



Arlington
Public
Schools

Pay Plan FY 2020

July 1, 2019 -
June 30, 2020

Effective July 1, 2019

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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.

2019-20 Allocation of Classes to Pay Grades - Alphabetical Listing

A - Scale Classification			C - Scale Classification		
	Units	Grade		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	187 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

2019-20 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 DAY	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 COMMUNITY ENGAGEMENT	12-Month	08	EMPLOYMENT SPEC	12-Month	07
COMM COORD-FAM ENGAGEMENT & PUBLIC INFORMATION	12-Month	08	ENERGY/STORMWATER MGMT PROG ADMINISTRATOR	12-Month	12
COMM COORD VOLUNTEER, PARTNERSHIPS & SPEC EVENTS	12-Month	08	ERP ANALYST - FINANCE	12-Month	16
COMM COORD Media & Online Strategies	12-Month	10	ERP ANALYST - HR FUNCTIONAL	12-Month	16
COMM COORD WEBMASTER & DESIGN SERVICES	12-Month	10	ERP ANALYST - HR FUNCTIONAL JR	12-Month	11
COORD HUMANITIES PROJECT & FINE ARTS APPRENTICE PROG	200 Days	06	ESOL/HILT ASSESSMENT SPEC	12-Month	05
COORD SPECIAL PROJECTS	12-Month	15	EVALUATION SPEC	12-Month	10
COORD SUMMER SCHOOL	12-Month	12	EXTENDED Days SPEC	12-Month	07
COORD TECHNICAL SVCS - MCP	12-Month	11	FACILITIES EMERGENCY PLANNER	12-Month	09
DATA ARCHITECT	12-Month	14	FACILITIES MGR (GUNSTON)	12-Month	07
DATA SPECIALIST	12-Month	06	FACILITIES MGR (HOFFMAN-BOSTON)	12-Month	03
DATABASE ADMINISTRATOR	12-Month	14	FACILITIES MGR (JEFFERSON)	12-Month	07
DEPUTY CLERK OF THE BOARD	12-Month	06	FACILITIES MGR (KENMORE)	12-Month	03
			FACILITIES MGR (W-L)	12-Month	03

* Career Ladder Positions

2019-20 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

2019-20 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

2019-20 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	208 Days	08
ACCOUNT SPECIALIST	12-Month	11	EDUCATIONAL ADMIN SPEC	12-Month	08
ADMINISTRATIVE ASST	12-Month	08	EMPLOYMENT SPEC	12-Month	12
ADMINISTRATIVE ASST	12-Month	09	EXEC ASST TO THE SUPERINTENDENT	12-Month	14
ADMINISTRATIVE SPEC	12-Month	10	EXECUTIVE ADMIN SPEC	12-Month	12
ANIMAL SCIENCE TECH	12-Month	11	LEAVE MANAGEMENT TECHNICIAN	12-Month	13
BILINGUAL ADMIN ASSISTANT	12-Month	09	LIBRARY TECHNICIAN	12-Month	10
CENTRAL LIBRARY/MAIL COORD	12-Month	08	MULTIMEDIA MATERIALS COORDINATOR	12-Month	08
CLERICAL ASST	196 Days	07	OFFICE TECHNOLOGY TECH	12-Month	09
CLERICAL ASST	208 Days	07	PERSONNEL SPEC	12-Month	13
CLERICAL ASST	12-Month	07	PERSONNEL TECH	12-Month	10
CUSTOMER SVC COORD	12-Month	10	PRINTER	12-Month	09
EDUCATIONAL ADMIN ASST	196 Days	07	PRINTING & MATERIALS PRODUCTION SUPR	12-Month	12
EDUCATIONAL ADMIN ASST	208 Days	07	PROG COORD (PRINC ASST)	12-Month	11
EDUCATIONAL ADMIN ASST	12-Month	07	PROJECT DESIGN & CONST ASST	12-Month	09
EDUCATIONAL ADMIN COORD I	196 Days	10	PURCHASING ASSISTANT	12-Month	09
EDUCATIONAL ADMIN COORD I	208 Days	10	PURCHASING TECHNICIAN	12-Month	11
EDUCATIONAL ADMIN COORD I	12-Month	10	REGISTRAR	12-Month	10
EDUCATIONAL ADMIN COORD II	196 Days	11	TELEVISION ASST	12-Month	07
EDUCATIONAL ADMIN COORD II	208 Days	11	VOC LAB TECH	12-Month	11
EDUCATIONAL ADMIN SPEC	196 Days	08			

