



Arlington  
Public  
Schools

# Pay Plan FY 2022

July 1, 2021 -  
June 30, 2022

Effective July 1, 2021

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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.

## 2021-22 Allocation of Classes to Pay Grades - Alphabetical Listing

A - Scale Classification	Units	Grade	C - Scale Classification	Units	Grade
ASL INTERPRETER RES ASST	190 Days	12	CENTRAL KITCHEN ASST MGR	Hourly	08
BILINGUAL FAMILY RES ASST	190 Days	09; 12	CENTRAL KITCHEN MGR	Hourly	12
COMMUNITY RESOURCE ASST	190 Days	09	FARM-TO-SCHOOL FOOD SERVICE COORDINATOR	Hourly	12
EL INST ASST 187 Day	187 Days	09	FOOD SVC MGR I	Hourly	06
EL INST ASST 190 Day	190 Days	09	FOOD SVC MGR II	Hourly	08
EVEN START ASST	187 Days	09	FOOD SVC MGR III	Hourly	10
EVEN START SCHOOL RES ASST	190 Days	09	FOOD SVC MGR IV	Hourly	11
INSTRUCTIONAL ASST	187 Days	09	FOOD SVC WORKER I	Hourly	02
INSTRUCTIONAL ASST VIRTUAL	187 Days	09	FOOD SVC WORKER II	Hourly	03
INTERLUDE RES ASST	190 Days	09	<b>D - Scale Classification</b>	<b>Units</b>	<b>Grade</b>
KINDERGARTEN ASST	187 Days	07; 09	BUS DRIVER	Hourly	07
LIBRARY MEDIA ASST	187 Days	09	BUS DRIVER	Hourly	09
MONTESSORI ASST	187 Days	09	BUS DRIVER - EXTENDED YEAR	Hourly	09
OCCUPATIONAL THERAPY ASST	190 Days	12	BUS DRIVER - SPECIAL NEEDS	Hourly	10
OUTDOOR ED RES ASST	190 Days	09	BUS DRIVER - SPECIAL NEEDS/EXTENDED YEAR	Hourly	10
PHYSICAL THERAPY ASST	190 Days	12	CLUSTER LEAD DRIVER	Hourly	12
PREK SPECIAL ED ASST	187 Days	07; 09	CLUSTER SWING DRIVER	Hourly	11
PRESCHOOL ASST	187 Days	09	DISPATCHER	Hourly	11
SCHOOL RES ASST	190 Days	09; 12	DRIVER/ATTENDANT TRAINER	Hourly	11
SCHOOL TRANSITION RES ASST	190 Days	09	FOOD SERVICE DRIVER	Hourly	09
SECURITY RES ASST	190 Days	09	LEAD DISPATCHER	Hourly	12
SPECIAL ED ASST	187 Days	07; 09	SCHOOL BUS ATTENDANT	Hourly	04
SPECIAL ED RES ASST	190 Days	09	SCHOOL BUS ATTENDANT - EXTENDED YEAR	Hourly	04
			TRANSPORT VAN DRIVER - EXT YEAR	Hourly	07
			<b>X - Scale Classification</b>	<b>Units</b>	<b>Grade</b>
			EXTENDED Days CARE AIDE (HRLY)	Hourly	04
			EXTENDED Days CARE ASST SUPR	191 Days	08
			EXTENDED Days CARE SUPR	191 Days	12
			EXTENDED Days CARE SUPR	209 Days	12
			EXTENDED Days TEAM LEADER	191 Days	06
			TEMPORARY/HRLY	Hourly	04

## 2021-22 Allocation of Classes to Pay Grades - Alphabetical Listing

E - Scale Classification	Units	Grade	E - Scale Classification	Units	Grade
ABE/GED COORDINATOR	12-Month	04	DATA SPECIALIST	12-Month	06
ACTIVITIES COORD	200 Days	06	DATABASE ADMINISTRATOR	12-Month	14
ADMIN OFFICER FACILITIES & OPERATIONS	12-Month	09	DEPUTY CLERK OF THE BOARD	12-Month	06
ADULT ED GED SPEC	12-Month	05	DIR AQUATICS MANAGEMENT	12-Month	13
ADULT ESL PROG SPEC	12-Month	02	DIR BUDGET	12-Month	15
AETV PRODUCER	12-Month	06	DIR COMMUNICATIONS	12-Month	15
AQUATICS MANAGEMENT	12-Month	13	DIR DESIGN & CONST	12-Month	16
AQUATICS MANAGER	12-Month	04	DIR EMPLOYEE ASSISTANCE PROG	12-Month	16
ARCHITECT - PROJECT MGR	12-Month	06	DIR EXTENDED DAY	12-Month	14
ASST DIR DESIGN & CONSTRUCTION	12-Month	14	DIR FACILITIES PLANNING	12-Month	15
ASST DIR EXTENDED DAY	12-Month	11	DIR FINANCE	12-Month	16
ASST DIR FOOD SVCS	12-Month	10	DIR FOOD SVCS	12-Month	14
ASST DIR MAINT	12-Month	10	DIR INTERNAL AUDIT	12-Month	15
ASST DIR NETWORK & INFRASTRUCTURE SVCS	12-Month	15	DIR MAINT	12-Month	16
ASST DIR OF SSR & EMER MGMT	12-Month	13	DIR MULTIMODAL TRANSPORTATION PLANNING	12-Month	15
ASST DIR PURCHASING	12-Month	11	DIR PLANT OPERATIONS	12-Month	13
ASST DIR STUDENT ACTIVITIES	12-Month	06	DIR PURCHASING/PURCHASING AGENT	12-Month	14
ASST DIR TRANSPORTATION	12-Month	12	DIR STRATEGIC OUTREACH	12-Month	14
ASST FACILITY MGR	12-Month	01	DIR TECHNOLOGY SERVICES	12-Month	17
ASSESSMENT SPECIALIST	12-Month	10	DIR TRANSPORTATION SERVICES	12-Month	15
BENEFITS SPEC	12-Month	07	DISTANCE LEARNING PRODUCTION SPEC	12-Month	06
BENEFITS SUPERVISOR	12-Month	13	EAP PROFESSIONAL	12-Month	10
BUDGET ANALYST* E-5 (I), E-7 (II), E-9 (III), E-11 (IV)	12-Month	07; 11	EL ASSESSMENT SPECIALIST	12-Month	05
BUYER	12-Month	07	ELECTRICAL ENGINEER	12-Month	06
CHIEF OF STAFF	12-Month	14	EMERGENCY MANAGER	12-Month	09
CLERK OF THE BOARD	12-Month	11	EMPLOYEE REALTIONS SUPV	12-Month	13
COORD COMMUNITY ENGAGEMENT	12-Month	08	EMPLOYMENT SPEC	12-Month	07
COORD EARLY CHILDHOOD	12-Month	14	ENERGY/STORMWATER MGMT PROG ADMINISTRATOR	12-Month	12
COORD HUMANITIES PROJECT & FINE ARTS APPRENTICE PROG	200 Days	06	EVALUATION SPEC	12-Month	10
COORD SPECIAL PROJECTS	12-Month	15	EXTENDED Days SPEC	12-Month	07
COORD SUMMER SCHOOL	12-Month	12	FACILITIES EMERGENCY PLANNER	12-Month	09
COORD TECHNICAL SVCS - MCP	12-Month	11	FACILITIES MGR (GUNSTON)	12-Month	07
COORD VOLUNTEER, PARTNERSHIPS & SPEC EVENTS	12-Month	09	FACILITIES MGR (HOFFMAN-BOSTON)	12-Month	03
DATA ARCHITECT	12-Month	14	FACILITIES MGR (JEFFERSON)	12-Month	07

\* Career Ladder Positions

## 2021-22 Allocation of Classes to Pay Grades - Alphabetical Listing

E - Scale Classification	Units	Grade	E - Scale Classification	Units	Grade
FACILITIES MGR (KENMORE)	12-Month	03	MC/MM PROGRAM MANAGER	12-Month	10
FACILITIES MGR (W-L)	12-Month	03	NETWORK ANALYST I*	12-Month	08
FINANCIAL ANALYST I*	12-Month	05	NETWORK ANALYST II*	12-Month	10
FINANCIAL ANALYST II*	12-Month	07	NETWORK ANALYST III*	12-Month	12
FINANCIAL ANALYST III*	12-Month	10	PARENT TEEN OUTREACH HOME VISIT SPEC	12-Month	10
FOOD SVCS SPEC I*	12-Month	05	PAY GO MGR	12-Month	10
FOOD SVCS SPEC II*	12-Month	06	PAYROLL ADMIN	12-Month	10
FOOD SVCS SPEC III*	12-Month	08	PAYROLL SPEC	12-Month	07
FUNCTIONAL ANALYST SIS	12-Month	14	PLANNER	12-Month	09
GRANTS ANALYST	12-Month	05	PLANNING & EVALUATION - ASSESS SPEC	12-Month	10
HRIS ADMINISTRATOR	12-Month	10	PLANNING & EVALUATION - INTEGRATED PROJ PLANNER	12-Month	10
HUMANITIES COORDINATOR	200 Days	06	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	PRINCIPAL PLANNER	12-Month	15
INFO SYSTEM ANALYST IV	12-Month	12	PROCUREMENT SPEC	12-Month	09
INST TECH INTEGRATION ANALYST	12-Month	14	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	10
INSTRL TECHNOLOGY COORD III	12-Month	10	PROJECT MGR, LICENSURE	12-Month	11
INSTRUCTIONAL SUBSTITUTES SPEC	12-Month	07	PUBLIC INFO OFFICER	12-Month	04
INSTRUCTIONAL TECH INTEGRATION ANALYST	12-Month	14	REEP NON INTENSIVE ADULT ESL SPEC	12-Month	04
INTEGRATED PROJECT PLANNER	12-Month	10	REEP OFFICE MGR	12-Month	01
LEAD ADULT ESL SPEC	12-Month	05	REEP PROG SPEC	12-Month	04
LEAD ACCIDENT INVESTIGATOR	12-Month	06	REEP TECHNOLOGY SUPPORT SPECIALIST	12-Month	05
LEAD DRIVER/ATTENDANT TRAINER	12-Month	06	REEP VOLUNTEER PROGRAM SPECIALIST	12-Month	02
LEAD ENGINEER	12-Month	07	<b>RISK MANAGER</b>	12-Month	12
LEAD ORACLE ERP FUNCT ANALYST - HR/PAYROLL	12-Month	16	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	SAFE ROUTES COORDINATOR	12-Month	02
MATERIALS PRODUCTIONS SPEC	12-Month	04	SAFETY SPECIALIST II	12-Month	06
MEDICAID/FAMIS COORD	12-Month	09	SECURITY COORDINATOR	12-Month	11

