.23 | 34.23 | 35.87 |
| Daily | 174.64 | 181.60 | 188.72 | 196.40 | 204.08 | 212.40 | 220.80 | 229.52 | 238.80 | 248.40 | 258.08 | 265.84 | 273.84 | 286.96 |
| 24 - Pays | 1,891.93 | 1,967.33 | 2,044.47 | 2,127.67 | 2,210.87 | 2,301.00 | 2,392.00 | 2,486.47 | 2,587.00 | 2,691.00 | 2,795.87 | 2,879.93 | 2,966.60 | 3,108.73 |
| Annual | 45,406.40 | 47,216.00 | 49,067.20 | 51,064.00 | 53,060.80 | 55,224.00 | 57,408.00 | 59,675.20 | 62,088.00 | 64,584.00 | 67,100.80 | 69,118.40 | 71,198.40 | 74,609.60 |
| Grade 13 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 23.35 | 24.28 | 25.28 | 26.24 | 27.27 | 28.42 | 29.53 | 30.71 | 31.96 | 33.23 | 34.58 | 35.62 | 36.69 | 38.45 |
| Daily | 186.80 | 194.24 | 202.24 | 209.92 | 218.16 | 227.36 | 236.24 | 245.68 | 255.68 | 265.84 | 276.64 | 284.96 | 293.52 | 307.60 |
| 24 - Pays | 2,023.67 | 2,104.27 | 2,190.93 | 2,274.13 | 2,363.40 | 2,463.07 | 2,559.27 | 2,661.53 | 2,769.87 | 2,879.93 | 2,996.93 | 3,087.07 | 3,179.80 | 3,332.33 |
| Annual | 48,568.00 | 50,502.40 | 52,582.40 | 54,579.20 | 56,721.60 | 59,113.60 | 61,422.40 | 63,876.80 | 66,476.80 | 69,118.40 | 71,926.40 | 74,089.60 | 76,315.20 | 79,976.00 |
| Grade 14 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| Hourly | 24.98 | 26.00 | 27.03 | 28.11 | 29.25 | 30.42 | 31.62 | 32.90 | 34.22 | 35.59 | 36.99 | 38.09 | 39.23 | 41.12 |
| Daily | 199.84 | 208.00 | 216.24 | 224.88 | 234.00 | 243.36 | 252.96 | 263.20 | 273.76 | 284.72 | 295.92 | 304.72 | 313.84 | 328.96 |
| 24 - Pays | 2,164.93 | 2,253.33 | 2,342.60 | 2,436.20 | 2,535.00 | 2,636.40 | 2,740.40 | 2,851.33 | 2,965.73 | 3,084.47 | 3,205.80 | 3,301.13 | 3,399.93 | 3,563.73 |
| Annual | 51,958.40 | 54,080.00 | 56,222.40 | 58,468.80 | 60,840.00 | 63,273.60 | 65,769.60 | 68,432.00 | 71,177.60 | 74,027.20 | 76,939.20 | 79,227.20 | 81,598.40 | 85,529.60 |

* 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

G-Scale Professional Standards

| | Basic | Intermediate | Associate | Advanced | Professional |
|-----------|-------|--------------|-----------|----------|--------------|
| Full Time | \$575 | \$721 | \$978 | \$1,151 | \$1,439 |
| Half Time | \$288 | \$361 | \$490 | \$575 | \$719 |

2018-19 Custodial and Maintenance (M-Scale) Hourly Schedule for Retirement Eligible Employees

| Grade | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 02 | | | | | | 14.50 | 14.82 | 15.41 | 16.04 | 16.67 | 17.32 | 17.84 | 18.37 | 19.25 |
| 03 | | | | 14.50 | 14.65 | 15.24 | 15.81 | 16.49 | 17.15 | 17.79 | 18.51 | 19.07 | 19.66 | 20.61 |
| 04 | | | 14.50 | 15.08 | 15.67 | 16.27 | 16.91 | 17.62 | 18.34 | 19.05 | 19.82 | 20.41 | 21.02 | 22.02 |
| 05 | 14.50 | 14.90 | 15.48 | 16.15 | 16.75 | 17.43 | 18.15 | 18.85 | 19.59 | 20.40 | 21.21 | 21.85 | 22.49 | 23.57 |
| 06 | 15.33 | 15.93 | 16.61 | 17.27 | 17.96 | 18.66 | 19.41 | 20.19 | 20.99 | 21.84 | 22.73 | 23.41 | 24.11 | 25.27 |
| 07 | 16.39 | 17.07 | 17.75 | 18.46 | 19.21 | 19.97 | 20.78 | 21.58 | 22.44 | 23.35 | 24.30 | 25.02 | 25.78 | 27.01 |
| 08 | 17.56 | 18.25 | 18.99 | 19.75 | 20.51 | 21.35 | 22.22 | 23.08 | 24.03 | 24.98 | 25.98 | 26.74 | 27.56 | 28.90 |
| 09 | 18.79 | 19.53 | 20.35 | 21.14 | 21.98 | 22.87 | 23.79 | 24.76 | 25.72 | 26.76 | 27.86 | 28.68 | 29.55 | 30.97 |
| 10 | 20.11 | 20.92 | 21.76 | 22.60 | 23.53 | 24.46 | 25.45 | 26.46 | 27.51 | 28.64 | 29.76 | 30.66 | 31.59 | 33.10 |
| 11 | 21.51 | 22.37 | 23.29 | 24.19 | 25.18 | 26.19 | 27.21 | 28.31 | 29.46 | 30.64 | 31.85 | 32.80 | 33.79 | 35.41 |
| 12 | 23.04 | 23.96 | 24.91 | 25.92 | 26.93 | 28.03 | 29.14 | 30.29 | 31.51 | 32.77 | 34.06 | 35.08 | 36.14 | 37.87 |
| 13 | 24.64 | 25.62 | 26.68 | 27.71 | 28.79 | 30.00 | 31.17 | 32.43 | 33.74 | 35.08 | 36.51 | 37.61 | 38.74 | 40.60 |
| 14 | 26.37 | 27.45 | 28.54 | 29.68 | 30.89 | 32.12 | 33.37 | 34.73 | 36.13 | 37.58 | 39.05 | 40.21 | 41.41 | 43.41 |
| 15 | 28.20 | 29.37 | 30.54 | 31.75 | 33.05 | 34.35 | 35.72 | 37.17 | 38.65 | 40.20 | 41.77 | 43.02 | 44.31 | 46.43 |
| 16 | 30.16 | 31.39 | 32.68 | 34.02 | 35.41 | 36.86 | 38.37 | 39.94 | 41.58 | 43.28 | 45.05 | 46.90 | 48.82 | 50.82 |
| 17 | 32.25 | 33.59 | 34.98 | 36.43 | 37.94 | 39.52 | 41.16 | 42.87 | 44.64 | 46.50 | 48.43 | 50.43 | 52.53 | 54.71 |
| 18 | 34.49 | 35.92 | 37.41 | 38.96 | 40.58 | 42.26 | 44.01 | 45.84 | 47.74 | 49.72 | 51.79 | 53.93 | 56.17 | 58.50 |
| 19 | 36.88 | 38.41 | 40.01 | 41.66 | 43.39 | 45.19 | 47.07 | 49.02 | 51.06 | 53.17 | 55.38 | 57.68 | 60.07 | 62.56 |
| 20 | 39.44 | 41.08 | 42.78 | 44.56 | 46.40 | 48.33 | 50.34 | 52.42 | 54.60 | 56.86 | 59.22 | 61.68 | 64.24 | 66.90 |

2nd Shift = \$0.32

3rd Shift = \$0.38

2018-19 Custodial and Maintenance (M-Scale) Hourly Schedule for Non-Retirement Eligible Employees

| Grade | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 02 | | | | | | 13.77 | 14.04 | 14.60 | 15.20 | 15.78 | 16.41 | 16.89 | 17.40 | 18.23 |
| 03 | | | | 13.77 | 13.88 | 14.43 | 14.97 | 15.63 | 16.24 | 16.85 | 17.54 | 18.07 | 18.63 | 19.53 |
| 04 | | | 13.77 | 14.28 | 14.84 | 15.41 | 16.02 | 16.69 | 17.37 | 18.05 | 18.77 | 19.33 | 19.91 | 20.86 |
| 05 | 13.77 | 14.12 | 14.67 | 15.29 | 15.87 | 16.51 | 17.19 | 17.85 | 18.56 | 19.32 | 20.09 | 20.70 | 21.31 | 22.32 |
| 06 | 14.52 | 15.10 | 15.73 | 16.35 | 17.01 | 17.68 | 18.38 | 19.13 | 19.88 | 20.69 | 21.52 | 22.17 | 22.84 | 23.93 |
| 07 | 15.52 | 16.18 | 16.81 | 17.49 | 18.20 | 18.91 | 19.69 | 20.44 | 21.26 | 22.12 | 23.01 | 23.70 | 24.42 | 25.58 |
| 08 | 16.64 | 17.28 | 17.99 | 18.71 | 19.43 | 20.23 | 21.04 | 21.87 | 22.77 | 23.65 | 24.60 | 25.34 | 26.10 | 27.37 |
| 09 | 17.80 | 18.50 | 19.28 | 20.03 | 20.82 | 21.66 | 22.53 | 23.45 | 24.37 | 25.36 | 26.39 | 27.16 | 27.99 | 29.33 |
| 10 | 19.05 | 19.82 | 20.61 | 21.41 | 22.29 | 23.17 | 24.10 | 25.06 | 26.06 | 27.13 | 28.19 | 29.05 | 29.93 | 31.35 |
| 11 | 20.38 | 21.20 | 22.05 | 22.92 | 23.86 | 24.82 | 25.79 | 26.82 | 27.91 | 29.03 | 30.17 | 31.08 | 32.02 | 33.55 |
| 12 | 21.83 | 22.70 | 23.59 | 24.55 | 25.51 | 26.55 | 27.60 | 28.69 | 29.85 | 31.05 | 32.26 | 33.23 | 34.23 | 35.88 |
| 13 | 23.35 | 24.28 | 25.28 | 26.24 | 27.27 | 28.42 | 29.53 | 30.71 | 31.96 | 33.23 | 34.58 | 35.62 | 36.70 | 38.46 |
| 14 | 24.98 | 26.00 | 27.03 | 28.11 | 29.25 | 30.42 | 31.62 | 32.90 | 34.22 | 35.59 | 36.99 | 38.09 | 39.22 | 41.12 |
| 15 | 26.71 | 27.82 | 28.93 | 30.08 | 31.30 | 32.55 | 33.83 | 35.21 | 36.61 | 38.08 | 39.57 | 40.75 | 41.97 | 43.99 |
| 16 | 28.65 | 29.82 | 31.05 | 32.32 | 33.64 | 35.02 | 36.45 | 37.94 | 39.50 | 41.12 | 42.80 | 44.56 | 46.38 | 48.28 |
| 17 | 30.64 | 31.91 | 33.23 | 34.61 | 36.04 | 37.54 | 39.10 | 40.73 | 42.41 | 44.18 | 46.01 | 47.91 | 49.90 | 51.97 |
| 18 | 32.77 | 34.12 | 35.54 | 37.01 | 38.55 | 40.15 | 41.81 | 43.55 | 45.35 | 47.23 | 49.20 | 51.23 | 53.36 | 55.58 |
| 19 | 35.04 | 36.49 | 38.01 | 39.58 | 41.22 | 42.93 | 44.72 | 46.57 | 48.51 | 50.51 | 52.61 | 54.80 | 57.07 | 59.43 |
| 20 | 37.47 | 39.03 | 40.64 | 42.33 | 44.08 | 45.91 | 47.82 | 49.80 | 51.87 | 54.02 | 56.26 | 58.60 | 61.03 | 63.56 |