* Career Ladder Positions

2019-20 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
GROUNDS 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

2019-20 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 TALENT ACQUISITION	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

2019-20 A-Scale 10-Month Salary Schedule for Retirement Eligible Employees

A Scale 187 Day Instructional Assistants/Library Media 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	18.19	18.91	19.71	20.49	21.31	22.15	23.04	23.97	24.90	25.92	26.97	27.77	28.62	29.98
Daily	127.33	132.37	137.97	143.43	149.17	155.05	161.28	167.79	174.30	181.44	188.79	194.39	200.34	209.86
20 Pays	1,190.54	1,237.66	1,290.02	1,341.07	1,394.74	1,449.72	1,507.97	1,568.84	1,629.71	1,696.46	1,765.19	1,817.55	1,873.18	1,962.19
24 Pays	992.11	1,031.38	1,075.02	1,117.56	1,162.28	1,208.10	1,256.64	1,307.36	1,358.09	1,413.72	1,470.99	1,514.62	1,560.98	1,635.16
Annual	23,810.71	24,753.19	25,800.39	26,821.41	27,894.79	28,994.35	30,159.36	31,376.73	32,594.10	33,929.28	35,303.73	36,350.93	37,463.58	39,243.82

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	19.45	20.25	21.06	21.90	22.79	23.69	24.66	25.61	26.63	27.71	28.84	29.69	30.58	32.04
Daily	136.15	141.75	147.42	153.30	159.53	165.83	172.62	179.27	186.41	193.97	201.88	207.83	214.06	224.28
20 Pays	1,273.00	1,325.36	1,378.38	1,433.36	1,491.61	1,550.51	1,614.00	1,676.17	1,742.93	1,813.62	1,887.58	1,943.21	2,001.46	2,097.02
24 Pays	1,060.84	1,104.47	1,148.65	1,194.46	1,243.00	1,292.09	1,345.00	1,396.81	1,452.44	1,511.35	1,572.98	1,619.34	1,667.88	1,747.52
Annual	25,460.05	26,507.25	27,567.54	28,667.10	29,832.11	31,010.21	32,279.94	33,523.49	34,858.67	36,272.39	37,751.56	38,864.21	40,029.22	41,940.36

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	22.30	23.17	24.14	25.08	26.09	27.13	28.24	29.38	30.52	31.75	33.06	34.04	35.06	36.75
Daily	156.10	162.19	168.98	175.56	182.63	189.91	197.68	205.66	213.64	222.25	231.42	238.28	245.42	257.25
20 Pays	1,459.54	1,516.48	1,579.96	1,641.49	1,707.59	1,775.66	1,848.31	1,922.92	1,997.53	2,078.04	2,163.78	2,227.92	2,294.68	2,405.29
24 Pays	1,216.28	1,263.73	1,316.64	1,367.91	1,422.99	1,479.72	1,540.26	1,602.43	1,664.61	1,731.70	1,803.15	1,856.60	1,912.23	2,004.41
Annual	29,190.70	30,329.53	31,599.26	32,829.72	34,151.81	35,513.17	36,966.16	38,458.42	39,950.68	41,560.75	43,275.54	44,558.36	45,893.54	48,105.75

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	22.30	23.17	24.14	25.08	26.09	27.13	28.24	29.38	30.52	31.75	33.06	34.04	35.06	36.75
Daily	178.40	185.36	193.12	200.64	208.72	217.04	225.92	235.04	244.16	254.00	264.48	272.32	280.48	294.00
20 Pays	1,694.80	1,760.92	1,834.64	1,906.08	1,982.84	2,061.88	2,146.24	2,232.88	2,319.52	2,413.00	2,512.56	2,587.04	2,664.56	2,793.00
24 Pays	1,412.33	1,467.43	1,528.87	1,588.40	1,652.37	1,718.23	1,788.53	1,860.73	1,932.93	2,010.83	2,093.80	2,155.87	2,220.47	2,327.50
Annual	33,896.00	35,218.40	36,692.80	38,121.60	39,656.80	41,237.60	42,924.80	44,657.60	46,390.40	48,260.00	50,251.20	51,740.80	53,291.20	55,860.00