\* Career Ladder Positions

## 2021-22 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 PROCUREMENT SPECIALIST	12-Month	09	TELECOMMUNICATION ANALYST II*	12-Month	07
SENIOR PROJECT MGR	12-Month	09	TELECOMMUNICATION ANALYST III*	12-Month	10
SPECIAL ED. COMPLIANCE SPECIALIST	12-Month	09	TELEVISION PRODUCER/DIRECTOR I*	12-Month	06
SPECIAL ED TECHNOLOGY COORD	12-Month	05	TELEVISION PRODUCER/DIRECTOR II*	12-Month	08
SUPPORT SERVICES COORD	12-Month	07	TELEVISION PRODUCER/DIRECTOR III	12-Month	10
SUPR ENTERPRISE RESOURCE PLANNING (ERP)	12-Month	15	TRANSLATION SPEC	12-Month	03
SUPR OF PUBLIC ENGAGEMENT	12-Month	12	TRANSPORTATION COORD/PRESCHOOL/SPECIAL ED	12-Month	06
SUPR OF WEB, MULTI DESIGN & PRINT SERVICES	12-Month	11	TRANSPORTATION OPERATIONS MGR*	12-Month	09
SUPR PAYROLL	12-Month	13	TSC TECH I*	12-Month	02
SUPR TALENT MANAGEMENT	12-Month	13	TSC TECH II*	12-Month	04
SUPR TECHNOLOGY INTEGRATION SOLUTIONS	12-Month	14	TSC TECH III	12-Month	06
SUPR TELECOMMUNICATIONS	12-Month	12	VIDEO HEADEND OPERATOR*	12-Month	02
TECHNICAL OPERATIONS CENTER SPEC	12-Month	04	VIDEO SYSTEMS ENGINEER	12-Month	09
TECHNOLOGY ARCHITECT	12-Month	15	VIDEO SYSTEMS SPEC I*	12-Month	02
TECHNOLOGY LOGISTICE & PROCUREMENT COORD*	12-Month	14	VIDEO SYSTEMS SPEC II*	12-Month	03
TECHNOLOGY SUPPORT SPEC I*	12-Month	05	VIDEO SYSTEMS SPEC III	12-Month	06
TECHNOLOGY SUPPORT SPEC II*	12-Month	07	VOLUNTEER PROG SPEC	12-Month	02
TECHNOLOGY SUPPORT SPEC III	12-Month	10	WEBMASTER/E-COMMUNICATIONS COORDINATOR	12-Month	08
TEEN PARENTING COMMUNITY RESOURCE SPEC	200 Days	02			

\* Career Ladder Positions

## 2021-22 Allocation of Classes to Pay Grades - Alphabetical Listing

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

\* Career Ladder Positions

## 2021-22 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			
CABINETMAKER	Hourly	10	MAIL CLERK/DRIVER	Hourly	05
CABLING TECH	Hourly	09	MAINTENANCE HELPER*	Hourly	03
COMMUNICATION TECH	Hourly	10	MAINTENANCE MECHANIC (PREVENTATIVE)	Hourly	08
CUSTODIAL ASST SUPERVISOR I	Hourly	07	MAINTENANCE MECHANIC I (CARPENTER)*	Hourly	08
CUSTODIAL ASST SUPERVISOR II	Hourly	08	MAINTENANCE MECHANIC I (GLAZIER/ROOFER )*	Hourly	08
CUSTODIAL QUALITY CONTROL SPEC	Hourly	08	MAINTENANCE MECHANIC I (WITH SPECIALTIES)*	Hourly	08
CUSTODIAL SUPERVISOR I	Hourly	07	MAINTENANCE MECHANIC II (CARPENTER)	Hourly	09
CUSTODIAL SUPERVISOR II	Hourly	08	MAINTENANCE MECHANIC II (GLAZIER/ROOFER)	Hourly	09
CUSTODIAL SUPERVISOR III	Hourly	09	MAINTENANCE MECHANIC II (PAINTER)	Hourly	09
CUSTODIAL SUPERVISOR IV	Hourly	10	MAINTENANCE MECHANIC II (WITH SPECIALTIES)	Hourly	09
CUSTODIAL SUPERVISOR V	Hourly	11	MAINTENANCE SUPERVISOR I	Hourly	13
CUSTODIAN I	Hourly	02	MAINTENANCE SUPERVISOR I (WITH SPECIALTIES)	Hourly	13
CUSTODIAN II	Hourly	03	MAINTENANCE SUPERVISOR II	Hourly	14
CUSTODIAN III	Hourly	04	MAINTENANCE SUPERVISOR II (WITH SPECIALTIES)	Hourly	14
CUSTODIAN IV			MAINTENANCE TRAINEE	Hourly	05
ELECTRICIAN	Hourly	09;10;11	OPERATING ENGINEER	Hourly	13
ELECTRONICS TECHICIAN	Hourly	10	PLUMBER I *	Hourly	09
GROUNDS MECHANIC	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



## 2021-22 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

## 2021-22 A-Scale 10-Month Salary Schedule for Retirement Eligible Employees

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
<b>Hourly</b>	19.84	20.66	21.48	22.34	23.25	24.16	25.15	26.12	27.16	28.26	29.42	30.28	31.19	32.68
<b>Daily</b>	138.88	144.62	150.36	156.38	162.75	169.12	176.05	182.84	190.12	197.82	205.94	211.96	218.33	228.76
<b>20 Pays</b>	1,298.53	1,352.20	1,405.87	1,462.15	1,521.71	1,581.27	1,646.07	1,709.55	1,777.62	1,849.62	1,925.54	1,981.83	2,041.39	2,138.91
<b>24 Pays</b>	1,082.11	1,126.83	1,171.56	1,218.46	1,268.09	1,317.73	1,371.72	1,424.63	1,481.35	1,541.35	1,604.62	1,651.52	1,701.15	1,782.42
<b>Annual</b>	25,970.56	27,043.94	28,117.32	29,243.06	30,434.25	31,625.44	32,921.35	34,191.08	35,552.44	36,992.34	38,510.78	39,636.52	40,827.71	42,778.12

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
<b>Hourly</b>	22.75	23.63	24.62	25.58	26.61	27.67	28.80	29.97	31.13	32.39	33.72	34.72	35.76	37.49
<b>Daily</b>	159.25	165.41	172.34	179.06	186.27	193.69	201.60	209.79	217.91	226.73	236.04	243.04	250.32	262.43
<b>20 Pays</b>	1,488.99	1,546.58	1,611.38	1,674.21	1,741.62	1,811.00	1,884.96	1,961.54	2,037.46	2,119.93	2,206.97	2,272.42	2,340.49	2,453.72
<b>24 Pays</b>	1,240.82	1,288.82	1,342.82	1,395.18	1,451.35	1,509.17	1,570.80	1,634.61	1,697.88	1,766.60	1,839.15	1,893.69	1,950.41	2,044.77
<b>Annual</b>	29,779.75	30,931.67	32,227.58	33,484.22	34,832.49	36,220.03	37,699.20	39,230.73	40,749.17	42,398.51	44,139.48	45,448.48	46,809.84	49,074.41

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
<b>Hourly</b>	22.75	23.63	24.62	25.58	26.61	27.67	28.80	29.97	31.13	32.39	33.72	34.72	35.76	37.49
<b>Daily</b>	182.00	189.04	196.96	204.64	212.88	221.36	230.40	239.76	249.04	259.12	269.76	277.76	286.08	299.92
<b>20 Pays</b>	1,729.00	1,795.88	1,871.12	1,944.08	2,022.36	2,102.92	2,188.80	2,277.72	2,365.88	2,461.64	2,562.72	2,638.72	2,717.76	2,849.24
<b>24 Pays</b>	1,440.83	1,496.57	1,559.27	1,620.07	1,685.30	1,752.43	1,824.00	1,898.10	1,971.57	2,051.37	2,135.60	2,198.93	2,264.80	2,374.37
<b>Annual</b>	34,580.00	35,917.60	37,422.40	38,881.60	40,447.20	42,058.40	43,776.00	45,554.40	47,317.60	49,232.80	51,254.40	52,774.40	54,355.20	56,984.80