2nd Shift = \$0.31

3rd Shift = \$0.36

M - Scale Professional Standards

| | Basic | Intermediate | Associate | Advanced | Professional |
|-----------|-------|--------------|-----------|----------|--------------|
| Full Time | \$575 | \$721 | \$978 | \$1,151 | \$1,439 |
| Half Time | \$288 | \$361 | \$490 | \$575 | \$719 |

2018-19 P-Scale 12-Month Salary Schedule for Retirement Eligible Employees

260 Days - 8.00 Hours/Day**

| Grade 11 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Annual | 75,856 | 78,891 | 82,046 | 85,327 | 88,741 | 92,292 | 95,982 | 99,821 | 103,817 | 107,965 | 114,253 | 117,108 | 120,034 | 123,036 |
| 24 Pays | 3,160.67 | 3,287.13 | 3,418.58 | 3,555.29 | 3,697.54 | 3,845.50 | 3,999.25 | 4,159.21 | 4,325.71 | 4,498.54 | 4,760.54 | 4,879.50 | 5,001.42 | 5,126.50 |
| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 79,648 | 82,836 | 86,148 | 89,594 | 93,179 | 96,905 | 100,782 | 104,814 | 109,005 | 113,366 | 119,963 | 122,965 | 126,037 | 129,189 |
| 24 Pays | 3,318.67 | 3,451.50 | 3,589.50 | 3,733.08 | 3,882.46 | 4,037.71 | 4,199.25 | 4,367.25 | 4,541.88 | 4,723.58 | 4,998.46 | 5,123.54 | 5,251.54 | 5,382.88 |
| Grade 13 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 83,631 | 86,977 | 90,457 | 94,075 | 97,837 | 101,750 | 105,820 | 110,054 | 114,456 | 119,034 | 125,961 | 129,111 | 132,336 | 135,649 |
| 24 Pays | 3,484.63 | 3,624.04 | 3,769.04 | 3,919.79 | 4,076.54 | 4,239.58 | 4,409.17 | 4,585.58 | 4,769.00 | 4,959.75 | 5,248.38 | 5,379.63 | 5,514.00 | 5,652.04 |
| Grade 14 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 87,814 | 91,325 | 94,977 | 98,778 | 102,728 | 106,840 | 111,112 | 115,557 | 120,177 | 124,988 | 132,261 | 135,566 | 138,956 | 142,429 |
| 24 Pays | 3,658.92 | 3,805.21 | 3,957.38 | 4,115.75 | 4,280.33 | 4,451.67 | 4,629.67 | 4,814.88 | 5,007.38 | 5,207.83 | 5,510.88 | 5,648.58 | 5,789.83 | 5,934.54 |
| Grade 15 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 92,203 | 95,893 | 99,728 | 103,718 | 107,868 | 112,180 | 116,669 | 121,334 | 126,188 | 131,236 | 138,871 | 142,345 | 145,904 | 149,552 |
| 24 Pays | 3,841.79 | 3,995.54 | 4,155.33 | 4,321.58 | 4,494.50 | 4,674.17 | 4,861.21 | 5,055.58 | 5,257.83 | 5,468.17 | 5,786.29 | 5,931.04 | 6,079.33 | 6,231.33 |
| Grade 16 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 96,814 | 100,685 | 104,714 | 108,902 | 113,261 | 117,790 | 122,502 | 127,401 | 132,498 | 137,799 | 145,817 | 149,462 | 153,198 | 157,029 |
| 24 Pays | 4,033.92 | 4,195.21 | 4,363.08 | 4,537.58 | 4,719.21 | 4,907.92 | 5,104.25 | 5,308.38 | 5,520.75 | 5,741.63 | 6,075.71 | 6,227.58 | 6,383.25 | 6,542.88 |
| Grade 17 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 101,655 | 105,720 | 109,951 | 114,349 | 118,923 | 123,680 | 128,627 | 133,771 | 139,121 | 144,686 | 153,106 | 156,936 | 160,859 | 164,880 |
| 24 Pays | 4,235.63 | 4,405.00 | 4,581.29 | 4,764.54 | 4,955.13 | 5,153.33 | 5,359.46 | 5,573.79 | 5,796.71 | 6,028.58 | 6,379.42 | 6,539.00 | 6,702.46 | 6,870.00 |
| Grade 18 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 106,739 | 111,007 | 115,450 | 120,065 | 124,867 | 129,860 | 135,058 | 140,461 | 146,077 | 151,922 | 160,763 | 164,781 | 168,900 | 173,123 |
| 24 Pays | 4,447.46 | 4,625.29 | 4,810.42 | 5,002.71 | 5,202.79 | 5,410.83 | 5,627.42 | 5,852.54 | 6,086.54 | 6,330.08 | 6,698.46 | 6,865.88 | 7,037.50 | 7,213.46 |
| Grade 19 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
| Annual | 112,077 | 116,556 | 121,221 | 126,069 | 131,113 | 136,357 | 141,812 | 147,480 | 153,381 | 159,518 | 168,800 | 173,022 | 177,346 | 181,779 |
| 24 Pays | 4,669.88 | 4,856.50 | 5,050.88 | 5,252.88 | 5,463.04 | 5,681.54 | 5,908.83 | 6,145.00 | 6,390.88 | 6,646.58 | 7,033.33 | 7,209.25 | 7,389.42 | 7,574.13 |

* There is a four year waiting period for Longevity Steps.

** 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

2018-19 P-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees

260 Days - 8.00 Hours/Day**

| Grade 11 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Annual | 71,855 | 74,730 | 77,718 | 80,827 | 84,060 | 87,424 | 90,920 | 94,556 | 98,340 | 102,270 | 108,226 | 110,931 | 113,703 | 116,546 |
| 24 Pays | 2,993.96 | 3,113.75 | 3,238.25 | 3,367.79 | 3,502.50 | 3,642.67 | 3,788.33 | 3,939.83 | 4,097.50 | 4,261.25 | 4,509.42 | 4,622.13 | 4,737.63 | 4,856.08 |

| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Annual | 75,446 | 78,467 | 81,604 | 84,867 | 88,265 | 91,794 | 95,466 | 99,286 | 103,256 | 107,386 | 113,635 | 116,479 | 119,389 | 122,374 |
| 24 Pays | 3,143.58 | 3,269.46 | 3,400.17 | 3,536.13 | 3,677.71 | 3,824.75 | 3,977.75 | 4,136.92 | 4,302.33 | 4,474.42 | 4,734.79 | 4,853.29 | 4,974.54 | 5,098.92 |

| Grade 13 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Annual | 79,219 | 82,389 | 85,685 | 89,112 | 92,677 | 96,383 | 100,238 | 104,249 | 108,419 | 112,756 | 119,317 | 122,300 | 125,356 | 128,494 |
| 24 Pays | 3,300.79 | 3,432.88 | 3,570.21 | 3,713.00 | 3,861.54 | 4,015.96 | 4,176.58 | 4,343.71 | 4,517.46 | 4,698.17 | 4,971.54 | 5,095.83 | 5,223.17 | 5,353.92 |

| Grade 14 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Annual | 83,182 | 86,507 | 89,967 | 93,568 | 97,310 | 101,203 | 105,251 | 109,461 | 113,838 | 118,394 | 125,284 | 128,416 | 131,627 | 134,915 |
| 24 Pays | 3,465.92 | 3,604.46 | 3,748.63 | 3,898.67 | 4,054.58 | 4,216.79 | 4,385.46 | 4,560.88 | 4,743.25 | 4,933.08 | 5,220.17 | 5,350.67 | 5,484.46 | 5,621.46 |

| Grade 15 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Annual | 87,340 | 90,835 | 94,468 | 98,247 | 102,177 | 106,263 | 110,514 | 114,934 | 119,532 | 124,314 | 131,546 | 134,836 | 138,207 | 141,663 |
| 24 Pays | 3,639.17 | 3,784.79 | 3,936.17 | 4,093.63 | 4,257.38 | 4,427.63 | 4,604.75 | 4,788.92 | 4,980.50 | 5,179.75 | 5,481.08 | 5,618.17 | 5,758.63 | 5,902.63 |

| Grade 16 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Annual | 91,707 | 95,374 | 99,191 | 103,158 | 107,286 | 111,577 | 116,040 | 120,681 | 125,509 | 130,530 | 138,126 | 141,578 | 145,118 | 148,745 |
| 24 Pays | 3,821.13 | 3,973.92 | 4,132.96 | 4,298.25 | 4,470.25 | 4,649.04 | 4,835.00 | 5,028.38 | 5,229.54 | 5,438.75 | 5,755.25 | 5,899.08 | 6,046.58 | 6,197.71 |

| Grade 17 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Annual | 96,293 | 100,144 | 104,151 | 108,317 | 112,650 | 117,156 | 121,842 | 126,715 | 131,782 | 137,054 | 145,030 | 148,659 | 152,374 | 156,183 |
| 24 Pays | 4,012.21 | 4,172.67 | 4,339.63 | 4,513.21 | 4,693.75 | 4,881.50 | 5,076.75 | 5,279.79 | 5,490.92 | 5,710.58 | 6,042.92 | 6,194.13 | 6,348.92 | 6,507.63 |

| Grade 18 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Annual | 101,109 | 105,151 | 109,359 | 113,732 | 118,281 | 123,011 | 127,934 | 133,052 | 138,372 | 143,908 | 152,283 | 156,090 | 159,991 | 163,990 |
| 24 Pays | 4,212.88 | 4,381.29 | 4,556.63 | 4,738.83 | 4,928.38 | 5,125.46 | 5,330.58 | 5,543.83 | 5,765.50 | 5,996.17 | 6,345.13 | 6,503.75 | 6,666.29 | 6,832.92 |

| Grade 19 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K* | Step L-1* | Step L-2* | Step L-3* |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| Annual | 106,165 | 110,408 | 114,827 | 119,420 | 124,196 | 129,164 | 134,331 | 139,701 | 145,291 | 151,104 | 159,896 | 163,895 | 167,991 | 172,191 |
| 24 Pays | 4,423.54 | 4,600.33 | 4,784.46 | 4,975.83 | 5,174.83 | 5,381.83 | 5,597.13 | 5,820.88 | 6,053.79 | 6,296.00 | 6,662.33 | 6,828.96 | 6,999.63 | 7,174.63 |

* There is a four year waiting period for Longevity Steps.