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	27.34	28.44	29.56	30.76	31.95	33.26	34.58	35.94	37.39	38.89	40.42	41.63	42.89	44.93
Daily	218.72	227.52	236.48	246.08	255.60	266.08	276.64	287.52	299.12	311.12	323.36	333.04	343.12	359.44
20 Pays	2,077.84	2,161.44	2,246.56	2,337.76	2,428.20	2,527.76	2,628.08	2,731.44	2,841.64	2,955.64	3,071.92	3,163.88	3,259.64	3,414.68
24 Pays	1,731.53	1,801.20	1,872.13	1,948.13	2,023.50	2,106.47	2,190.07	2,276.20	2,368.03	2,463.03	2,559.93	2,636.57	2,716.37	2,845.57
Annual	41,556.80	43,228.80	44,931.20	46,755.20	48,564.00	50,555.20	52,561.60	54,628.80	56,832.80	59,112.80	61,438.40	63,277.60	65,192.80	68,293.60

2019-20 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/Library Media 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	17.28	17.96	18.72	19.47	20.24	21.04	21.89	22.77	23.66	24.62	25.62	26.38	27.19	28.48
Daily	120.96	125.72	131.04	136.29	141.68	147.28	153.23	159.39	165.62	172.34	179.34	184.66	190.33	199.36
20 Pays	1,130.98	1,175.48	1,225.22	1,274.31	1,324.71	1,377.07	1,432.70	1,490.30	1,548.55	1,611.38	1,676.83	1,726.57	1,779.59	1,864.02
24 Pays	942.48	979.57	1,021.02	1,061.93	1,103.92	1,147.56	1,193.92	1,241.91	1,290.46	1,342.82	1,397.36	1,438.81	1,482.99	1,553.35
Annual	22,619.52	23,509.64	24,504.48	25,486.23	26,494.16	27,541.36	28,654.01	29,805.93	30,970.94	32,227.58	33,536.58	34,531.42	35,591.71	37,280.32

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	18.48	19.24	20.01	20.81	21.65	22.51	23.43	24.33	25.30	26.32	27.40	28.21	29.05	30.44
Daily	129.36	134.68	140.07	145.67	151.55	157.57	164.01	170.31	177.10	184.24	191.80	197.47	203.35	213.08
20 Pays	1,209.52	1,259.26	1,309.65	1,362.01	1,416.99	1,473.28	1,533.49	1,592.40	1,655.89	1,722.64	1,793.33	1,846.34	1,901.32	1,992.30
24 Pays	1,007.93	1,049.38	1,091.38	1,135.01	1,180.83	1,227.73	1,277.91	1,327.00	1,379.90	1,435.54	1,494.44	1,538.62	1,584.44	1,660.25
Annual	24,190.32	25,185.16	26,193.09	27,240.29	28,339.85	29,465.59	30,669.87	31,847.97	33,117.70	34,452.88	35,866.60	36,926.89	38,026.45	39,845.96

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	21.19	22.01	22.93	23.83	24.79	25.77	26.83	27.91	28.99	30.16	31.41	32.34	33.31	34.91
Daily	148.33	154.07	160.51	166.81	173.53	180.39	187.81	195.37	202.93	211.12	219.87	226.38	233.17	244.37
20 Pays	1,386.89	1,440.55	1,500.77	1,559.67	1,622.51	1,686.65	1,756.02	1,826.71	1,897.40	1,973.97	2,055.78	2,116.65	2,180.14	2,284.86
24 Pays	1,155.74	1,200.46	1,250.64	1,299.73	1,352.09	1,405.54	1,463.35	1,522.26	1,581.16	1,644.98	1,713.15	1,763.88	1,816.78	1,904.05
Annual	27,737.71	28,811.09	30,015.37	31,193.47	32,450.11	33,732.93	35,120.47	36,534.19	37,947.91	39,479.44	41,115.69	42,333.06	43,602.79	45,697.19

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	21.19	22.01	22.93	23.83	24.79	25.77	26.83	27.91	28.99	30.16	31.41	32.34	33.31	34.91
Daily	169.52	176.08	183.44	190.64	198.32	206.16	214.64	223.28	231.92	241.28	251.28	258.72	266.48	279.28
20 Pays	1,610.44	1,672.76	1,742.68	1,811.08	1,884.04	1,958.52	2,039.08	2,121.16	2,203.24	2,292.16	2,387.16	2,457.84	2,531.56	2,653.16
24 Pays	1,342.03	1,393.97	1,452.23	1,509.23	1,570.03	1,632.10	1,699.23	1,767.63	1,836.03	1,910.13	1,989.30	2,048.20	2,109.63	2,210.97
Annual	32,208.80	33,455.20	34,853.60	36,221.60	37,680.80	39,170.40	40,781.60	42,423.20	44,064.80	45,843.20	47,743.20	49,156.80	50,631.20	53,063.20