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
<b>Hourly</b>	27.89	29.01	30.15	31.38	32.59	33.93	35.27	36.66	38.14	39.67	41.23	42.46	43.75	45.83
<b>Daily</b>	223.12	232.08	241.20	251.04	260.72	271.44	282.16	293.28	305.12	317.36	329.84	339.68	350.00	366.64
<b>20 Pays</b>	2,119.64	2,204.76	2,291.40	2,384.88	2,476.84	2,578.68	2,680.52	2,786.16	2,898.64	3,014.92	3,133.48	3,226.96	3,325.00	3,483.08
<b>24 Pays</b>	1,766.37	1,837.30	1,909.50	1,987.40	2,064.03	2,148.90	2,233.77	2,321.80	2,415.53	2,512.43	2,611.23	2,689.13	2,770.83	2,902.57
<b>Annual</b>	42,392.80	44,095.20	45,828.00	47,697.60	49,536.80	51,573.60	53,610.40	55,723.20	57,972.80	60,298.40	62,669.60	64,539.20	66,500.00	69,661.60

**2021-22 A-Scale 10-Month Salary Schedule for Non-Retirement Eligible Employees  
(Part-time employees working less than .50 FTE)**

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
<b>Hourly</b>	18.85	19.63	20.41	21.22	22.09	22.95	23.89	24.81	25.80	26.85	27.95	28.77	29.63	31.05
<b>Daily</b>	131.94	137.41	142.87	148.54	154.63	160.65	167.23	173.67	180.60	187.95	195.65	201.39	207.41	217.35
<b>20 Pays</b>	1,233.60	1,284.78	1,335.83	1,388.85	1,445.79	1,502.08	1,563.60	1,623.81	1,688.61	1,757.33	1,829.33	1,883.00	1,939.28	2,032.22
<b>24 Pays</b>	1,028.00	1,070.65	1,113.20	1,157.37	1,204.83	1,251.73	1,303.00	1,353.18	1,407.18	1,464.44	1,524.44	1,569.16	1,616.07	1,693.52
<b>Annual</b>	24,672.03	25,695.67	26,716.69	27,776.98	28,915.81	30,041.55	31,272.01	32,476.29	33,772.20	35,146.65	36,586.55	37,659.93	38,785.67	40,644.45

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
<b>Hourly</b>	21.61	22.45	23.39	24.30	25.28	26.29	27.36	28.47	29.57	30.77	32.03	32.98	33.97	35.62
<b>Daily</b>	151.29	157.15	163.73	170.10	176.96	184.03	191.52	199.29	206.99	215.39	224.21	230.86	237.79	249.34
<b>20 Pays</b>	1,414.54	1,469.35	1,530.88	1,590.44	1,654.58	1,720.68	1,790.71	1,863.36	1,935.36	2,013.90	2,096.36	2,158.54	2,223.34	2,331.33
<b>24 Pays</b>	1,178.78	1,224.46	1,275.73	1,325.36	1,378.81	1,433.90	1,492.26	1,552.80	1,612.80	1,678.25	1,746.97	1,798.78	1,852.78	1,942.77
<b>Annual</b>	28,290.76	29,387.05	30,617.51	31,808.70	33,091.52	34,413.61	35,814.24	37,267.23	38,707.13	40,277.93	41,927.27	43,170.82	44,466.73	46,626.58

<b>A Scale 190 Days Resource &amp; Occupational/Physical Therapy Assistant 10 Month 8.00 Hours</b>														
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
<b>Hourly</b>	21.61	22.45	23.39	24.30	25.28	26.29	27.36	28.47	29.57	30.77	32.03	32.98	33.97	35.62
<b>Daily</b>	172.90	179.60	187.12	194.40	202.24	210.32	218.88	227.76	236.56	246.16	256.24	263.84	271.76	284.96
<b>20 Pays</b>	1,642.55	1,706.20	1,777.64	1,846.80	1,921.28	1,998.04	2,079.36	2,163.72	2,247.32	2,338.52	2,434.28	2,506.48	2,581.72	2,707.12
<b>24 Pays</b>	1,368.79	1,421.83	1,481.37	1,539.00	1,601.07	1,665.03	1,732.80	1,803.10	1,872.77	1,948.77	2,028.57	2,088.73	2,151.43	2,255.93
<b>Annual</b>	32,851.00	34,124.00	35,552.80	36,936.00	38,425.60	39,960.80	41,587.20	43,274.40	44,946.40	46,770.40	48,685.60	50,129.60	51,634.40	54,142.40

Grade 12	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N
<b>Hourly</b>	26.50	27.56	28.64	29.81	30.96	32.23	33.51	34.83	36.23	37.69	39.17	40.34	41.56	43.54
<b>Daily</b>	211.96	220.48	229.12	238.48	247.68	257.84	268.08	278.64	289.84	301.52	313.36	322.72	332.48	348.32
<b>20 Pays</b>	2,013.66	2,094.56	2,176.64	2,265.56	2,352.96	2,449.48	2,546.76	2,647.08	2,753.48	2,864.44	2,976.92	3,065.84	3,158.56	3,309.04
<b>24 Pays</b>	1,678.05	1,745.47	1,813.87	1,887.97	1,960.80	2,041.23	2,122.30	2,205.90	2,294.57	2,387.03	2,480.77	2,554.87	2,632.13	2,757.53
<b>Annual</b>	40,273.16	41,891.20	43,532.80	45,311.20	47,059.20	48,989.60	50,935.20	52,941.60	55,069.60	57,288.80	59,538.40	61,316.80	63,171.20	66,180.80

## A-Scale Professional Standards

	<b>Basic</b>	<b>Intermediate</b>	<b>Associate</b>	<b>Advanced</b>	<b>Professional</b>
<b>Full Time</b>	\$587	\$735	\$998	\$1,174	\$1,468
<b>Half Time</b>	\$294	\$368	\$500	\$587	\$733

### 2021-22 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	Step O
02					14.79	14.79	15.12	15.72	16.36	17.00	17.67	18.20	18.74	19.64	20.43
03				14.79	14.94	15.54	16.13	16.82	17.49	18.15	18.88	19.45	20.04	21.01	21.85
05	14.79	15.20	15.79	16.47	17.09	17.78	18.51	19.23	19.98	20.81	21.63	22.29	22.95	24.05	25.01
06	15.64	16.25	16.94	17.62	18.32	19.03	19.80	20.59	21.41	22.28	23.18	23.88	24.59	25.78	26.81
07	16.72	17.41	18.11	18.83	19.59	20.37	21.20	22.01	22.89	23.82	24.79	25.52	26.29	27.54	28.64
08	17.91	18.62	19.37	20.15	20.92	21.78	22.66	23.54	24.51	25.48	26.50	27.29	28.11	29.46	30.64
09	19.17	19.92	20.76	21.56	22.42	23.33	24.27	25.26	26.23	27.30	28.42	29.26	30.14	31.59	32.85
10	20.51	21.34	22.20	23.05	24.00	24.95	25.96	26.99	28.06	29.21	30.36	31.26	32.21	33.75	35.10
11	21.94	22.84	23.76	24.66	25.67	26.69	27.76	28.88	30.04	31.26	32.49	33.46	34.47	36.12	37.56
12	23.48	24.44	25.41	26.44	27.47	28.59	29.72	30.90	32.14	33.43	34.74	35.78	36.86	38.63	40.18

### 2021-22 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	Step O
02					14.05	14.05	14.36	14.93	15.54	16.15	16.79	17.29	17.80	18.66	19.41
03				14.05	14.19	14.76	15.32	15.98	16.62	17.24	17.94	18.48	19.04	19.96	20.76
05	14.05	14.44	15.00	15.65	16.24	16.89	17.58	18.27	18.98	19.77	20.55	21.18	21.80	22.85	23.76
06	14.86	15.44	16.09	16.74	17.40	18.08	18.81	19.56	20.34	21.17	22.02	22.69	23.36	24.49	25.47
07	15.88	16.54	17.20	17.89	18.61	19.35	20.14	20.91	21.75	22.63	23.55	24.24	24.98	26.16	27.21
08	17.01	17.69	18.40	19.14	19.87	20.69	21.53	22.36	23.28	24.21	25.18	25.93	26.70	27.99	29.11
09	18.21	18.92	19.72	20.48	21.30	22.16	23.06	24.00	24.92	25.94	27.00	27.80	28.63	30.01	31.21
10	19.48	20.27	21.09	21.90	22.80	23.70	24.66	25.64	26.66	27.75	28.84	29.70	30.60	32.06	33.35
11	20.84	21.70	22.57	23.43	24.39	25.36	26.37	27.44	28.54	29.70	30.87	31.79	32.75	34.31	35.68
12	22.31	23.22	24.14	25.12	26.10	27.16	28.23	29.36	30.53	31.76	33.00	33.99	35.02	36.70	38.17

### 2021-22 Transportation (D-Scale) Hourly Schedule for Retirement Eligible Employees

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N
<b>4</b>			16.67	17.33	18.01	18.71	19.43	20.25	21.07	21.89	22.78	23.46	24.15	25.31
<b>7</b>	19.02	19.79	20.58	21.41	22.26	23.15	24.06	25.03	26.04	27.09	28.15	29.00	29.88	30.77
<b>9</b>	21.59	22.44	23.39	24.30	25.27	26.30	27.36	28.47	29.56	30.76	32.02	32.96	33.97	35.60
<b>10</b>	23.11	24.04	25.01	25.97	27.04	28.11	29.25	30.41	31.62	32.92	34.21	35.24	36.30	38.05
<b>11</b>	24.72	25.71	26.76	27.80	28.94	30.10	31.27	32.54	33.86	35.21	36.61	37.70	38.84	40.71
<b>12</b>	26.48	27.53	28.62	29.78	30.95	32.21	33.49	34.81	36.22	37.66	39.15	40.31	41.54	43.53