** 260 days applies only to calculation of daily rate. Number of work days in a year may vary.

**2018-19 Teacher (T-Scale) Salary Schedule Retirement Eligible Employees
(Employees working in a .50 FTE or greater position)**

200 Days - 7.5 hours/Day

| | Grade | Bachelor's (B) | | Bachelor's + 15 (C) | | Master's (M) | | Master's +30 (X) | | Doctorate (D) | |
|---------|--------|----------------|--------|---------------------|--------|--------------|--------|------------------|--------|---------------|--------|
| | (Wait) | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily |
| Step A | (1) | 48,228 | 241.14 | 50,641 | 253.21 | 53,173 | 265.87 | 55,832 | 279.16 | 58,622 | 293.11 |
| Step B | (1) | 48,962 | 244.81 | 51,409 | 257.05 | 53,978 | 269.89 | 56,679 | 283.40 | 59,512 | 297.56 |
| Step C | (1) | 49,695 | 248.48 | 52,181 | 260.91 | 54,789 | 273.95 | 57,530 | 287.65 | 60,405 | 302.03 |
| Step D | (1) | 52,181 | 260.91 | 54,788 | 273.94 | 57,530 | 287.65 | 60,404 | 302.02 | 63,426 | 317.13 |
| Step E | (1) | 54,788 | 273.94 | 57,529 | 287.65 | 60,404 | 302.02 | 63,425 | 317.13 | 66,598 | 332.99 |
| Step F | (1) | 57,529 | 287.65 | 60,403 | 302.02 | 63,425 | 317.13 | 66,596 | 332.98 | 69,929 | 349.65 |
| Step G | (1) | 60,403 | 302.02 | 63,424 | 317.12 | 66,596 | 332.98 | 69,924 | 349.62 | 73,424 | 367.12 |
| Step H | (1) | 63,424 | 317.12 | 66,595 | 332.98 | 69,924 | 349.62 | 73,422 | 367.11 | 77,095 | 385.48 |
| Step I | (1) | 66,595 | 332.98 | 69,923 | 349.62 | 73,422 | 367.11 | 77,093 | 385.47 | 80,949 | 404.75 |
| Step J | (1) | 69,923 | 349.62 | 73,421 | 367.11 | 77,093 | 385.47 | 80,946 | 404.73 | 84,997 | 424.99 |
| Step K | (1) | 69,923 | 349.62 | 77,092 | 385.46 | 80,946 | 404.73 | 84,994 | 424.97 | 89,245 | 446.23 |
| Step L | (1) | 69,923 | 349.62 | 80,945 | 404.73 | 84,994 | 424.97 | 89,243 | 446.22 | 93,707 | 468.54 |
| Step M | (1) | 69,923 | 349.62 | 84,992 | 424.96 | 89,243 | 446.22 | 93,705 | 468.53 | 98,392 | 491.96 |
| Step N* | (4) | 71,147 | 355.74 | 90,803 | 454.02 | 95,346 | 476.73 | 100,113 | 500.57 | 105,121 | 525.61 |
| L-1* | (4) | 72,927 | 364.64 | 93,074 | 465.37 | 97,730 | 488.65 | 102,618 | 513.09 | 107,749 | 538.75 |
| L-2* | (4) | 74,752 | 373.76 | 95,402 | 477.01 | 100,175 | 500.88 | 105,182 | 525.91 | 110,444 | 552.22 |
| L-3 | (4) | 76,621 | 383.11 | 97,787 | 488.94 | 102,679 | 513.40 | 107,813 | 539.07 | 113,207 | 566.04 |

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

* There is a four year waiting period on Longevity Steps N, L-1 and L-2.

**2018-19 Non-Retirement Eligible Teacher (T-Scale) Salary Schedule
(Employees working in a position less than .50 FTE)**

200 Days - 7.5 hours/Day

| | Grade (Wait) | Bachelor's (B) | | Bachelor's + 15 (C) | | Master's (M) | | Master's +30 (X) | | Doctorate (D) | |
|---------|-----------------|----------------|--------|---------------------|--------|--------------|--------|------------------|--------|---------------|--------|
| | | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily |
| Step A | (1) | 45,684 | 228.42 | 47,970 | 239.85 | 50,368 | 251.84 | 52,887 | 264.44 | 55,530 | 277.65 |
| Step B | (1) | 46,379 | 231.90 | 48,697 | 243.49 | 51,132 | 255.66 | 53,690 | 268.45 | 56,373 | 281.87 |
| Step C | (1) | 47,074 | 235.37 | 49,428 | 247.14 | 51,900 | 259.50 | 54,496 | 272.48 | 57,219 | 286.10 |
| Step D | (1) | 49,428 | 247.14 | 51,899 | 259.50 | 54,496 | 272.48 | 57,218 | 286.09 | 60,080 | 300.40 |
| Step E | (1) | 51,899 | 259.50 | 54,495 | 272.48 | 57,218 | 286.09 | 60,079 | 300.40 | 63,085 | 315.43 |
| Step F | (1) | 54,495 | 272.48 | 57,217 | 286.09 | 60,079 | 300.40 | 63,083 | 315.42 | 66,240 | 331.20 |
| Step G | (1) | 57,217 | 286.09 | 60,078 | 300.39 | 63,083 | 315.42 | 66,236 | 331.18 | 69,551 | 347.76 |
| Step H | (1) | 60,078 | 300.39 | 63,082 | 315.41 | 66,236 | 331.18 | 69,549 | 347.75 | 73,028 | 365.14 |
| Step I | (1) | 63,082 | 315.41 | 66,235 | 331.18 | 69,549 | 347.75 | 73,026 | 365.13 | 76,680 | 383.40 |
| Step J | (1) | 66,235 | 331.18 | 69,548 | 347.74 | 73,026 | 365.13 | 76,676 | 383.38 | 80,514 | 402.57 |
| Step K | (1) | 66,235 | 331.18 | 73,025 | 365.13 | 76,676 | 383.38 | 80,511 | 402.56 | 84,538 | 422.69 |
| Step L | (1) | 66,235 | 331.18 | 76,675 | 383.38 | 80,511 | 402.56 | 84,536 | 422.68 | 88,764 | 443.82 |
| Step M | (1) | 66,235 | 331.18 | 80,509 | 402.55 | 84,536 | 422.68 | 88,762 | 443.81 | 93,203 | 466.02 |
| Step N* | (4) | 67,394 | 336.97 | 86,013 | 430.07 | 90,316 | 451.58 | 94,832 | 474.16 | 99,576 | 497.88 |
| L-1* | (4) | 69,080 | 345.40 | 88,164 | 440.82 | 92,575 | 462.88 | 97,204 | 486.02 | 102,065 | 510.33 |
| L-2* | (4) | 70,809 | 354.05 | 90,369 | 451.85 | 94,892 | 474.46 | 99,634 | 498.17 | 104,618 | 523.09 |
| L-3 | (4) | 72,579 | 362.90 | 92,629 | 463.15 | 97,263 | 486.32 | 102,125 | 510.63 | 107,234 | 536.17 |

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

* There is a four year waiting period on Longevity Steps N, L-1 and L-2.

**2018-19 CAP1 (Career Advancement Program Portfolio 1)
Teacher (T-Scale) Salary Schedule Retirement Eligible Employees
(Employees working in a .50 FTE or greater position)**

| 200 Days - 7.5 hours/Day | | | | | | | | | | | |
|--------------------------|--------|-----------------|--------|----------------------|--------|---------------|--------|-------------------|--------|----------------|--------|
| | Grade | Bachelor's (B1) | | Bachelor's + 15 (C1) | | Master's (M1) | | Master's +30 (X1) | | Doctorate (D1) | |
| | (Wait) | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily |
| Step A | (1) | 48,228 | 241.14 | 50,641 | 253.21 | 53,173 | 265.87 | 55,832 | 279.16 | 58,622 | 293.11 |
| Step B | (1) | 48,962 | 244.81 | 51,409 | 257.05 | 53,978 | 269.89 | 56,679 | 283.40 | 59,512 | 297.56 |
| Step C | (1) | 49,695 | 248.48 | 52,181 | 260.91 | 54,789 | 273.95 | 57,530 | 287.65 | 60,405 | 302.03 |
| Step D | (1) | 52,181 | 260.91 | 54,788 | 273.94 | 57,530 | 287.65 | 60,404 | 302.02 | 63,426 | 317.13 |
| Step E | (1) | 54,788 | 273.94 | 57,529 | 287.65 | 60,404 | 302.02 | 63,425 | 317.13 | 66,598 | 332.99 |
| Step F | (1) | 57,529 | 287.65 | 60,403 | 302.02 | 63,425 | 317.13 | 66,596 | 332.98 | 69,929 | 349.65 |
| Step G | (1) | 60,403 | 302.02 | 63,424 | 317.12 | 66,596 | 332.98 | 69,924 | 349.62 | 73,424 | 367.12 |
| Step H | (1) | 63,424 | 317.12 | 66,595 | 332.98 | 69,924 | 349.62 | 73,422 | 367.11 | 77,095 | 385.48 |
| Step I | (1) | 66,595 | 332.98 | 69,923 | 349.62 | 73,422 | 367.11 | 77,093 | 385.47 | 80,949 | 404.75 |
| Step J | (1) | 69,923 | 349.62 | 73,421 | 367.11 | 77,093 | 385.47 | 80,946 | 404.73 | 84,997 | 424.99 |
| Step K | (1) | 73,420 | 367.10 | 77,092 | 385.46 | 80,946 | 404.73 | 84,994 | 424.97 | 89,245 | 446.23 |
| Step L | (1) | 73,420 | 367.10 | 80,945 | 404.73 | 84,994 | 424.97 | 89,243 | 446.22 | 93,707 | 468.54 |
| Step M | (1) | 73,420 | 367.10 | 84,992 | 424.96 | 89,243 | 446.22 | 93,705 | 468.53 | 98,392 | 491.96 |
| Step N | (1) | 73,420 | 367.10 | 89,241 | 446.21 | 93,706 | 468.53 | 98,391 | 491.96 | 103,313 | 516.57 |
| Step O | (1) | 73,420 | 367.10 | 93,703 | 468.52 | 98,392 | 491.96 | 103,311 | 516.56 | 108,478 | 542.39 |
| Step P | (1) | 73,420 | 367.10 | 93,703 | 468.52 | 98,392 | 491.96 | 103,311 | 516.56 | 108,478 | 542.39 |
| Step Q | (1) | 73,420 | 367.10 | 93,703 | 468.52 | 98,392 | 491.96 | 103,311 | 516.56 | 108,478 | 542.39 |
| STEP L-1* | (4) | 76,572 | 382.86 | 97,727 | 488.64 | 102,618 | 513.09 | 107,747 | 538.74 | 113,136 | 565.68 |
| STEP L-2* | (4) | 78,486 | 392.43 | 100,170 | 500.85 | 105,183 | 525.92 | 110,440 | 552.20 | 115,964 | 579.82 |
| STEP L-3 | (4) | 80,449 | 402.25 | 102,675 | 513.38 | 107,813 | 539.07 | 113,201 | 566.01 | 118,863 | 594.32 |

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

* There is a four year waiting period on Longevity Steps L-1 and L-2.