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	25.97	27.02	28.08	29.22	30.35	31.60	32.85	34.14	35.52	36.95	38.40	39.55	40.75	42.68
Daily	207.76	216.16	224.64	233.76	242.80	252.80	262.80	273.12	284.16	295.60	307.20	316.40	326.00	341.44
20 Pays	1,973.72	2,053.52	2,134.08	2,220.72	2,306.60	2,401.60	2,496.60	2,594.64	2,699.52	2,808.20	2,918.40	3,005.80	3,097.00	3,243.68
24 Pays	1,644.77	1,711.27	1,778.40	1,850.60	1,922.17	2,001.33	2,080.50	2,162.20	2,249.60	2,340.17	2,432.00	2,504.83	2,580.83	2,703.07
Annual	39,474.40	41,070.40	42,681.60	44,414.40	46,132.00	48,032.00	49,932.00	51,892.80	53,990.40	56,164.00	58,368.00	60,116.00	61,940.00	64,873.60

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

2019-20 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

2019-20 Food Service (C-Scale) Hourly Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

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

2019-20 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 L	Step M	Step N
4			16.34	16.99	17.66	18.34	19.05	19.85	20.66	21.46	22.33	23.00	23.68	24.81
7	18.65	19.40	20.18	20.99	21.82	22.70	23.59	24.54	25.53	26.56	27.60	28.43	29.29	30.17
9	21.17	22.00	22.93	23.82	24.77	25.78	26.82	27.91	28.98	30.16	31.39	32.31	33.30	34.90
10	22.66	23.57	24.52	25.46	26.51	27.56	28.68	29.81	31.00	32.27	33.54	34.55	35.59	37.30
11	24.24	25.21	26.24	27.25	28.37	29.51	30.66	31.90	33.20	34.52	35.89	36.96	38.08	39.91
12	25.96	26.99	28.06	29.20	30.34	31.58	32.83	34.13	35.51	36.92	38.38	39.52	40.73	42.68

2019-20 Transportation (D-Scale) Hourly Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

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			15.52	16.14	16.78	17.42	18.10	18.86	19.63	20.39	21.21	21.85	22.50	23.57
7	17.72	18.43	19.17	19.94	20.73	21.57	22.41	23.31	24.25	25.23	26.22	27.01	27.83	28.66
9	20.11	20.90	21.78	22.63	23.53	24.49	25.48	26.51	27.53	28.65	29.82	30.69	31.64	33.16
10	21.53	22.39	23.29	24.19	25.18	26.18	27.25	28.32	29.45	30.66	31.86	32.82	33.81	35.44
11	23.03	23.95	24.93	25.89	26.95	28.03	29.13	30.31	31.54	32.79	34.10	35.11	36.18	37.91
12	24.66	25.64	26.66	27.74	28.82	30.00	31.19	32.42	33.73	35.07	36.46	37.54	38.69	40.55

2019-20 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.

2019-20 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

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

2019-20 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

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

2019-20 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

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2019-20 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

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2019-20 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.

2019-20 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
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

2019-20 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
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
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
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
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

2019-20 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.

2019-20 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.

**2019-20 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

**2019-20 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

2019-20 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.

2019-20 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

2019-20 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

2019-20 Custodial and Maintenance (M-Scale) Hourly Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

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

2019-20 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.

2019-20 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.

**2019-20 Teacher (T-Scale) Salary Schedule Retirement Eligible Employees
(Employees working in a .50 FTE or greater position)**

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)	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.

2019-20 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.