### 2021-22 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
<b>4</b>			15.84	16.46	17.11	17.77	18.46	19.24	20.02	20.80	21.64	22.29	22.94	24.04
<b>7</b>	18.07	18.80	19.55	20.34	21.15	21.99	22.86	23.78	24.74	25.74	26.74	27.55	28.39	29.23
<b>9</b>	20.51	21.32	22.22	23.09	24.01	24.99	25.99	27.05	28.08	29.22	30.42	31.31	32.27	33.82
<b>10</b>	21.95	22.84	23.76	24.67	25.69	26.70	27.79	28.89	30.04	31.27	32.50	33.48	34.49	36.15
<b>11</b>	23.48	24.42	25.42	26.41	27.49	28.60	29.71	30.91	32.17	33.45	34.78	35.82	36.90	38.67
<b>12</b>	25.16	26.15	27.19	28.29	29.40	30.60	31.82	33.07	34.41	35.78	37.19	38.29	39.46	41.35

## 2021-22 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*	Step L-4*
Hourly	23.97	24.94	25.94	26.98	28.05	29.17	30.33	31.56	32.82	34.14	36.11	37.01	37.95	38.89	39.86
Daily	191.76	199.52	207.52	215.84	224.40	233.36	242.64	252.48	262.56	273.12	288.88	296.08	303.60	311.12	318.88
20 Pays	1,917.60	1,995.20	2,075.20	2,158.40	2,244.00	2,333.60	2,426.40	2,524.80	2,625.60	2,731.20	2,888.80	2,960.80	3,036.00	3,111.20	3,188.80
24 Pays	1,598.00	1,662.67	1,729.33	1,798.67	1,870.00	1,944.67	2,022.00	2,104.00	2,188.00	2,276.00	2,407.33	2,467.33	2,530.00	2,592.67	2,657.33
Annual	38,352.00	39,904.00	41,504.00	43,168.00	44,880.00	46,672.00	48,528.00	50,496.00	52,512.00	54,624.00	57,776.00	59,216.00	60,720.00	62,224.00	63,776.00

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*	Step L-4*
Hourly	25.17	26.17	27.22	28.31	29.46	30.64	31.85	33.14	34.46	35.84	37.93	38.87	39.83	40.83	41.85
Daily	201.36	209.36	217.76	226.48	235.68	245.12	254.80	265.12	275.68	286.72	303.44	310.96	318.64	326.64	334.80
20 Pays	2,013.60	2,093.60	2,177.60	2,264.80	2,356.80	2,451.20	2,548.00	2,651.20	2,756.80	2,867.20	3,034.40	3,109.60	3,186.40	3,266.40	3,348.00
24 Pays	1,678.00	1,744.67	1,814.67	1,887.33	1,964.00	2,042.67	2,123.33	2,209.33	2,297.33	2,389.33	2,528.67	2,591.33	2,655.33	2,722.00	2,790.00
Annual	40,272.00	41,872.00	43,552.00	45,296.00	47,136.00	49,024.00	50,960.00	53,024.00	55,136.00	57,344.00	60,688.00	62,192.00	63,728.00	65,328.00	66,960.00

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*	Step L-4*
Hourly	26.44	27.51	28.60	29.73	30.92	32.16	33.45	34.78	36.19	37.63	39.81	40.81	41.84	42.87	43.94
Daily	211.52	220.08	228.80	237.84	247.36	257.28	267.60	278.24	289.52	301.04	318.48	326.48	334.72	342.96	351.52
20 Pays	2,115.20	2,200.80	2,288.00	2,378.40	2,473.60	2,572.80	2,676.00	2,782.40	2,895.20	3,010.40	3,184.80	3,264.80	3,347.20	3,429.60	3,515.20
24 Pays	1,762.67	1,834.00	1,906.67	1,982.00	2,061.33	2,144.00	2,230.00	2,318.67	2,412.67	2,508.67	2,654.00	2,720.67	2,789.33	2,858.00	2,929.33
Annual	42,304.00	44,016.00	45,760.00	47,568.00	49,472.00	51,456.00	53,520.00	55,648.00	57,904.00	60,208.00	63,696.00	65,296.00	66,944.00	68,592.00	70,304.00

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*	Step L-4*
Hourly	31.57	32.83	34.16	35.51	36.93	38.41	39.95	41.55	43.21	44.94	47.55	48.74	49.96	51.21	52.49
Daily	252.56	262.64	273.28	284.08	295.44	307.28	319.60	332.40	345.68	359.52	380.40	389.92	399.68	409.68	419.92
20 Pays	2,525.60	2,626.40	2,732.80	2,840.80	2,954.40	3,072.80	3,196.00	3,324.00	3,456.80	3,595.20	3,804.00	3,899.20	3,996.80	4,096.80	4,199.20
24 Pays	2,104.67	2,188.67	2,277.33	2,367.33	2,462.00	2,560.67	2,663.33	2,770.00	2,880.67	2,996.00	3,170.00	3,249.33	3,330.67	3,414.00	3,499.33
Annual	50,512.00	52,528.00	54,656.00	56,816.00	59,088.00	61,456.00	63,920.00	66,480.00	69,136.00	71,904.00	76,080.00	77,984.00	79,936.00	81,936.00	83,984.00

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

## 2021-22 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*	Step L-4*
Annual	47,500	49,402	51,378	53,432	55,571	57,793	60,102	62,508	65,010	67,610	71,544	73,331	75,164	77,047	78,973
24 Pays	1,979.17	2,058.42	2,140.75	2,226.33	2,315.46	2,408.04	2,504.25	2,604.50	2,708.75	2,817.08	2,981.00	3,055.46	3,131.83	3,210.29	3,290.54

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*	Step L-4*
Annual	49,875	51,871	53,946	56,102	58,348	60,680	63,109	65,633	68,258	70,990	75,120	76,999	78,923	80,895	82,917
24 Pays	2,078.13	2,161.29	2,247.75	2,337.58	2,431.17	2,528.33	2,629.54	2,734.71	2,844.08	2,957.92	3,130.00	3,208.29	3,288.46	3,370.63	3,454.88

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*	Step L-4*
Annual	52,371	54,465	56,644	58,907	61,266	63,715	66,264	68,914	71,671	74,538	78,876	80,848	82,868	84,942	87,066
24 Pays	2,182.13	2,269.38	2,360.17	2,454.46	2,552.75	2,654.79	2,761.00	2,871.42	2,986.29	3,105.75	3,286.50	3,368.67	3,452.83	3,539.25	3,627.75

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*	Step L-4*
Annual	54,990	57,186	59,473	61,855	64,328	66,902	69,577	72,363	75,256	78,265	82,821	84,893	87,013	89,187	91,417
24 Pays	2,291.25	2,382.75	2,478.04	2,577.29	2,680.33	2,787.58	2,899.04	3,015.13	3,135.67	3,261.04	3,450.88	3,537.21	3,625.54	3,716.13	3,809.04

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*	Step L-4*
Annual	57,737	60,046	62,446	64,947	67,544	70,249	73,056	75,978	79,018	82,180	86,960	89,136	91,362	93,646	95,987
24 Pays	2,405.71	2,501.92	2,601.92	2,706.13	2,814.33	2,927.04	3,044.00	3,165.75	3,292.42	3,424.17	3,623.33	3,714.00	3,806.75	3,901.92	3,999.46

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*	Step L-4*
Annual	60,625	63,048	65,572	68,193	70,921	73,758	76,710	79,778	82,970	86,288	91,310	93,591	95,931	98,329	100,787
24 Pays	2,526.04	2,627.00	2,732.17	2,841.38	2,955.04	3,073.25	3,196.25	3,324.08	3,457.08	3,595.33	3,804.58	3,899.63	3,997.13	4,097.04	4,199.46

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*	Step L-4*
Annual	63,655	66,202	68,850	71,603	74,468	77,448	80,544	83,765	87,116	90,600	95,874	98,273	100,726	103,247	105,828
24 Pays	2,652.29	2,758.42	2,868.75	2,983.46	3,102.83	3,227.00	3,356.00	3,490.21	3,629.83	3,775.00	3,994.75	4,094.71	4,196.92	4,301.96	4,409.50

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*	Step L-4*
Annual	66,839	69,512	72,291	75,184	78,191	81,320	84,573	87,956	91,474	95,133	100,668	103,185	105,764	108,409	111,119
24 Pays	2,784.96	2,896.33	3,012.13	3,132.67	3,257.96	3,388.33	3,523.88	3,664.83	3,811.42	3,963.88	4,194.50	4,299.38	4,406.83	4,517.04	4,629.96

\* 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.