**2018-19 CAP1 (Career Advancement Program Portfolio 1)
 Non-Retirement Eligible Teacher (T-Scale) Salary Schedule
 (Employees working in a position less than .50 FTE)**

| 200 Days - 7.5 hours/Day | | | | | | | | | | | |
|--------------------------|--------|-----------------|--------|----------------------|--------|---------------|--------|-------------------|--------|----------------|--------|
| | Grade | Bachelor's (B1) | | Bachelor's + 15 (C1) | | Master's (M1) | | Master's +30 (X1) | | Doctorate (D1) | |
| | (Wait) | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily |
| Step A | (1) | 45,684 | 228.42 | 47,970 | 239.85 | 50,368 | 251.84 | 52,887 | 264.44 | 55,530 | 277.65 |
| Step B | (1) | 46,379 | 231.90 | 48,697 | 243.49 | 51,132 | 255.66 | 53,690 | 268.45 | 56,373 | 281.87 |
| Step C | (1) | 47,074 | 235.37 | 49,428 | 247.14 | 51,900 | 259.50 | 54,496 | 272.48 | 57,219 | 286.10 |
| Step D | (1) | 49,428 | 247.14 | 51,899 | 259.50 | 54,496 | 272.48 | 57,218 | 286.09 | 60,080 | 300.40 |
| Step E | (1) | 51,899 | 259.50 | 54,495 | 272.48 | 57,218 | 286.09 | 60,079 | 300.40 | 63,085 | 315.43 |
| Step F | (1) | 54,495 | 272.48 | 57,217 | 286.09 | 60,079 | 300.40 | 63,083 | 315.42 | 66,240 | 331.20 |
| Step G | (1) | 57,217 | 286.09 | 60,078 | 300.39 | 63,083 | 315.42 | 66,236 | 331.18 | 69,551 | 347.76 |
| Step H | (1) | 60,078 | 300.39 | 63,082 | 315.41 | 66,236 | 331.18 | 69,549 | 347.75 | 73,028 | 365.14 |
| Step I | (1) | 63,082 | 315.41 | 66,235 | 331.18 | 69,549 | 347.75 | 73,026 | 365.13 | 76,680 | 383.40 |
| Step J | (1) | 66,235 | 331.18 | 69,548 | 347.74 | 73,026 | 365.13 | 76,676 | 383.38 | 80,514 | 402.57 |
| Step K | (1) | 69,547 | 347.74 | 73,025 | 365.13 | 76,676 | 383.38 | 80,511 | 402.56 | 84,538 | 422.69 |
| Step L | (1) | 69,547 | 347.74 | 76,675 | 383.38 | 80,511 | 402.56 | 84,536 | 422.68 | 88,764 | 443.82 |
| Step M | (1) | 69,547 | 347.74 | 80,509 | 402.55 | 84,536 | 422.68 | 88,762 | 443.81 | 93,203 | 466.02 |
| Step N | (1) | 69,547 | 347.74 | 84,534 | 422.67 | 88,763 | 443.82 | 93,201 | 466.01 | 97,863 | 489.32 |
| Step O | (1) | 69,547 | 347.74 | 88,760 | 443.80 | 93,203 | 466.02 | 97,861 | 489.31 | 102,756 | 513.78 |
| Step P | (1) | 69,547 | 347.74 | 88,760 | 443.80 | 93,203 | 466.02 | 97,861 | 489.31 | 102,756 | 513.78 |
| Step Q | (1) | 69,547 | 347.74 | 88,760 | 443.80 | 93,203 | 466.02 | 97,861 | 489.31 | 102,756 | 513.78 |
| STEP L-1* | (4) | 72,532 | 362.66 | 92,572 | 462.86 | 97,204 | 486.02 | 102,063 | 510.32 | 107,168 | 535.84 |
| STEP L-2* | (4) | 74,347 | 371.74 | 94,887 | 474.44 | 99,635 | 498.18 | 104,614 | 523.07 | 109,847 | 549.24 |
| STEP L-3 | (4) | 76,206 | 381.03 | 97,258 | 486.29 | 102,125 | 510.63 | 107,230 | 536.15 | 112,593 | 562.97 |

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

* There is a four year waiting period on Longevity Steps L-1 and L-2.

**2018-19 CAP2 (Career Advancement Program Portfolio 2)
Teacher Salary Schedule Retirement Eligible Employees
(Employees working in a .50 FTE or greater position)**

| 200 Days - 7.5 hours/Day | | | | | | | | | | | |
|--------------------------|--------|-----------------|--------|---------------|--------|-------------------|--------|----------------|--------|---------|--------|
| | Grade | Bachelor's (B2) | | Master's (M2) | | Master's +30 (X2) | | Doctorate (D2) | | | |
| | (Wait) | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily |
| Step A | (1) | 48,228 | 241.14 | 50,642 | 253.21 | 53,173 | 265.87 | 55,833 | 279.17 | 58,622 | 293.11 |
| Step B | (1) | 48,962 | 244.81 | 51,409 | 257.05 | 53,978 | 269.89 | 56,680 | 283.40 | 59,512 | 297.56 |
| Step C | (1) | 49,695 | 248.48 | 52,182 | 260.91 | 54,789 | 273.95 | 57,531 | 287.66 | 60,406 | 302.03 |
| Step D | (1) | 52,182 | 260.91 | 54,789 | 273.95 | 57,531 | 287.66 | 60,404 | 302.02 | 63,427 | 317.14 |
| Step E | (1) | 54,789 | 273.95 | 57,529 | 287.65 | 60,404 | 302.02 | 63,425 | 317.13 | 66,599 | 333.00 |
| Step F | (1) | 57,529 | 287.65 | 60,404 | 302.02 | 63,425 | 317.13 | 66,597 | 332.99 | 69,929 | 349.65 |
| Step G | (1) | 60,404 | 302.02 | 63,425 | 317.13 | 66,597 | 332.99 | 69,924 | 349.62 | 73,424 | 367.12 |
| Step H | (1) | 63,425 | 317.13 | 66,595 | 332.98 | 69,924 | 349.62 | 73,422 | 367.11 | 77,095 | 385.48 |
| Step I | (1) | 66,595 | 332.98 | 69,924 | 349.62 | 73,422 | 367.11 | 77,093 | 385.47 | 80,949 | 404.75 |
| Step J | (1) | 69,924 | 349.62 | 73,422 | 367.11 | 77,093 | 385.47 | 80,947 | 404.74 | 84,998 | 424.99 |
| Step K | (1) | 73,420 | 367.10 | 77,093 | 385.47 | 80,947 | 404.74 | 84,994 | 424.97 | 89,246 | 446.23 |
| Step L | (1) | 77,090 | 385.45 | 80,945 | 404.73 | 84,994 | 424.97 | 89,244 | 446.22 | 93,707 | 468.54 |
| Step M | (1) | 77,090 | 385.45 | 84,992 | 424.96 | 89,244 | 446.22 | 93,705 | 468.53 | 98,393 | 491.97 |
| Step N | (1) | 77,090 | 385.45 | 89,242 | 446.21 | 93,707 | 468.54 | 98,391 | 491.96 | 103,314 | 516.57 |
| Step O | (1) | 77,090 | 385.45 | 93,703 | 468.52 | 98,393 | 491.97 | 103,312 | 516.56 | 108,478 | 542.39 |
| Step P | (1) | 77,090 | 385.45 | 98,389 | 491.95 | 103,312 | 516.56 | 108,476 | 542.38 | 113,901 | 569.51 |
| Step Q | (1) | 77,090 | 385.45 | 98,389 | 491.95 | 103,312 | 516.56 | 108,476 | 542.38 | 113,901 | 569.51 |
| STEP L-1* | (4) | 80,399 | 402.00 | 102,614 | 513.07 | 107,750 | 538.75 | 113,133 | 565.67 | 118,792 | 593.96 |
| STEP L-2* | (4) | 82,408 | 412.04 | 105,176 | 525.88 | 110,441 | 552.21 | 115,962 | 579.81 | 121,762 | 608.81 |
| STEP L-3 | (4) | 84,468 | 422.34 | 107,807 | 539.04 | 113,205 | 566.03 | 118,861 | 594.31 | 124,805 | 624.03 |

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

* There is a four year waiting period on Longevity Steps L-1 and L-2.

**2018-19 CAP2 (Career Advancement Program Portfolio 2)
 Non-Retirement Eligible Teacher (T-Scale) Salary Schedule
 (Employees working in a position less than .50 FTE)**

| 200 Days - 7.5 hours/Day | | | | | | | | | | | |
|--------------------------|--------|-----------------|--------|----------------------|--------|---------------|--------|-------------------|--------|----------------|--------|
| | Grade | Bachelor's (B2) | | Bachelor's + 15 (C2) | | Master's (M2) | | Master's +30 (X2) | | Doctorate (D2) | |
| | (Wait) | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily |
| Step A | (1) | 45,684 | 228.42 | 47,971 | 239.86 | 50,368 | 251.84 | 52,888 | 264.44 | 55,530 | 277.65 |
| Step B | (1) | 46,379 | 231.90 | 48,697 | 243.49 | 51,132 | 255.66 | 53,691 | 268.46 | 56,373 | 281.87 |
| Step C | (1) | 47,074 | 235.37 | 49,429 | 247.15 | 51,900 | 259.50 | 54,497 | 272.49 | 57,220 | 286.10 |
| Step D | (1) | 49,429 | 247.15 | 51,900 | 259.50 | 54,497 | 272.49 | 57,218 | 286.09 | 60,081 | 300.41 |
| Step E | (1) | 51,900 | 259.50 | 54,495 | 272.48 | 57,218 | 286.09 | 60,079 | 300.40 | 63,086 | 315.43 |
| Step F | (1) | 54,495 | 272.48 | 57,218 | 286.09 | 60,079 | 300.40 | 63,084 | 315.42 | 66,240 | 331.20 |
| Step G | (1) | 57,218 | 286.09 | 60,079 | 300.40 | 63,084 | 315.42 | 66,236 | 331.18 | 69,551 | 347.76 |
| Step H | (1) | 60,079 | 300.40 | 63,082 | 315.41 | 66,236 | 331.18 | 69,549 | 347.75 | 73,028 | 365.14 |
| Step I | (1) | 63,082 | 315.41 | 66,236 | 331.18 | 69,549 | 347.75 | 73,026 | 365.13 | 76,680 | 383.40 |
| Step J | (1) | 66,236 | 331.18 | 69,549 | 347.75 | 73,026 | 365.13 | 76,677 | 383.39 | 80,515 | 402.58 |
| Step K | (1) | 69,547 | 347.74 | 73,026 | 365.13 | 76,677 | 383.39 | 80,511 | 402.56 | 84,539 | 422.70 |
| Step L | (1) | 73,024 | 365.12 | 76,675 | 383.38 | 80,511 | 402.56 | 84,537 | 422.69 | 88,764 | 443.82 |
| Step M | (1) | 73,024 | 365.12 | 80,509 | 402.55 | 84,537 | 422.69 | 88,762 | 443.81 | 93,204 | 466.02 |
| Step N | (1) | 73,024 | 365.12 | 84,535 | 422.68 | 88,764 | 443.82 | 93,201 | 466.01 | 97,864 | 489.32 |
| Step O | (1) | 73,024 | 365.12 | 88,760 | 443.80 | 93,204 | 466.02 | 97,862 | 489.31 | 102,756 | 513.78 |
| Step P | (1) | 73,024 | 365.12 | 93,199 | 466.00 | 97,862 | 489.31 | 102,754 | 513.77 | 107,894 | 539.47 |
| Step Q | (1) | 73,024 | 365.12 | 93,199 | 466.00 | 97,862 | 489.31 | 102,754 | 513.77 | 107,894 | 539.47 |
| STEP L-1* | (4) | 76,159 | 380.80 | 97,201 | 486.01 | 102,066 | 510.33 | 107,165 | 535.83 | 112,525 | 562.63 |
| STEP L-2* | (4) | 78,062 | 390.31 | 99,627 | 498.14 | 104,615 | 523.08 | 109,845 | 549.23 | 115,340 | 576.70 |
| STEP L-3 | (4) | 80,012 | 400.06 | 102,119 | 510.60 | 107,232 | 536.16 | 112,591 | 562.96 | 118,221 | 591.11 |

STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.