**2019-20 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.

**2019-20 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.

**2019-20 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.

**2019-20 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.

**2019-20 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

**2019-20 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

**2019-20 Extended Day (X-Scale) Salary Schedule for Retirement Eligible Employees
(Employees working in a .50 FTE or greater position)**

2019-20 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

**2019-20 Extended Day (X-Scale) Salary Schedule for Non-Retirement Employees
(Employees working in a position less than .50 FTE)**

2019-20 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

2019-20 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

2019-20 Career, Technical and Adult Education Hourly Rates of Pay

REEP Lab 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

2019-20 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 Writing	Hourly Rate*
Intersession Assistant (APS A-Scale)	Hourly Rate*
Intersession Assistant (Non-APS)	\$14.52
Intersession Teacher (APS T-Scale)	Hourly Rate*
Intersession 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	Hourly Rate*
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 June 1, 2019

2019-20 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

2019-20 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

2019-20 Athletic Stipends

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

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

2019-20 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	Public Forum Team Sponsor H.S.	\$2,924
Choral Dir. w/o Musical Component- M.S.	\$1,096	Orchestra Director - M.S.	\$2,010	Senior Class Sponsor H.S. & HBW	\$2,924
Contact Teacher Mentors	\$1,096	Pep Band Director - M.S.	\$2,010	Special Education Lead Teacher - E.S.	\$2,924
Content Lead Teacher w/ Release Time	\$1,096	Public Relations Liaison	\$2,010	Speech Team Sponsor H.S.	\$2,924
DECA Student Advisor H.S. & CC	\$1,096	Project Y.E.S. Mentor - E.S.	\$2,010	Student Congress Team Sponsor H.S.	\$2,924
FBLA Student Advisor M.S.	\$1,096	School Webmaster Liaison	\$2,010	Student Govt. Assoc. Sponsor - H.S. & HBW	\$2,924
FCCLA Student Advisor M.S.	\$1,096	Scholastic Art Coordinator (Countywide)	\$2,010	Winterguard Ensemble Director	\$2,924
Freshman Class Sponsor - H.S.	\$1,096	Science Fair Director - H.S. & HBW	\$2,010	(8.4% of BA, Step 1 of the Non-Retirement Rate)	
High School Tri-M Music Honor Society Sponsor	\$1,096	Secondary Choral Accompanist	\$2,010	High School Site Administrator for S.S.	\$3,837
Honors Band Manager - M.S.	\$1,096	Teacher Mentor	\$2,010	Indoor Percussion Ensemble Director	\$3,837
Honors Orchestra Manager - M.S.	\$1,096	Tech. Ed. Student Org. Advisor H.S. & CC	\$2,010	Instructional Lead Teacher	\$3,837
Literary Magazine Sponsor - E.S.	\$1,096	Tech. Ed. Student Org. Advisor M.S.	\$2,010	Marching Band Director H.S.	\$3,837
Lit Magazine Sponsor w/Release Time - M.S.	\$1,096	Trade & Industrial Org. Advisor CC	\$2,010	Newspaper (Student) 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	Yearbook Sponsor - H.S. & HBW	\$3,837
National Jr Honor Society Sponsor - M.S.	\$1,096	Winterguard Ensemble Assistant Director	\$2,010	(4.4% of BA, Step 1 of the Retirement Pay Rate)	
Project Y.E.S. Building Coordinator - E.S.	\$1,096	Yearbook Sponsor w/Commercial Vendor-E.S.	\$2,010	Team Leader H.S.	\$2,122
Science Fair Director - M.S.	\$1,096	Yearbook Sponsor - M.S.	\$2,010	Team Leader M.S.	\$2,122
Sophomore Class Sponsor - H.S.	\$1,096	(6.4% of BA, Step 1 of the Non-Retirement Rate)		Other Academic Stipends	
Student Council Assoc. Sponsor - M.S.	\$1,096	Arlington Youth Symphony Conductor	\$2,924	Gifted Contact Teacher (ES)	\$966
Sustainability Liaison	\$1,096	Band Director - H.S. & HBW	\$2,924	Department Chair (1 - 2.9 FTE)	\$408
VA Jr Acad Sci Spnsr 11-40 Subms HS, MS & HB	\$1,096	Choral Director - H.S. & HBW	\$2,924	Department Chair (3 - 4.9 FTE)	\$816
Visual Art Exhibit Sponsor H.S.* & HBW*	\$1,096	Choral Director w/ Musical Component - M.S.	\$2,924	Department Chair (5 - 8.9 FTE)	\$1,020
Volunteer and Partnership Liaison	\$1,096	Content Lead Teacher - E.S.	\$2,924	Department Chair (9 - 12.9 FTE)	\$1,224
Yearbook Sponsor - School Published - E.S.	\$1,096	Drama Director - M.S. & HBW	\$2,924	Department Chair (13 + FTE)	\$1,429
(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				

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.

2019-20 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, 2019
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 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