## 2021-22 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*	Step L-4*
<b>Annual</b>	70,181	72,986	75,903	78,944	82,101	85,383	88,801	92,353	96,046	99,888	105,704	108,344	111,054	113,830	116,676
<b>24 Pays</b>	2,924.21	3,041.08	3,162.63	3,289.33	3,420.88	3,557.63	3,700.04	3,848.04	4,001.92	4,162.00	4,404.33	4,514.33	4,627.25	4,742.92	4,861.50
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*	Step L-4*
<b>Annual</b>	73,690	76,638	79,701	82,889	86,206	89,655	93,241	96,970	100,848	104,884	110,987	113,760	116,605	119,521	122,509
<b>24 Pays</b>	3,070.42	3,193.25	3,320.88	3,453.71	3,591.92	3,735.63	3,885.04	4,040.42	4,202.00	4,370.17	4,624.46	4,740.00	4,858.54	4,980.04	5,104.54
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*	Step L-4*
<b>Annual</b>	77,373	80,469	83,687	87,034	90,516	94,138	97,902	101,817	105,893	110,124	116,538	119,450	122,435	125,497	128,634
<b>24 Pays</b>	3,223.88	3,352.88	3,486.96	3,626.42	3,771.50	3,922.42	4,079.25	4,242.38	4,412.21	4,588.50	4,855.75	4,977.08	5,101.46	5,229.04	5,359.75
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*	Step L-4*
<b>Annual</b>	81,241	84,493	87,871	91,386	95,043	98,843	102,798	106,910	111,185	115,633	122,362	125,424	128,558	131,773	135,067
<b>24 Pays</b>	3,385.04	3,520.54	3,661.29	3,807.75	3,960.13	4,118.46	4,283.25	4,454.58	4,632.71	4,818.04	5,098.42	5,226.00	5,356.58	5,490.54	5,627.79
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*	Step L-4*
<b>Annual</b>	85,304	88,717	92,266	95,957	99,794	103,785	107,936	112,255	116,745	121,415	128,480	131,693	134,983	138,362	141,821
<b>24 Pays</b>	3,554.33	3,696.54	3,844.42	3,998.21	4,158.08	4,324.38	4,497.33	4,677.29	4,864.38	5,058.96	5,353.33	5,487.21	5,624.29	5,765.08	5,909.21
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*	Step L-4*
<b>Annual</b>	89,570	93,152	96,877	100,754	104,783	108,977	113,334	117,868	122,581	127,488	134,906	138,277	141,735	145,278	148,910
<b>24 Pays</b>	3,732.08	3,881.33	4,036.54	4,198.08	4,365.96	4,540.71	4,722.25	4,911.17	5,107.54	5,312.00	5,621.08	5,761.54	5,905.63	6,053.25	6,204.58
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*	Step L-4*
<b>Annual</b>	94,047	97,811	101,723	105,792	110,025	114,424	119,002	123,761	128,712	133,861	141,648	145,192	148,822	152,543	156,357
<b>24 Pays</b>	3,918.63	4,075.46	4,238.46	4,408.00	4,584.38	4,767.67	4,958.42	5,156.71	5,363.00	5,577.54	5,902.00	6,049.67	6,200.92	6,355.96	6,514.88
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*	Step L-4*
<b>Annual</b>	98,750	102,699	106,808	111,080	115,526	120,146	124,952	129,949	135,148	140,555	148,733	152,451	156,262	160,170	164,174
<b>24 Pays</b>	4,114.58	4,279.13	4,450.33	4,628.33	4,813.58	5,006.08	5,206.33	5,414.54	5,631.17	5,856.46	6,197.21	6,352.13	6,510.92	6,673.75	6,840.58

\* 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.

**2021-22 E-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees  
(Part-time employees working less than .50 FTE)**

<b>200* Days - 8.00 Hours/Day</b>															
<b>Grade 02</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Hourly</b>	22.77	23.69	24.64	25.63	26.65	27.71	28.81	29.98	31.18	32.43	34.30	35.16	36.05	36.95	37.87
<b>Daily</b>	182.17	189.54	197.14	205.05	213.18	221.69	230.51	239.86	249.43	259.46	274.44	281.28	288.42	295.56	302.94
<b>20 Pays</b>	1,821.70	1,895.40	1,971.40	2,050.50	2,131.80	2,216.90	2,305.10	2,398.60	2,494.30	2,594.60	2,744.40	2,812.80	2,884.20	2,955.60	3,029.40
<b>24 Pays</b>	1,518.08	1,579.50	1,642.83	1,708.75	1,776.50	1,847.42	1,920.92	1,998.83	2,078.58	2,162.17	2,287.00	2,344.00	2,403.50	2,463.00	2,524.50
<b>Annual</b>	36,434.00	37,908.00	39,428.00	41,010.00	42,636.00	44,338.00	46,102.00	47,972.00	49,886.00	51,892.00	54,888.00	56,256.00	57,684.00	59,112.00	60,588.00

<b>Grade 03</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Hourly</b>	23.91	24.86	25.86	26.89	27.99	29.11	30.26	31.48	32.74	34.05	36.03	36.93	37.84	38.79	39.76
<b>Daily</b>	191.29	198.89	206.87	215.16	223.90	232.86	242.06	251.86	261.90	272.38	288.27	295.41	302.71	310.31	318.06
<b>20 Pays</b>	1,912.90	1,988.90	2,068.70	2,151.60	2,239.00	2,328.60	2,420.60	2,518.60	2,619.00	2,723.80	2,882.70	2,954.10	3,027.10	3,103.10	3,180.60
<b>24 Pays</b>	1,594.08	1,657.42	1,723.92	1,793.00	1,865.83	1,940.50	2,017.17	2,098.83	2,182.50	2,269.83	2,402.25	2,461.75	2,522.58	2,585.92	2,650.50
<b>Annual</b>	38,258.00	39,778.00	41,374.00	43,032.00	44,780.00	46,572.00	48,412.00	50,372.00	52,380.00	54,476.00	57,654.00	59,082.00	60,542.00	62,062.00	63,612.00

<b>Grade 04</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Hourly</b>	25.12	26.13	27.17	28.24	29.37	30.55	31.78	33.04	34.38	35.75	37.82	38.77	39.75	40.73	41.74
<b>Daily</b>	200.94	209.08	217.36	225.95	234.99	244.42	254.22	264.33	275.04	285.99	302.56	310.16	317.98	325.81	333.94
<b>20 Pays</b>	2,009.40	2,090.80	2,173.60	2,259.50	2,349.90	2,444.20	2,542.20	2,643.30	2,750.40	2,859.90	3,025.60	3,101.60	3,179.80	3,258.10	3,339.40
<b>24 Pays</b>	1,674.50	1,742.33	1,811.33	1,882.92	1,958.25	2,036.83	2,118.50	2,202.75	2,292.00	2,383.25	2,521.33	2,584.67	2,649.83	2,715.08	2,782.83
<b>Annual</b>	40,188.00	41,816.00	43,472.00	45,190.00	46,998.00	48,884.00	50,844.00	52,866.00	55,008.00	57,198.00	60,512.00	62,032.00	63,596.00	65,162.00	66,788.00

<b>Grade 06</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Hourly</b>	29.99	31.19	32.45	33.73	35.08	36.49	37.95	39.47	41.05	42.69	45.17	46.30	47.46	48.65	49.87
<b>Daily</b>	239.93	249.51	259.62	269.88	280.67	291.92	303.62	315.78	328.40	341.54	361.38	370.42	379.70	389.20	398.92
<b>20 Pays</b>	2,399.30	2,495.10	2,596.20	2,698.80	2,806.70	2,919.20	3,036.20	3,157.80	3,284.00	3,415.40	3,613.80	3,704.20	3,797.00	3,892.00	3,989.20
<b>24 Pays</b>	1,999.42	2,079.25	2,163.50	2,249.00	2,338.92	2,432.67	2,530.17	2,631.50	2,736.67	2,846.17	3,011.50	3,086.83	3,164.17	3,243.33	3,324.33
<b>Annual</b>	47,986.00	49,902.00	51,924.00	53,976.00	56,134.00	58,384.00	60,724.00	63,156.00	65,680.00	68,308.00	72,276.00	74,084.00	75,940.00	77,840.00	79,784.00

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**2021-22 E-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees  
(Part-time employees working less than .50 FTE)**

<b>260** Days - 8.00 Hours/Day</b>															
<b>Grade 01</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	45,125	46,932	48,809	50,760	52,792	54,903	57,097	59,383	61,760	64,230	67,967	69,664	71,406	73,195	75,024
<b>24 Pays</b>	1,880.21	1,955.50	2,033.71	2,115.02	2,199.69	2,287.64	2,379.04	2,474.28	2,573.31	2,676.23	2,831.95	2,902.69	2,975.24	3,049.78	3,126.01

<b>Grade 02</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	47,381	49,277	51,249	53,297	55,431	57,646	59,954	62,351	64,845	67,441	71,364	73,149	74,977	76,850	78,771
<b>24 Pays</b>	1,974.22	2,053.23	2,135.36	2,220.70	2,309.61	2,401.92	2,498.06	2,597.97	2,701.88	2,810.02	2,973.50	3,047.88	3,124.04	3,202.09	3,282.13

<b>Grade 03</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	49,752	51,742	53,812	55,962	58,203	60,529	62,951	65,468	68,087	70,811	74,932	76,806	78,725	80,695	82,713
<b>24 Pays</b>	2,073.02	2,155.91	2,242.16	2,331.74	2,425.11	2,522.05	2,622.95	2,727.85	2,836.98	2,950.46	3,122.18	3,200.23	3,280.19	3,362.29	3,446.36

<b>Grade 04</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	52,241	54,327	56,499	58,762	61,112	63,557	66,098	68,745	71,493	74,352	78,680	80,648	82,662	84,728	86,846
<b>24 Pays</b>	2,176.69	2,263.61	2,354.14	2,448.43	2,546.32	2,648.20	2,754.09	2,864.37	2,978.88	3,097.99	3,278.33	3,360.35	3,444.26	3,530.32	3,618.59