* There is a four year waiting period on Longevity Steps L-1 and L-2.

**2018-19 Extended Day (X-Scale) Salary Schedule for Retirement Eligible Employees
(Employees working in a .50 FTE or greater position)**

| X-Scale 191 Days Team Leader - 10 Month 6 Hours | | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N | Step O |
| 06 | 16.56 | 17.01 | 17.94 | 18.35 | 19.04 | 19.74 | 20.49 | 21.27 | 22.07 | 22.92 | 23.81 | 25.28 | 26.04 | 27.29 | 28.11 |
| Daily | 99.34 | 102.06 | 107.63 | 110.10 | 114.24 | 118.44 | 122.94 | 127.62 | 132.42 | 137.52 | 142.86 | 151.70 | 156.23 | 163.75 | 168.66 |
| 20 Pays | 948.70 | 974.67 | 1,027.87 | 1,051.46 | 1,090.99 | 1,131.10 | 1,174.08 | 1,218.77 | 1,264.61 | 1,313.32 | 1,364.31 | 1,448.74 | 1,492.00 | 1,563.81 | 1,610.70 |
| 24 Pays | 790.58 | 812.23 | 856.56 | 876.21 | 909.16 | 942.59 | 978.40 | 1,015.64 | 1,053.84 | 1,094.43 | 1,136.93 | 1,207.28 | 1,243.33 | 1,303.18 | 1,342.25 |
| Annual | 18,973.94 | 19,493.46 | 20,557.33 | 21,029.10 | 21,819.84 | 22,622.04 | 23,481.54 | 24,375.42 | 25,292.22 | 26,266.32 | 27,286.26 | 28,974.70 | 29,839.93 | 31,276.25 | 32,214.06 |
| X-Scale 191 Days Assistant Supervisor - 10 Month 7.50 Hours | | | | | | | | | | | | | | | |
| Grade 08 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N | Step O |
| Hourly | 18.26 | 18.98 | 19.75 | 20.54 | 21.33 | 22.20 | 23.11 | 24.00 | 24.99 | 25.98 | 27.02 | 27.82 | 28.66 | 29.52 | 30.41 |
| Daily | 136.95 | 142.35 | 148.13 | 154.05 | 159.98 | 166.50 | 173.33 | 180.00 | 187.43 | 194.85 | 202.65 | 208.65 | 214.95 | 221.40 | 228.08 |
| 20 Pays | 1,307.87 | 1,359.44 | 1,414.64 | 1,471.18 | 1,527.81 | 1,590.08 | 1,655.30 | 1,719.00 | 1,789.96 | 1,860.82 | 1,935.31 | 1,992.61 | 2,052.77 | 2,114.37 | 2,178.16 |
| 24 Pays | 1,089.89 | 1,132.87 | 1,178.87 | 1,225.98 | 1,273.17 | 1,325.06 | 1,379.42 | 1,432.50 | 1,491.63 | 1,550.68 | 1,612.76 | 1,660.51 | 1,710.64 | 1,761.98 | 1,815.14 |
| Annual | 26,157.45 | 27,188.85 | 28,292.83 | 29,423.55 | 30,556.18 | 31,801.50 | 33,106.03 | 34,380.00 | 35,799.13 | 37,216.35 | 38,706.15 | 39,852.15 | 41,055.45 | 42,287.40 | 43,563.28 |
| X-Scale 191 Days Supervisor - 10 Month 7.50 Hours | | | | | | | | | | | | | | | |
| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N | Step O |
| Hourly | 23.96 | 24.92 | 25.91 | 26.96 | 28.01 | 29.15 | 30.31 | 31.50 | 32.77 | 34.08 | 35.42 | 36.48 | 37.59 | 38.71 | 39.87 |
| Daily | 179.70 | 186.90 | 194.33 | 202.20 | 210.08 | 218.63 | 227.33 | 236.25 | 245.78 | 255.60 | 265.65 | 273.60 | 281.93 | 290.33 | 299.03 |
| 20 Pays | 1,716.14 | 1,784.90 | 1,855.85 | 1,931.01 | 2,006.26 | 2,087.92 | 2,171.00 | 2,256.19 | 2,347.20 | 2,440.98 | 2,536.96 | 2,612.88 | 2,692.43 | 2,772.65 | 2,855.74 |
| 24 Pays | 1,430.11 | 1,487.41 | 1,546.54 | 1,609.18 | 1,671.89 | 1,739.93 | 1,809.17 | 1,880.16 | 1,956.00 | 2,034.15 | 2,114.13 | 2,177.40 | 2,243.69 | 2,310.54 | 2,379.78 |
| Annual | 34,322.70 | 35,697.90 | 37,117.03 | 38,620.20 | 40,125.28 | 41,758.33 | 43,420.03 | 45,123.75 | 46,943.98 | 48,819.60 | 50,739.15 | 52,257.60 | 53,848.63 | 55,453.03 | 57,114.73 |
| X-Scale 209 Days Barcroft Assistant Supervisor - 11 Month 7.5 Hours | | | | | | | | | | | | | | | |
| Grade 08 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N | Step O |
| Hourly | 18.26 | 18.98 | 19.75 | 20.54 | 21.33 | 22.20 | 23.11 | 24.00 | 24.99 | 25.98 | 27.02 | 27.82 | 28.66 | 29.52 | 30.41 |
| Daily | 136.95 | 142.35 | 148.13 | 154.05 | 159.98 | 166.50 | 173.33 | 180.00 | 187.43 | 194.85 | 202.65 | 208.65 | 214.95 | 221.40 | 228.08 |
| 24 Pays | 1,192.61 | 1,239.63 | 1,289.97 | 1,341.52 | 1,393.16 | 1,449.94 | 1,509.42 | 1,567.50 | 1,632.20 | 1,696.82 | 1,764.74 | 1,816.99 | 1,871.86 | 1,928.03 | 1,986.20 |
| Annual | 28,622.55 | 29,751.15 | 30,959.17 | 32,196.45 | 33,435.82 | 34,798.50 | 36,225.97 | 37,620.00 | 39,172.87 | 40,723.65 | 42,353.85 | 43,607.85 | 44,924.55 | 46,272.60 | 47,668.72 |
| X-Scale 209 Days Barcroft Supervisor - 11 Month 7.5 Hours | | | | | | | | | | | | | | | |
| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N | Step O |
| Hourly | 23.96 | 24.92 | 25.91 | 26.96 | 28.01 | 29.15 | 30.31 | 31.50 | 32.77 | 34.08 | 35.42 | 36.48 | 37.59 | 38.71 | 39.87 |
| Daily | 179.70 | 186.90 | 194.33 | 202.20 | 210.08 | 218.63 | 227.33 | 236.25 | 245.78 | 255.60 | 265.65 | 273.60 | 281.93 | 290.33 | 299.03 |
| 24 Pays | 1,564.89 | 1,627.59 | 1,692.29 | 1,760.83 | 1,829.45 | 1,903.90 | 1,979.67 | 2,057.34 | 2,140.33 | 2,225.85 | 2,313.37 | 2,382.60 | 2,455.14 | 2,528.29 | 2,604.05 |
| Annual | 37,557.30 | 39,062.10 | 40,614.97 | 42,259.80 | 43,906.72 | 45,693.67 | 47,511.97 | 49,376.25 | 51,368.02 | 53,420.40 | 55,520.85 | 57,182.40 | 58,923.37 | 60,678.97 | 62,497.27 |

**2018-19 Extended Day (X-Scale) Salary Schedule for Non-Retirement Employees
(Employees working in a position less than .50 FTE)**

| X-Scale 191 Days Team Leader - 10 Month 6 Hours | | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N | Step O |
| 06 | 15.73 | 16.16 | 17.04 | 17.43 | 18.09 | 18.75 | 19.47 | 20.21 | 20.97 | 21.77 | 22.62 | 24.02 | 24.74 | 25.93 | 26.70 |
| Daily | 94.37 | 96.96 | 102.25 | 104.60 | 108.53 | 112.52 | 116.79 | 121.24 | 125.80 | 130.64 | 135.72 | 144.11 | 148.42 | 155.56 | 160.23 |
| 20 Pays | 901.23 | 925.97 | 976.49 | 998.93 | 1,036.46 | 1,074.57 | 1,115.34 | 1,157.84 | 1,201.39 | 1,247.61 | 1,296.13 | 1,376.25 | 1,417.41 | 1,485.60 | 1,530.20 |
| 24 Pays | 751.03 | 771.64 | 813.74 | 832.44 | 863.72 | 895.47 | 929.45 | 964.87 | 1,001.16 | 1,039.68 | 1,080.11 | 1,146.88 | 1,181.18 | 1,238.00 | 1,275.16 |
| Annual | 18,024.67 | 18,519.36 | 19,529.75 | 19,978.60 | 20,729.23 | 21,491.32 | 22,306.89 | 23,156.84 | 24,027.80 | 24,952.24 | 25,922.52 | 27,525.01 | 28,348.22 | 29,711.96 | 30,603.93 |

| X-Scale 191 Days Assistant Supervisor - 10 Month 7.50 Hours | | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 08 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N | Step O |
| Hourly | 16.64 | 17.28 | 17.99 | 18.71 | 19.43 | 20.23 | 21.04 | 21.87 | 22.77 | 23.65 | 24.60 | 25.35 | 26.10 | 26.89 | 28.81 |
| Daily | 124.80 | 129.60 | 134.93 | 140.33 | 145.73 | 151.73 | 157.80 | 164.03 | 170.78 | 177.38 | 184.50 | 190.13 | 195.75 | 201.68 | 216.08 |
| 20 Pays | 1,191.84 | 1,237.68 | 1,288.58 | 1,340.15 | 1,391.72 | 1,449.02 | 1,506.99 | 1,566.49 | 1,630.95 | 1,693.98 | 1,761.98 | 1,815.74 | 1,869.41 | 1,926.04 | 2,063.56 |
| 24 Pays | 993.20 | 1,031.40 | 1,073.82 | 1,116.79 | 1,159.77 | 1,207.52 | 1,255.83 | 1,305.41 | 1,359.12 | 1,411.65 | 1,468.31 | 1,513.12 | 1,557.84 | 1,605.04 | 1,719.64 |
| Annual | 23,836.80 | 24,753.60 | 25,771.63 | 26,803.03 | 27,834.43 | 28,980.43 | 30,139.80 | 31,329.73 | 32,618.98 | 33,879.58 | 35,239.50 | 36,314.83 | 37,388.25 | 38,520.88 | 41,271.28 |

| X-Scale 191 Days Supervisor - 10 Month 7.50 Hours | | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N | Step O |
| Hourly | 21.83 | 22.70 | 23.59 | 24.55 | 25.51 | 26.55 | 27.60 | 28.69 | 29.85 | 31.05 | 32.26 | 33.23 | 34.23 | 35.26 | 37.77 |
| Daily | 163.73 | 170.25 | 176.93 | 184.13 | 191.33 | 199.13 | 207.00 | 215.18 | 223.88 | 232.88 | 241.95 | 249.23 | 256.73 | 264.45 | 283.28 |
| 20 Pays | 1,563.62 | 1,625.89 | 1,689.68 | 1,758.44 | 1,827.20 | 1,901.69 | 1,976.85 | 2,054.97 | 2,138.05 | 2,224.00 | 2,310.62 | 2,380.15 | 2,451.77 | 2,525.50 | 2,705.32 |
| 24 Pays | 1,303.02 | 1,354.91 | 1,408.07 | 1,465.37 | 1,522.67 | 1,584.74 | 1,647.38 | 1,712.47 | 1,781.71 | 1,853.34 | 1,925.52 | 1,983.46 | 2,043.14 | 2,104.58 | 2,254.44 |
| Annual | 31,272.43 | 32,517.75 | 33,793.63 | 35,168.83 | 36,544.03 | 38,033.83 | 39,537.00 | 41,099.38 | 42,761.08 | 44,480.08 | 46,212.45 | 47,602.93 | 49,035.43 | 50,509.95 | 54,106.48 |

| X-Scale 209 Days Barcroft Assistant Supervisor - 11 Month 7.5 Hours | | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 08 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N | Step O |
| Hourly | 17.31 | 17.97 | 18.71 | 19.46 | 20.21 | 21.04 | 21.88 | 22.74 | 23.68 | 24.60 | 25.58 | 26.36 | 27.14 | 27.97 | 28.81 |
| Daily | 129.83 | 134.78 | 140.33 | 145.95 | 151.58 | 157.80 | 164.10 | 170.55 | 177.60 | 184.50 | 191.85 | 197.70 | 203.55 | 209.78 | 216.08 |
| 24 Pays | 1,130.60 | 1,173.71 | 1,222.04 | 1,270.98 | 1,320.01 | 1,374.18 | 1,429.04 | 1,485.21 | 1,546.60 | 1,606.69 | 1,670.69 | 1,721.64 | 1,772.58 | 1,826.83 | 1,881.70 |
| Annual | 27,134.47 | 28,169.02 | 29,328.97 | 30,503.55 | 31,680.22 | 32,980.20 | 34,296.90 | 35,644.95 | 37,118.40 | 38,560.50 | 40,096.65 | 41,319.30 | 42,541.95 | 43,844.02 | 45,160.72 |

| X-Scale 209 Days Barcroft Supervisor - 11 Month 7.5 Hours | | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 12 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N | Step O |
| Hourly | 22.70 | 23.61 | 24.53 | 25.53 | 26.53 | 27.61 | 28.70 | 29.84 | 31.04 | 32.29 | 33.55 | 34.56 | 35.60 | 36.67 | 37.77 |
| Daily | 170.25 | 177.08 | 183.98 | 191.48 | 198.98 | 207.08 | 215.25 | 223.80 | 232.80 | 242.18 | 251.63 | 259.20 | 267.00 | 275.03 | 283.28 |
| 24 Pays | 1,482.59 | 1,542.07 | 1,602.16 | 1,667.47 | 1,732.78 | 1,803.32 | 1,874.47 | 1,948.93 | 2,027.30 | 2,108.98 | 2,191.28 | 2,257.20 | 2,325.13 | 2,395.05 | 2,466.90 |
| Annual | 35,582.25 | 37,009.72 | 38,451.82 | 40,019.32 | 41,586.82 | 43,279.72 | 44,987.25 | 46,774.20 | 48,655.20 | 50,615.62 | 52,590.67 | 54,172.80 | 55,803.00 | 57,481.27 | 59,205.52 |

**2018-19 Extended Day (X-Scale) Salary Schedule for Retirement Eligible Employees
(Employees working in a .50 FTE or greater position)**

| 2018-19 X-Scale Extended Day Hourly Aides | | | | | | | | | | | | | | |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Grade | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| 04 | | | 15.26 | 15.67 | 16.27 | 16.91 | 17.62 | 18.34 | 19.05 | 19.82 | 20.41 | 21.02 | 21.64 | 22.68 |

**2018-19 Extended Day (X-Scale) Salary Schedule for Non-Retirement Employees
(Employees working in a position less than .50 FTE)**

| 2018-19 X-Scale Extended Day Hourly Aides | | | | | | | | | | | | | | |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Grade | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| 04 | | | 14.50 | 14.84 | 15.41 | 16.02 | 16.69 | 17.37 | 18.05 | 18.77 | 19.33 | 19.91 | 20.50 | 21.55 |

X-Scale Professional Standards

| | Basic | Intermediate | Associate | Advanced | Professional |
|------------------|--------------|---------------------|------------------|-----------------|---------------------|
| Full Time | \$575 | \$721 | \$978 | \$1,151 | \$1,439 |
| Half Time | \$288 | \$361 | \$490 | \$575 | \$719 |

2018-19 Career, Technical and Adult Education Hourly Rates of Pay

| Dept. | Job | Step | Rate |
|-----------------|--|------|---------|
| Adult Education | Facility Manager | 1 | \$18.00 |
| Adult Education | Facility Manager | 2 | \$20.00 |
| Adult Education | Facility Manager | 3 | \$22.00 |
| Adult Education | Instructor | 1 | \$19.00 |
| Adult Education | Instructor | 2 | \$21.00 |
| Adult Education | Instructor | 3 | \$23.00 |
| Adult Education | Instructor | 4 | \$25.00 |
| Adult Education | Instructor | 5 | \$27.00 |
| Adult Education | Instructor | 6 | \$29.00 |
| Adult Education | Instructor | 7 | \$31.00 |
| Adult Education | Office Aide | 1 | \$11.50 |
| Adult Education | Substitute Teacher/Assessment Specialist | 1 | \$17.00 |
| Adult Education | Substitute Teacher/Assessment Specialist | 2 | \$19.00 |
| Adult Education | Substitute Teacher/Assessment Specialist | 3 | \$21.00 |
| Dept. | Job | Step | Rate |
| REEP | Facility Manager | 1 | \$18.73 |
| REEP* | Instructor / Coordinator | 1 | \$22.29 |
| REEP | Instructor / Coordinator | 2 | \$24.09 |
| REEP | Instructor / Coordinator | 3 | \$25.64 |
| REEP | Instructor / Coordinator | 4 | \$28.25 |
| REEP | Instructor / Coordinator | 5 | \$30.08 |
| REEP** | Instructor / Coordinator | 6 | \$32.03 |
| REEP** | Instructor / Coordinator | 7 | \$34.10 |
| REEP** | Instructor / Coordinator | L1 | \$35.47 |
| REEP** | Instructor / Coordinator | L2 | \$36.90 |
| REEP | Substitute Teacher / Placement Tester | 1 | \$16.65 |

*Step 1 not currently used

**Longevity steps: 4 years each

2018-19 Career, Technical and Adult Education Hourly Rates of Pay

| Assistant Hourly Schedule | | | | | | | | | | | | | | |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 6 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| | 16.19 | 16.82 | 17.55 | 18.24 | 18.96 | 19.71 | 20.50 | 21.33 | 22.17 | 23.07 | 24.00 | 24.72 | 25.46 | 26.69 |

| REEP Office Staff Hourly Schedule | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 6 | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | Step K | Step L | Step M | Step N |
| | 15.02 | 15.62 | 16.27 | 16.92 | 17.60 | 18.29 | 19.02 | 19.79 | 20.57 | 21.40 | 22.26 | 22.94 | 23.62 | 24.76 |

2018-19 Hourly Rates of Pay

The following hourly rates will be paid for temporary and extra work during this school year.

Hourly rates are subject to change at the discretion of the Assistant Superintendent of Human Resources.

| Title | Amt |
|---|--------------|
| Teachers, A-Scale, G-Scale, Summer Temp & Extra Work | |
| APS Homebound Teacher | \$30.00 |
| Curriculum Development/Observation/Proctors | \$30.00 |
| Family and Consumer Science - High School | \$24.42 |
| Federal Grant Program Coordinator | Hourly Rate* |
| Homebound Teacher NON-APS | \$20.40 |
| IEP Written | \$22.50 |
| Interession Assistant (APS A-Scale) | Hourly Rate* |
| Interession Assistant (Non-APS) | \$14.52 |
| Interession Teacher (APS T-Scale) | Hourly Rate* |
| Interession Teacher (Non-APS) | \$32.50 |
| Library Media Specialist - After Hours | Hourly Rate* |
| Project Development | \$35.00 |
| Saturday School | \$30.00 |
| Staff Development Attendance | \$17.40 |
| Staff Development Presentation | \$30.00 |
| STEM Summer Training | Hourly Rate* |
| Student Services Meetings | \$22.50 |
| Summer School - APS Assistants | Hourly Rate* |
| Summer School - APS Teachers | Hourly Rate* |
| Summer School Teaching (Licensed teacher rate) | \$32.50 |
| Summer Work - Title 1 | \$32.27 |
| Transitional Summer Work T-Scale Counselor | Hourly Rate* |
| Tutoring - Individual Instruction | \$30.00 |
| Tutoring - Small Group Instruction | \$30.00 |
| LIFE GUARDS | |
| Life Guard I - High School | \$9.15 |
| Life Guard II - High School student w/2 years exp. | \$10.15 |
| Life Guard III - High School Graduate | \$14.50 |
| Pool Operator - HS Grad 4 yrs exp AFO/LGI &/or WSI | \$16.00 |
| Facility Aquatics Manager | \$18.00 |
| Aquatics Instructor - WSI &/or LGI (2 years teaching) | \$18.00 |
| Living Wage | \$14.50 |

| Title | Amt |
|---|--------------|
| HIGH SCHOOL STUDENTS | |
| First Year of Work | \$7.68 |
| Second Year of Work | \$7.99 |
| Third Year of Work | \$8.29 |
| TEMPORARY/HOURLY EMPLOYEES | |
| Bus Attendant | \$14.50 |
| Bus Driver - Completed Training | \$17.80 |
| Bus Driver - Trainee | \$14.52 |
| Clerical/Administrative Assistant | \$14.52 |
| Coaching Support | \$13.20 |
| Community Center Audio/Visual Equipment Assistant Technician | \$33.00 |
| Community Center Audio/Visual Equipment Technician | \$40.00 |
| Community Center Facility Event Coordinator (larger events) | \$37.00 |
| Community Center House Manager (theatre groups only) | \$37.00 |
| Community Center Maintenance Technician (electrical set up) | \$40.00 |
| Community Center Night Coordinator | \$20.00 |
| Custodian/Apprentice | \$14.50 |
| Driver - Crew Trailer | \$17.00 |
| English Language Learners (ELL) | \$21.00 |
| Enterprise Solutions/Information Services (Based upon specified need) | Hourly Rate* |
| Extended Day Substitute (Substitute Non-Trainee) | \$13.20 |
| Extended Day Substitute Trainee (Substitute Trainee) | \$14.50 |
| Federal Grant Program Coordinator | Hourly Rate* |
| Food Service Manager | \$14.52 |
| Food Service Worker | \$14.50 |
| Game Manager | \$20.00 |
| Instructional Assistant | \$14.52 |
| Lunchroom Attendant | \$14.52 |
| Maintenance/Trades Worker | \$14.50 |
| Sporting Event Worker I | \$15.00 |
| Sporting Event Worker II | \$18.00 |
| Technology Support | \$14.52 |
| Translator (Language) | \$17.80 |
| Translator (Sign Language Interpretation) | \$30.00 |