<b>Grade 05</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	54,850	57,044	59,324	61,700	64,167	66,737	69,403	72,179	75,067	78,071	82,612	84,679	86,794	88,964	91,188
<b>24 Pays</b>	2,285.42	2,376.82	2,471.82	2,570.82	2,673.62	2,780.69	2,891.80	3,007.46	3,127.80	3,252.96	3,442.17	3,528.30	3,616.41	3,706.82	3,799.49

<b>Grade 06</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	57,594	59,896	62,293	64,783	67,375	70,070	72,875	75,789	78,822	81,974	86,745	88,911	91,134	93,413	95,748
<b>24 Pays</b>	2,399.74	2,495.65	2,595.56	2,699.31	2,807.29	2,919.59	3,036.44	3,157.88	3,284.23	3,415.57	3,614.35	3,704.64	3,797.27	3,892.19	3,989.49

<b>Grade 07</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	60,472	62,892	65,408	68,023	70,745	73,576	76,517	79,577	82,760	86,070	91,080	93,359	95,690	98,085	100,537
<b>24 Pays</b>	2,519.68	2,620.50	2,725.31	2,834.29	2,947.69	3,065.65	3,188.20	3,315.70	3,448.34	3,586.25	3,795.01	3,889.97	3,987.07	4,086.86	4,189.03

<b>Grade 08</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	63,497	66,036	68,676	71,425	74,281	77,254	80,344	83,558	86,900	90,376	95,635	98,026	100,476	102,989	105,563
<b>24 Pays</b>	2,645.71	2,751.52	2,861.52	2,976.03	3,095.06	3,218.92	3,347.68	3,481.59	3,620.85	3,765.68	3,984.78	4,084.41	4,186.49	4,291.19	4,398.46

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

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

**2021-22 E-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees  
(Part-time employees working less than .50 FTE)**

<b>260** Days - 8.00 Hours/Day</b>															
<b>Grade 09</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	66,672	69,337	72,108	74,997	77,996	81,114	84,361	87,735	91,244	94,894	100,419	102,927	105,501	108,139	110,842
<b>24 Pays</b>	2,778.00	2,889.03	3,004.49	3,124.87	3,249.83	3,379.74	3,515.04	3,655.64	3,801.82	3,953.90	4,184.12	4,288.62	4,395.89	4,505.77	4,618.43

<b>Grade 10</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	70,006	72,806	75,716	78,745	81,896	85,172	88,579	92,122	95,806	99,640	105,438	108,072	110,775	113,545	116,384
<b>24 Pays</b>	2,916.90	3,033.59	3,154.83	3,281.02	3,412.32	3,548.84	3,690.79	3,838.40	3,991.90	4,151.66	4,393.24	4,503.00	4,615.61	4,731.04	4,849.31

<b>Grade 11</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	73,504	76,446	79,503	82,682	85,990	89,431	93,007	96,726	100,598	104,618	110,711	113,478	116,313	119,222	122,202
<b>24 Pays</b>	3,062.68	3,185.23	3,312.61	3,445.10	3,582.93	3,726.30	3,875.29	4,030.26	4,191.60	4,359.08	4,612.96	4,728.23	4,846.39	4,967.59	5,091.76

<b>Grade 12</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	77,179	80,268	83,477	86,817	90,291	93,901	97,658	101,565	105,626	109,851	116,244	119,153	122,130	125,184	128,314
<b>24 Pays</b>	3,215.79	3,344.51	3,478.23	3,617.36	3,762.12	3,912.54	4,069.09	4,231.85	4,401.07	4,577.14	4,843.50	4,964.70	5,088.75	5,216.01	5,346.40

<b>Grade 13</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	81,039	84,281	87,653	91,159	94,804	98,596	102,539	106,642	110,908	115,344	122,056	125,108	128,234	131,444	134,730
<b>24 Pays</b>	3,376.62	3,511.71	3,652.20	3,798.30	3,950.18	4,108.16	4,272.47	4,443.43	4,621.16	4,806.01	5,085.67	5,212.85	5,343.08	5,476.83	5,613.75

<b>Grade 14</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	85,092	88,494	92,033	95,716	99,544	103,528	107,667	111,975	116,452	121,114	128,161	131,363	134,648	138,014	141,465
<b>24 Pays</b>	3,545.48	3,687.27	3,834.71	3,988.18	4,147.66	4,313.67	4,486.14	4,665.61	4,852.16	5,046.40	5,340.03	5,473.46	5,610.34	5,750.59	5,894.35

<b>Grade 15</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	89,345	92,920	96,637	100,502	104,524	108,703	113,052	117,573	122,276	127,168	134,566	137,932	141,381	144,916	148,539
<b>24 Pays</b>	3,722.69	3,871.69	4,026.54	4,187.60	4,355.16	4,529.28	4,710.50	4,898.87	5,094.85	5,298.66	5,606.90	5,747.18	5,890.87	6,038.16	6,189.13

<b>Grade 16</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	93,813	97,564	101,468	105,526	109,750	114,139	118,704	123,452	128,391	133,527	141,296	144,828	148,449	152,162	155,965
<b>24 Pays</b>	3,908.85	4,065.17	4,227.82	4,396.92	4,572.90	4,755.78	4,946.02	5,143.81	5,349.61	5,563.64	5,887.35	6,034.52	6,185.37	6,340.06	6,498.55

\* 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.

## 2021-22 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	Step O
Hourly	15.64	16.25	16.94	17.62	18.32	19.03	19.80	20.59	21.41	22.28	23.18	23.88	24.57	25.78	26.81
Daily	125.12	130.00	135.52	140.96	146.56	152.24	158.40	164.72	171.28	178.24	185.44	191.04	196.56	206.24	214.48
20 - Pays	1,226.18	1,274.00	1,328.10	1,381.41	1,436.29	1,491.95	1,552.32	1,614.26	1,678.54	1,746.75	1,817.31	1,872.19	1,926.29	2,021.15	2,101.90
24 - Pays	1,021.81	1,061.67	1,106.75	1,151.17	1,196.91	1,243.29	1,293.60	1,345.21	1,398.79	1,455.63	1,514.43	1,560.16	1,605.24	1,684.29	1,751.59
Annual	24,523.52	25,480.00	26,561.92	27,628.16	28,725.76	29,839.04	31,046.40	32,285.12	33,570.88	34,935.04	36,346.24	37,443.84	38,525.76	40,423.04	42,038.08

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	Step O
Hourly	15.64	16.25	16.94	17.62	18.32	19.03	19.80	20.59	21.41	22.28	23.18	23.88	24.57	25.78	26.81
Daily	125.12	130.00	135.52	140.96	146.56	152.24	158.40	164.72	171.28	178.24	185.44	191.04	196.56	206.24	214.48
20 - Pays	1,301.25	1,352.00	1,409.41	1,465.98	1,524.22	1,583.30	1,647.36	1,713.09	1,781.31	1,853.70	1,928.58	1,986.82	2,044.22	2,144.90	2,230.59
24 - Pays	1,084.37	1,126.67	1,174.51	1,221.65	1,270.19	1,319.41	1,372.80	1,427.57	1,484.43	1,544.75	1,607.15	1,655.68	1,703.52	1,787.41	1,858.83
Annual	26,024.96	27,040.00	28,188.16	29,319.68	30,484.48	31,665.92	32,947.20	34,261.76	35,626.24	37,073.92	38,571.52	39,736.32	40,884.48	42,897.92	44,611.84

G-Scale 208 Days 10 Month 8.00 Hours															
Grade 07	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O
Hourly	16.72	17.41	18.11	18.83	19.59	20.37	21.20	22.01	22.89	23.82	24.79	25.52	26.30	27.55	28.65
Daily	133.76	139.28	144.88	150.64	156.72	162.96	169.60	176.08	183.12	190.56	198.32	204.16	210.40	220.40	229.20
20 - Pays	1,391.10	1,448.51	1,506.75	1,566.66	1,629.89	1,694.78	1,763.84	1,831.23	1,904.45	1,981.82	2,062.53	2,123.26	2,188.16	2,292.16	2,383.68
24 - Pays	1,159.25	1,207.09	1,255.63	1,305.55	1,358.24	1,412.32	1,469.87	1,526.03	1,587.04	1,651.52	1,718.77	1,769.39	1,823.47	1,910.13	1,986.40
Annual	27,822.08	28,970.24	30,135.04	31,333.12	32,597.76	33,895.68	35,276.80	36,624.64	38,088.96	39,636.48	41,250.56	42,465.28	43,763.20	45,843.20	47,673.60

G-Scale 208 Days 10 Month 8.00 Hours															
Grade 08	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O
Hourly	17.91	18.62	19.37	20.15	20.92	21.78	22.66	23.54	24.51	25.48	26.50	27.27	28.11	29.48	30.66
Daily	143.28	148.96	154.96	161.20	167.36	174.24	181.28	188.32	196.08	203.84	212.00	218.16	224.88	235.84	245.28
20 - Pays	1,490.11	1,549.18	1,611.58	1,676.48	1,740.54	1,812.10	1,885.31	1,958.53	2,039.23	2,119.94	2,204.80	2,268.86	2,338.75	2,452.74	2,550.91
24 - Pays	1,241.76	1,290.99	1,342.99	1,397.07	1,450.45	1,510.08	1,571.09	1,632.11	1,699.36	1,766.61	1,837.33	1,890.72	1,948.96	2,043.95	2,125.76
Annual	29,802.24	30,983.68	32,231.68	33,529.60	34,810.88	36,241.92	37,706.24	39,170.56	40,784.64	42,398.72	44,096.00	45,377.28	46,775.04	49,054.72	51,018.24