*APS hourly rate

Updated May 15, 2018

2018-19 Special Education Assessments

| Set Fee Per Evaluation | |
|--|---------|
| Evaluation Name | Fee |
| Educational Evaluation | \$95.00 |
| Speech/Language Evaluation | \$95.00 |
| Speech/Language Screening | \$80.00 |
| Occupational Therapy Evaluation | \$95.00 |
| Occupational Therapy Screening | \$80.00 |
| Physical Therapy Evaluation | \$95.00 |
| Physical Therapy Screening | \$80.00 |
| Preschool-Developmental/Educational | \$95.00 |
| CAT Teacher Narrative | \$85.00 |
| Teacher Narrative-Development Evaluation (Speech Only) | \$65.00 |

2018-19 Public Relations Liaison Stipends

| Stipend Type | Fee |
|-----------------------------------|------------|
| Public Relations Liaison | \$2,010.00 |
| School Webmaster Liaison | \$2,010.00 |
| Volunteer and Partnership Liaison | \$1,096.00 |

- Stipends are the same for all levels – ES/MS/HS
- Eligible staff are A, E, G and T-Scale staff

2018-19 Athletic Stipends

| Title | Amt | Title | Amt | Title | Amt |
|--|---------|--|---------|---|---------|
| (16.4% of BA, Step 1) | | (8.4% of BA, Step 1) | | (6.4% of BA, Step 1) | |
| Varsity Football Coach (HS) | \$7,492 | Assistant Coach Indoor Track (HS) | \$3,837 | Basketball Coach (MS) | \$2,924 |
| (14.4% of BA, Step 1) | | Assistant Crew Coach (HS) | \$3,837 | Elementary Safety Patrol (ES) | \$2,924 |
| Varsity Crew Coach (HS) | \$6,578 | Assistant Cross Country Coach (HS) | \$3,837 | Freshman Cheer Fall (HS) | \$2,924 |
| (12.4% of BA, Step 1) | | Assistant Lacrosse Coach (HS) | \$3,837 | Freshman Cheer Winter (HS) | \$2,924 |
| Varsity Basketball Coach (HS) | \$5,665 | Assistant Outdoor Track Coach (HS) | \$3,837 | Learn to Crew Program Coach (HS) | \$2,924 |
| Varsity Softball Coach (HS) | \$5,665 | Color Guard (HS) | \$3,837 | Soccer Coach (MS) | \$2,924 |
| Varsity Track Coach/Outdoor (HS) | \$5,665 | Dance Team Sponsor (HS) | \$3,837 | Swim Coach (MS) | \$2,924 |
| Varsity Wrestling Coach (HS) | \$5,665 | Freshman Basketball Coach (HS) | \$3,837 | Track Coach (MS) | \$2,924 |
| Varsity Track Coach/Indoor (HS) | \$5,665 | Freshman Field Hockey Coach (HS) | \$3,837 | Varsity Dive (HS) | \$2,924 |
| Varsity Field Hockey Coach (HS) | \$5,665 | Freshman Volleyball Coach (HS) | \$3,837 | Wrestling Coach (MS) | \$2,924 |
| Varsity Cheer Coach/Fall (HS) | \$5,665 | Golf Program Assistant | \$3,837 | (4.4% of BA, Step 1) | |
| Varsity Baseball Coach (HS) | \$5,665 | Junior Varsity Basketball Coach (HS) | \$3,837 | Assistant Wrestling Coach (MS) | \$2,010 |
| Varsity Lacrosse Coach (HS) | \$5,665 | Junior Varsity Cheer Coach/Fall (HS) | \$3,837 | Cheer Coach Fall (MS) | \$2,010 |
| Varsity Volleyball Coach (HS) | \$5,665 | Junior Varsity Cheer Coach/Winter (HS) | \$3,837 | Cheer Coach Winter (MS) | \$2,010 |
| Freshman Football Coach (HS) | \$5,665 | Junior Varsity Softball Coach (HS) | \$3,837 | Dive Coach (MS) | \$2,010 |
| Junior Varsity Football Coach (HS) | \$5,665 | Junior Varsity Wrestling Coach | \$3,837 | Head Tennis Coach (MS) | \$2,010 |
| Varsity Soccer Coach (HS) | \$5,665 | Varsity Cheer Coach/Winter (HS) | \$3,837 | Intramural Director (HS) | \$2,010 |
| (10.4% of BA, Step 1) | | Varsity Tennis Coach (HS) | \$3,837 | Intramural Director (MS) | \$2,010 |
| Football Program Assistant Coach (HS) | \$4,751 | (6.4% of BA, Step 1) | | Internural Ult. Frisbee Coach (HS) | \$2,010 |
| Junior Varsity Baseball Coach (HS) | \$4,751 | Assistant Baseball Coach (HS) | \$2,924 | Internural Ult. Frisbee Coach (MS) | \$2,010 |
| Junior Varsity Field Hockey Coach (HS) | \$4,751 | Assistant Basketball Coach (HS) | \$2,924 | Tennis Program Assistant | \$2,010 |
| Junior Varsity Lacrosse Coach (HS) | \$4,751 | Assistant Cheer Coach - Fall (HS) | \$2,924 | (2.4% of BA, Step 1) | |
| Junior Varsity Soccer Coach (HS) | \$4,751 | Assistant Field Hockey Coach (HS) | \$2,924 | Assistant Intramural Director (MS) | \$1,096 |
| Junior Varsity Volleyball Coach (HS) | \$4,751 | Assistant Gymnastics Coach (HS) | \$2,924 | Assistant Swim Coach (MS) | \$1,096 |
| Novice Crew Coach (HS) | \$4,751 | Assistant Soccer Coach (HS) | \$2,924 | Assistant Track Coach (MS) | \$1,096 |
| Varsity Cross Country Coach (HS) | \$4,751 | Assistant Softball Coach (HS) | \$2,924 | Other Athletic Supplemental Salary | |
| Varsity Golf Coach (HS) | \$4,751 | Assistant Swim Coach (HS) | \$2,924 | Athletic Trainer - Season (HS) | \$4,639 |
| Varsity Gymnastics Coach (HS) | \$4,751 | Assistant Volleyball Coach (HS) | \$2,924 | Athletic Trainer (Lacrosse - HS) | \$1,546 |
| Varsity Rifle Coach (HS) | \$4,751 | Assistant Wrestling Coach (HS) | \$2,924 | | |
| Varsity Swim Coach (HS) | \$4,751 | | | | |

Stipends are based on non-retirement eligible salary and are subject to change based on stipend review process.