G-Scale 208 Days 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	Step O
Hourly	19.17	19.92	20.76	21.56	22.42	23.33	24.27	25.26	26.23	27.30	28.42	29.25	30.14	31.59	32.85
Daily	153.36	159.36	166.08	172.48	179.36	186.64	194.16	202.08	209.84	218.40	227.36	234.00	241.12	252.72	262.80
20 - Pays	1,594.94	1,657.34	1,727.23	1,793.79	1,865.34	1,941.06	2,019.26	2,101.63	2,182.34	2,271.36	2,364.54	2,433.60	2,507.65	2,628.29	2,733.12
24 - Pays	1,329.12	1,381.12	1,439.36	1,494.83	1,554.45	1,617.55	1,682.72	1,751.36	1,818.61	1,892.80	1,970.45	2,028.00	2,089.71	2,190.24	2,277.60
Annual	31,898.88	33,146.88	34,544.64	35,875.84	37,306.88	38,821.12	40,385.28	42,032.64	43,646.72	45,427.20	47,290.88	48,672.00	50,152.96	52,565.76	54,662.40

## 2021-22 G-Scale Salary Schedule for Retirement Eligible Employees

<b>G-Scale 208 Days 10 Month 8.00 Hours</b>															
<b>Grade 10</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	20.51	21.34	22.20	23.05	24.00	24.95	25.96	26.99	28.06	29.21	30.36	31.27	32.22	33.76	35.11
<b>Daily</b>	164.08	170.72	177.60	184.40	192.00	199.60	207.68	215.92	224.48	233.68	242.88	250.16	257.76	270.08	280.88
<b>20 - Pays</b>	1,706.43	1,775.49	1,847.04	1,917.76	1,996.80	2,075.84	2,159.87	2,245.57	2,334.59	2,430.27	2,525.95	2,601.66	2,680.70	2,808.83	2,921.15
<b>24 - Pays</b>	1,422.03	1,479.57	1,539.20	1,598.13	1,664.00	1,729.87	1,799.89	1,871.31	1,945.49	2,025.23	2,104.96	2,168.05	2,233.92	2,340.69	2,434.29
<b>Annual</b>	34,128.64	35,509.76	36,940.80	38,355.20	39,936.00	41,516.80	43,197.44	44,911.36	46,691.84	48,605.44	50,519.04	52,033.28	53,614.08	56,176.64	58,423.04

<b>G-Scale 260 Days* 12 Month 8.00 Hours</b>															
<b>Grade 06</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	15.64	16.25	16.94	17.62	18.32	19.03	19.80	20.59	21.41	22.28	23.18	23.88	24.57	25.78	26.81
<b>Daily</b>	125.12	130.00	135.52	140.96	146.56	152.24	158.40	164.72	171.28	178.24	185.44	191.04	196.56	206.24	214.48
<b>24 - Pays</b>	1,355.47	1,408.33	1,468.13	1,527.07	1,587.73	1,649.27	1,716.00	1,784.47	1,855.53	1,930.93	2,008.93	2,069.60	2,129.40	2,234.27	2,323.53
<b>Annual</b>	32,531.20	33,800.00	35,235.20	36,649.60	38,105.60	39,582.40	41,184.00	42,827.20	44,532.80	46,342.40	48,214.40	49,670.40	51,105.60	53,622.40	55,764.80

<b>Grade 07</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	16.72	17.41	18.11	18.83	19.59	20.37	21.20	22.01	22.89	23.82	24.79	25.52	26.30	27.55	28.65
<b>Daily</b>	133.76	139.28	144.88	150.64	156.72	162.96	169.60	176.08	183.12	190.56	198.32	204.16	210.40	220.40	229.20
<b>24 - Pays</b>	1,449.07	1,508.87	1,569.53	1,631.93	1,697.80	1,765.40	1,837.33	1,907.53	1,983.80	2,064.40	2,148.47	2,211.73	2,279.33	2,387.67	2,483.00
<b>Annual</b>	34,777.60	36,212.80	37,668.80	39,166.40	40,747.20	42,369.60	44,096.00	45,780.80	47,611.20	49,545.60	51,563.20	53,081.60	54,704.00	57,304.00	59,592.00

<b>Grade 08</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	17.91	18.62	19.37	20.15	20.92	21.78	22.66	23.54	24.51	25.48	26.50	27.27	28.11	29.48	30.66
<b>Daily</b>	143.28	148.96	154.96	161.20	167.36	174.24	181.28	188.32	196.08	203.84	212.00	218.16	224.88	235.84	245.28
<b>24 - Pays</b>	1,552.20	1,613.73	1,678.73	1,746.33	1,813.07	1,887.60	1,963.87	2,040.13	2,124.20	2,208.27	2,296.67	2,363.40	2,436.20	2,554.93	2,657.20
<b>Annual</b>	37,252.80	38,729.60	40,289.60	41,912.00	43,513.60	45,302.40	47,132.80	48,963.20	50,980.80	52,998.40	55,120.00	56,721.60	58,468.80	61,318.40	63,772.80

<b>Grade 09</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	19.17	19.92	20.76	21.56	22.42	23.33	24.27	25.26	26.23	27.30	28.42	29.25	30.14	31.59	32.85
<b>Daily</b>	153.36	159.36	166.08	172.48	179.36	186.64	194.16	202.08	209.84	218.40	227.36	234.00	241.12	252.72	262.80
<b>24 - Pays</b>	1,661.40	1,726.40	1,799.20	1,868.53	1,943.07	2,021.93	2,103.40	2,189.20	2,273.27	2,366.00	2,463.07	2,535.00	2,612.13	2,737.80	2,847.00
<b>Annual</b>	39,873.60	41,433.60	43,180.80	44,844.80	46,633.60	48,526.40	50,481.60	52,540.80	54,558.40	56,784.00	59,113.60	60,840.00	62,691.20	65,707.20	68,328.00

<b>Grade 10</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	20.51	21.34	22.20	23.05	24.00	24.95	25.96	26.99	28.06	29.21	30.36	31.27	32.22	33.76	35.11
<b>Daily</b>	164.08	170.72	177.60	184.40	192.00	199.60	207.68	215.92	224.48	233.68	242.88	250.16	257.76	270.08	280.88
<b>24 - Pays</b>	1,777.53	1,849.47	1,924.00	1,997.67	2,080.00	2,162.33	2,249.87	2,339.13	2,431.87	2,531.53	2,631.20	2,710.07	2,792.40	2,925.87	3,042.87
<b>Annual</b>	42,660.80	44,387.20	46,176.00	47,944.00	49,920.00	51,896.00	53,996.80	56,139.20	58,364.80	60,756.80	63,148.80	65,041.60	67,017.60	70,220.80	73,028.80

<b>Grade 11</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	21.94	22.82	23.76	24.67	25.68	26.71	27.75	28.88	30.05	31.25	32.49	33.46	34.47	36.12	37.56
<b>Daily</b>	175.52	182.56	190.08	197.36	205.44	213.68	222.00	231.04	240.40	250.00	259.92	267.68	275.76	288.96	300.48
<b>24 - Pays</b>	1,901.47	1,977.73	2,059.20	2,138.07	2,225.60	2,314.87	2,405.00	2,502.93	2,604.33	2,708.33	2,815.80	2,899.87	2,987.40	3,130.40	3,255.20
<b>Annual</b>	45,635.20	47,465.60	49,420.80	51,313.60	53,414.40	55,556.80	57,720.00	60,070.40	62,504.00	65,000.00	67,579.20	69,596.80	71,697.60	75,129.60	78,124.80

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

## 2021-22 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	Step O
Hourly	23.50	24.44	25.41	26.44	27.47	28.59	29.72	30.90	32.14	33.43	34.74	35.78	36.86	38.62	40.16
Daily	188.00	195.52	203.28	211.52	219.76	228.72	237.76	247.20	257.12	267.44	277.92	286.24	294.88	308.96	321.28
24 - Pays	2,036.67	2,118.13	2,202.20	2,291.47	2,380.73	2,477.80	2,575.73	2,678.00	2,785.47	2,897.27	3,010.80	3,100.93	3,194.53	3,347.07	3,480.53
Annual	48,880.00	50,835.20	52,852.80	54,995.20	57,137.60	59,467.20	61,817.60	64,272.00	66,851.20	69,534.40	72,259.20	74,422.40	76,668.80	80,329.60	83,532.80
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	Step O
Hourly	25.13	26.13	27.21	28.26	29.37	30.60	31.79	33.08	34.41	35.78	37.24	38.36	39.50	41.40	43.06
Daily	201.04	209.04	217.68	226.08	234.96	244.80	254.32	264.64	275.28	286.24	297.92	306.88	316.00	331.20	344.48
24 - Pays	2,177.93	2,264.60	2,358.20	2,449.20	2,545.40	2,652.00	2,755.13	2,866.93	2,982.20	3,100.93	3,227.47	3,324.53	3,423.33	3,588.00	3,731.87
Annual	52,270.40	54,350.40	56,596.80	58,780.80	61,089.60	63,648.00	66,123.20	68,806.40	71,572.80	74,422.40	77,459.20	79,788.80	82,160.00	86,112.00	89,564.80
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	Step O
Hourly	26.90	28.00	29.11	30.27	31.51	32.76	34.04	35.42	36.85	38.33	39.83	41.01	42.25	44.28	46.05
Daily	215.20	224.00	232.88	242.16	252.08	262.08	272.32	283.36	294.80	306.64	318.64	328.08	338.00	354.24	368.40
24 - Pays	2,331.33	2,426.67	2,522.87	2,623.40	2,730.87	2,839.20	2,950.13	3,069.73	3,193.67	3,321.93	3,451.93	3,554.20	3,661.67	3,837.60	3,991.00
Annual	55,952.00	58,240.00	60,548.80	62,961.60	65,540.80	68,140.80	70,803.20	73,673.60	76,648.00	79,726.40	82,846.40	85,300.80	87,880.00	92,102.40	95,784.00