2018-19 Academic Stipends

| Title | Amt | Title | Amt | Title | Amt |
|--|---------|--|---------|--|---------|
| (2.4% of BA, Step 1 of the Non-Retirement Rate) | | (4.4% of BA, Step 1 of the Non-Retirement Rate) | | (6.4% of BA, Step 1 of the Non-Retirement Rate) | |
| Art Lead Teacher - All Levels | \$1,096 | National Honor Society Sponsor H.S. & HBW | \$2,010 | Senior Class Sponsor H.S. & HBW | \$2,924 |
| Choral Dir. w/o Musical Component- M.S. | \$1,096 | Orchestra Director - M.S. | \$2,010 | Special Education Lead Teacher - E.S. | \$2,924 |
| Contact Teacher Mentors | \$1,096 | Pep Band Director - M.S. | \$2,010 | Speech Team Sponsor H.S. | \$2,924 |
| Content Lead Teacher w/ Release Time | \$1,096 | Public Relations Liaison | \$2,010 | Student Congress Team Sponsor H.S. | \$2,924 |
| DECA Student Advisor H.S. & CC | \$1,096 | Project Y.E.S. Mentor - E.S. | \$2,010 | Student Govt. Assoc. Sponsor - H.S. & HBW | \$2,924 |
| FBLA Student Advisor M.S. | \$1,096 | School Webmaster Liaison | \$2,010 | Wintergaard Ensemble Director | \$2,924 |
| FCCLA Student Advisor M.S. | \$1,096 | Scholastic Art Coordinator (Countywide) | \$2,010 | (8.4% of BA, Step 1 of the Non-Retirement Rate) | |
| Freshman Class Sponsor - H.S. | \$1,096 | Science Fair Director - H.S. & HBW | \$2,010 | High School Site Administrator for S.S. | \$3,837 |
| High School Tri-M Music Honor Society Sponsor | \$1,096 | Secondary Choral Accompanist | \$2,010 | Indoor Percussion Ensemble Director | \$3,837 |
| Honors Band Manager - M.S. | \$1,096 | Teacher Mentor | \$2,010 | Instructional Lead Teacher | \$3,837 |
| Honors Orchestra Manager - M.S. | \$1,096 | Tech. Ed. Student Org. Advisor H.S. & CC | \$2,010 | Marching Band Director H.S. | \$3,837 |
| Literary Magazine Sponsor - E.S. | \$1,096 | Tech. Ed. Student Org. Advisor M.S. | \$2,010 | Newspaper (Student) Sponsor - H.S. & HBW | \$3,837 |
| Lit Magazine Sponsor w/Release Time - M.S. | \$1,096 | Trade & Industrial Org. Advisor CC | \$2,010 | Yearbook Sponsor - H.S. & HBW | \$3,837 |
| Math Counts Coach M.S. & HBW M.S. | \$1,096 | VA Jr Acad Sci Spnsr 41+ Subms HS, MS & HBW | \$2,010 | (4.4% of BA, Step 1 of the Retirement Pay Rate) | |
| National Jr Honor Society Sponsor - M.S. | \$1,096 | Winterguard Ensemble Assistant Director | \$2,010 | Team Leader H.S. | \$2,122 |
| Project Y.E.S. Building Coordinator - E.S. | \$1,096 | Yearbook Sponsor w/Commercial Vendor-E.S. | \$2,010 | Team Leader M.S. | \$2,122 |
| Science Fair Director - M.S. | \$1,096 | Yearbook Sponsor - M.S. | \$2,010 | Other Academic Stipends | |
| Sophomore Class Sponsor - H.S. | \$1,096 | (6.4% of BA, Step 1 of the Non-Retirement Rate) | | Gifted Contact Teacher (ES) | \$966 |
| Student Council Assoc. Sponsor - M.S. | \$1,096 | Arlington Youth Symphony Conductor | \$2,924 | Department Chair (1 - 2.9 FTE) | \$408 |
| Sustainability Liaison | \$1,096 | Band Director - H.S. & HBW | \$2,924 | Department Chair (3 - 4.9 FTE) | \$816 |
| VA Jr Acad Sci Spnsr 11-40 Subms HS, MS & HB | \$1,096 | Choral Director - H.S. & HBW | \$2,924 | Department Chair (5 - 8.9 FTE) | \$1,020 |
| Visual Art Exhibit Sponsor H.S.* & HBW* | \$1,096 | Choral Director w/ Musical Component - M.S. | \$2,924 | Department Chair (9 - 12.9 FTE) | \$1,224 |
| Volunteer and Partnership Liaison | \$1,096 | Content Lead Teacher - E.S. | \$2,924 | Department Chair (13 + FTE) | \$1,429 |
| Yearbook Sponsor - School Published - E.S. | \$1,096 | Drama Director - M.S. & HBW | \$2,924 | | |
| (4.4% of BA, Step 1 of the Non-Retirement Rate) | | Drama Set Construction - H.S. & HBW | \$2,924 | | |
| Arlington Youth Symphony Manager | \$2,010 | Drama Sponsor HS/1st Sem. & HBW | \$2,924 | | |
| Band - Brass Instructor- H.S. | \$2,010 | Drama Sponsor HS/2nd Sem. & HBW | \$2,924 | | |
| Band Director - M.S. | \$2,010 | Elementary Honors Chorus - ES | \$2,924 | | |
| Band - Frontline Instructor - H.S. | \$2,010 | ESOL/HILT Lead Teacher - E.S. | \$2,924 | | |
| Band - Marching & Maneuverina Instr. - H.S. | \$2,010 | ESOL/HILT Lead Teacher - M.S. | \$2,924 | | |
| Content Lead Teacher - H.S. or M.S. | \$2,010 | Honors Chorus Director - M.S. | \$2,924 | | |
| Elem Honors Chorus Accompanist - ES | \$2,010 | High School Band Battery Instructor | \$2,924 | | |
| Elementary Musical Production Director | \$2,010 | High School Band Woodwind Instructor | \$2,924 | | |
| FCCLA Student Advisor H.S., CC, TPP | \$2,010 | High School HILT Lead Teacher | \$2,924 | | |
| FBLA Student Advisor H.S. | \$2,010 | High School Tech Theater Director (Fall) | \$2,924 | | |
| Film Fest Coordinator (Countywide) | \$2,010 | High School Tech Theater Director (Spring) | \$2,924 | | |
| High School Band Drill Writer | \$2,010 | Indoor Percussion Ensemble Battery Instructor | \$2,924 | | |
| High School Band Music Arranger | \$2,010 | Indoor Percussion Ensemble Marching & | \$2,924 | | |
| High School Tech Theater Club Sponsor | \$2,010 | Indoor Percussion Ensemble Director | \$2,924 | | |
| Honors Band Director - M.S. | \$2,010 | Indoor Percussion Frontline Instructor | \$2,924 | | |
| Honors Chorus Accompanist - M.S. | \$2,010 | Jazz Band Director - M.S. | \$2,924 | | |
| Honors Orchestra Director - M.S. | \$2,010 | Junior (4-6) Honors Band Director | \$2,924 | | |
| Indoor Percussion Ensemble Drill Writer | \$2,010 | Junior (4-6) Honors Orchestra Director | \$2,924 | | |
| It's Academic & Scholastic Bowl Coach - H.S. | \$2,010 | Lincoln-Douglas Team Sponsor H.S. | \$2,924 | | |
| Jr Honors Band & Orchestra Manager - E.S. | \$2,010 | Lincoln-Douglas Team Sponsor H.S. | \$2,924 | | |
| Junior Class Sponsor H.S. & HBW | \$2,010 | Literary Magazine Sponsor - H.S. & HBW | \$2,924 | | |
| Learning Community Leader - H.S. | \$2,010 | Middle School Site Administrator for S.S. | \$2,924 | | |
| Lit Magazine After School Club Sponsor-M.S. | \$2,010 | Orchestra Director - H.S. & HBW | \$2,924 | | |
| Model United Nations Sponsor - H.S. | \$2,010 | Policy Debate Team Sponsor H.S. | \$2,924 | | |
| Model General Assembly Sponsor | \$2,010 | Public Forum Team Sponsor H.S. | \$2,924 | | |

Stipends are based on non-retirement eligible salary and are subject to change based on stipend review process.

*Each Visual Art Teacher who completes requirements receives full stipend.

Updated August 15, 2018

2018-19 Instructional Substitutes Rates of Pay

| Description | Hourly Rate of Pay | Minimum (4 Hrs. and 15 Min)* | Daily Rate (7 Hours) |
|----------------------------------|--------------------|------------------------------|----------------------|
| Substitute Teacher | \$15.28 | \$64.94 | \$106.96 |
| Long Term Substitute Teacher (1) | \$16.97 | \$72.13 | \$118.81 |
| Long Term Substitute Teacher (2) | \$25.46 | \$108.20 | \$178.21 |
| School Based Substitute | \$16.13 | \$68.54 | \$112.88 |
| Substitute Assistant | \$13.20 | Hourly | |
| Substitute Athletic Trainer | \$15.28 | Hourly | |

* Substitute Teachers and Substitute Athletic Trainers are guaranteed minimum 4 hours and 15 minutes per assignments.

(1) 11th to 20th day of assignment or permanent vacancy

(2) 21st day to end of assignment or permanent vacancy

Work above 4 hours and 15 minutes is paid on an hourly basis (in increments of 15 minutes) according to time worked.

SUMMER SCHOOL/INTERSESSION HOURLY RATES

| Position | Summer School 2018 | Rate as of July 1, 2018 |
|-------------------------------------|--|---|
| Teacher | Licensed APS Teacher | Hourly rate or \$32.50/hr., whichever is higher |
| | Licensed Non-APS Teacher (must hold valid VA license) | \$32.50/hr. |
| | Retired APS Teacher (must hold valid VA license) | \$47.73/hr. |
| Assistant | APS Assistant (A, C, G, X-scales) | Hourly rate or \$14.52/hr., whichever is higher |
| | APS Assistant (T-scale) | \$29.84/hr. |
| | Non-APS Assistant | \$14.52/hr. |
| | Retired APS Assistant | G-Scale \$26.24/hr. and A-Scale \$24.86/hr. |
| Clerical | APS Clerical (A, G-Scale) | Hourly rate or \$14.52/hr., whichever is higher |
| | APS Clerical (T-scale) | \$26.03/hr. |
| | Non-APS Clerical | \$14.52/hr. |
| | Retired APS Clerical | \$26.03/hr. |
| Coordinator/Assistant Administrator | Coordinator/Assistant Principal (T-Scale) | Hourly rate or \$32.50/hr., whichever is higher |
| Food Service | APS Manager | Highest C-Scale hourly rate or \$14.52/hr. |
| | APS Worker | Highest C-Scale hourly rate or \$14.50/hr. |
| Substitute Teacher | Non-Aps or APS Non- T-Scale | \$15.28/hr.* |
| | APS T-Scale | \$32.50/hr.* |
| Substitute Assistant | APS and Non-APS Sub Assistant | \$13.20/hr. |
| HS Student Assistant | First year | \$ 7.68/hr. |
| | Second year | \$ 7.99/hr. |
| | Third year | \$ 8.29/hr. |
| Special Education ESY - Teacher | APS only Special Education Teacher (ESY-Mandated Services) | Hourly Rate of Current Employee |
| Special Education ESY - Assistant | APS only Special Education Assistant (ESY-Mandated Services) | Hourly Rate of Current Employee |

Retiree Rehire Hourly Rates

| T- Scale – Equivalent Type of Work | | Rate |
|------------------------------------|--|-------|
| Teachers | | 47.73 |
| A- Scale – Equivalent Type of Work | | Rate |
| Assistant | | 24.86 |
| P- Scale – Equivalent Type of Work | | Rate |
| Assistant Principal | | 58.59 |
| Assistant Superintendent | | 71.22 |
| Coordinators | | 53.15 |
| Director | | 61.52 |
| Principal | | 64.60 |
| Supervisors | | 55.80 |
| C- Scale – Equivalent Type of Work | | Rate |
| Food Service Manager | | 30.44 |
| Food Service Worker | | 15.47 |
| D- Scale – Equivalent Type of Work | | Rate |
| Bus Driver | | 24.86 |
| X- Scale – Equivalent Type of Work | | Rate |
| Extended Day Assistant Supervisor | | 23.19 |
| Extended Day Supervisor | | 30.44 |

*Retiree Rehire Rates are not eligible for COLA updates

Retiree Rehire Hourly Rates

| E- Scale – Equivalent Type of Work | | Rate |
|--|--|-------|
| Analyst | | 45.91 |
| Assistant Director | | 48.20 |
| Coordinators | | 43.72 |
| Director | | 58.59 |
| Instructional Technology Coordinator | | 45.91 |
| Specialists / Manager | | 53.15 |
| Supervisors | | 53.15 |
| G- Scale – Equivalent Type of Work | | Rate |
| Administrative / Educational Assistant | | 26.24 |
| Clerical | | 22.89 |
| M- Scale – Equivalent Type of Work | | Rate |
| Custodian | | 18.94 |
| Electrician | | 24.86 |
| HVAC | | 24.86 |
| Maintenance | | 24.86 |
| Plumber | | 24.86 |
| Supervisor | | 32.58 |
| Consultant – Equivalent Type of Work | | Rate |
| Consultants | | 35.00 |

*Retiree Rehire Rates are not eligible for COLA updates

Extended Day Summer School Pay Rates

| | |
|------------------------------------|---|
| Summer School Aide | <ul style="list-style-type: none"> · Hourly Supervisor Rate if Extended Day Aide during the school year · \$16 if not an Extended Day Aide during the school year |
| Summer School Assistant Supervisor | <ul style="list-style-type: none"> · Hourly Supervisor Rate if Extended Day Asst Supervisor during the school year · \$20 if not an Extended Day Asst Supervisor during the school year |
| Summer School Subs | <ul style="list-style-type: none"> · \$13.20 |
| Summer School Supervisor | <ul style="list-style-type: none"> · Hourly Supervisor Rate if Extended Day Supervisor during the school year · \$26 if not an Extended Day Supervisor during the school year |
| Trainee | <ul style="list-style-type: none"> · \$14.50 |

STARTALK Pay Rates

| | |
|--|--|
| StarTalk Director | <ul style="list-style-type: none"> · \$47.73 |
| APS Employee | <ul style="list-style-type: none"> · Non-retirement hourly rate or \$32.50, whichever is higher |
| High School Student | <ul style="list-style-type: none"> · First Year of Work \$7.68 · Second Year of Work \$7.99 · Third Year of Work \$8.29 |
| Non-APS Employee | <ul style="list-style-type: none"> · \$32.50 |
| Non-APS Staff Hourly (Non A-Scale or T-Scale) | <ul style="list-style-type: none"> · \$14.52 |