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

**2021-22 G-Scale Salary Schedule for Non-Retirement Eligible Employees  
(Part-time employees working less than .50 FTE)**

<b>G-Scale 196 Day 10 Month 8.00 Hours/Day</b>															
<b>Grade 06</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	14.86	15.44	16.09	16.74	17.40	18.08	18.81	19.56	20.34	21.17	22.02	22.69	23.34	24.49	25.47
<b>Daily</b>	118.86	123.50	128.74	133.91	139.23	144.63	150.48	156.48	162.72	169.33	176.17	181.49	186.73	195.93	203.76
<b>20 - Pays</b>	1,164.87	1,210.30	1,261.69	1,312.34	1,364.47	1,417.35	1,474.70	1,533.54	1,594.62	1,659.41	1,726.45	1,778.58	1,829.97	1,920.09	1,996.81
<b>24 - Pays</b>	970.72	1,008.58	1,051.41	1,093.61	1,137.06	1,181.13	1,228.92	1,277.95	1,328.85	1,382.85	1,438.71	1,482.15	1,524.98	1,600.08	1,664.01
<b>Annual</b>	23,297.34	24,206.00	25,233.82	26,246.75	27,289.47	28,347.09	29,494.08	30,670.86	31,892.34	33,188.29	34,528.93	35,571.65	36,599.47	38,401.89	39,936.18

<b>Grade 07</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	15.88	16.54	17.20	17.89	18.61	19.35	20.14	20.91	21.75	22.63	23.55	24.24	24.99	26.17	27.22
<b>Daily</b>	127.07	132.32	137.64	143.11	148.88	154.81	161.12	167.28	173.96	181.03	188.40	193.95	199.88	209.38	217.74
<b>20 - Pays</b>	1,245.31	1,296.70	1,348.83	1,402.46	1,459.06	1,517.16	1,578.98	1,639.30	1,704.85	1,774.11	1,846.36	1,900.73	1,958.82	2,051.92	2,133.85
<b>24 - Pays</b>	1,037.75	1,080.58	1,124.03	1,168.72	1,215.89	1,264.30	1,315.81	1,366.09	1,420.71	1,478.43	1,538.63	1,583.94	1,632.35	1,709.94	1,778.21
<b>Annual</b>	24,906.11	25,933.94	26,976.66	28,049.17	29,181.26	30,343.15	31,579.52	32,786.10	34,096.94	35,482.27	36,927.18	38,014.59	39,176.48	41,038.48	42,677.04

<b>G-Scale 208 Days 10 Month 8.00 Hours</b>															
<b>Grade 06</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	14.86	15.44	16.09	16.74	17.40	18.08	18.81	19.56	20.34	21.17	22.02	22.69	23.34	24.49	25.47
<b>Daily</b>	118.86	123.50	128.74	133.91	139.23	144.63	150.48	156.48	162.72	169.33	176.17	181.49	186.73	195.93	203.76
<b>20 - Pays</b>	1,236.19	1,284.40	1,338.94	1,392.68	1,448.01	1,504.13	1,564.99	1,627.43	1,692.25	1,761.01	1,832.15	1,887.48	1,942.01	2,037.65	1,996.81
<b>24 - Pays</b>	1,030.15	1,070.33	1,115.78	1,160.57	1,206.68	1,253.44	1,304.16	1,356.19	1,410.21	1,467.51	1,526.79	1,572.90	1,618.34	1,698.04	1,664.01
<b>Annual</b>	24,723.71	25,688.00	26,778.75	27,853.70	28,960.26	30,082.62	31,299.84	32,548.67	33,844.93	35,220.22	36,642.94	37,749.50	38,840.26	40,753.02	39,936.18

<b>Grade 07</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	15.88	16.54	17.20	17.89	18.61	19.35	20.14	20.91	21.75	22.63	23.55	24.24	24.99	26.17	27.22
<b>Daily</b>	127.07	132.32	137.64	143.11	148.88	154.81	161.12	167.28	173.96	181.03	188.40	193.95	199.88	209.38	217.74
<b>20 - Pays</b>	1,321.55	1,376.09	1,431.41	1,488.32	1,548.39	1,610.04	1,675.65	1,739.67	1,809.23	1,882.73	1,959.40	2,017.10	2,078.75	2,177.55	2,133.85
<b>24 - Pays</b>	1,101.29	1,146.74	1,192.85	1,240.27	1,290.33	1,341.70	1,396.37	1,449.73	1,507.69	1,568.94	1,632.83	1,680.92	1,732.29	1,814.63	1,778.21
<b>Annual</b>	26,430.98	27,521.73	28,628.29	29,766.46	30,967.87	32,200.90	33,512.96	34,793.41	36,184.51	37,654.66	39,188.03	40,342.02	41,575.04	43,551.04	42,677.04

<b>Grade 08</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	17.01	17.69	18.40	19.14	19.87	20.69	21.53	22.36	23.28	24.21	25.18	25.91	26.70	28.01	29.13
<b>Daily</b>	136.12	141.51	147.21	153.14	158.99	165.53	172.22	178.90	186.28	193.65	201.40	207.25	213.64	224.05	233.02
<b>20 - Pays</b>	1,415.61	1,471.72	1,531.00	1,592.66	1,653.52	1,721.49	1,791.05	1,860.60	1,937.27	2,013.94	2,094.56	2,155.42	2,221.81	2,330.10	2,283.56
<b>24 - Pays</b>	1,179.67	1,226.44	1,275.84	1,327.21	1,377.93	1,434.58	1,492.54	1,550.50	1,614.39	1,678.28	1,745.47	1,796.18	1,851.51	1,941.75	1,902.96
<b>Annual</b>	28,312.13	29,434.50	30,620.10	31,853.12	33,070.34	34,429.82	35,820.93	37,212.03	38,745.41	40,278.78	41,891.20	43,108.42	44,436.29	46,601.98	45,671.14



**2021-22 G-Scale Salary Schedule for Non-Retirement Eligible Employees  
(Part-time employees working less than .50 FTE)**

<b>G-Scale 208 Days 10 Month 8.00 Hours</b>															
<b>Grade 09</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	18.21	18.92	19.72	20.48	21.30	22.16	23.06	24.00	24.92	25.94	27.00	27.79	28.63	30.01	31.21
<b>Daily</b>	145.69	151.39	157.78	163.86	170.39	177.31	184.45	191.98	199.35	207.48	215.99	222.30	229.06	240.08	249.66
<b>20 - Pays</b>	1,515.20	1,574.48	1,640.87	1,704.10	1,772.08	1,844.00	1,918.30	1,996.55	2,073.22	2,157.79	2,246.32	2,311.92	2,382.27	2,496.87	2,446.67
<b>24 - Pays</b>	1,262.66	1,312.06	1,367.39	1,420.09	1,476.73	1,536.67	1,598.58	1,663.79	1,727.68	1,798.16	1,871.93	1,926.60	1,985.22	2,080.73	2,038.89
<b>Annual</b>	30,303.94	31,489.54	32,817.41	34,082.05	35,441.54	36,880.06	38,366.02	39,931.01	41,464.38	43,155.84	44,926.34	46,238.40	47,645.31	49,937.47	48,933.36

<b>G-Scale 208 Days 10 Month 8.00 Hours</b>															
<b>Grade 10</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	19.48	20.27	21.09	21.90	22.80	23.70	24.66	25.64	26.66	27.75	28.84	29.71	30.61	32.07	33.35
<b>Daily</b>	155.88	162.18	168.72	175.18	182.40	189.62	197.30	205.12	213.26	222.00	230.74	237.65	244.87	256.58	266.84
<b>20 - Pays</b>	1,621.11	1,686.71	1,754.69	1,821.87	1,896.96	1,972.05	2,051.88	2,133.29	2,217.86	2,308.76	2,399.65	2,471.58	2,546.67	2,668.39	2,614.99
<b>24 - Pays</b>	1,350.93	1,405.59	1,462.24	1,518.23	1,580.80	1,643.37	1,709.90	1,777.74	1,848.22	1,923.97	1,999.71	2,059.65	2,122.22	2,223.66	2,179.16
<b>Annual</b>	32,422.21	33,734.27	35,093.76	36,437.44	37,939.20	39,440.96	41,037.57	42,665.79	44,357.25	46,175.17	47,993.09	49,431.62	50,933.38	53,367.81	52,299.86

<b>G-Scale 260 Days* 12 Month 8.00 Hours</b>															
<b>Grade 06</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	14.86	15.44	16.09	16.74	17.40	18.08	18.81	19.56	20.34	21.17	22.02	22.69	23.34	24.49	25.47
<b>Daily</b>	118.86	123.50	128.74	133.91	139.23	144.63	150.48	156.48	162.72	169.33	176.17	181.49	186.73	195.93	203.76
<b>24 - Pays</b>	1,287.69	1,337.92	1,394.73	1,450.71	1,508.35	1,566.80	1,630.20	1,695.24	1,762.76	1,834.39	1,908.49	1,966.12	2,022.93	2,122.55	2,207.36
<b>Annual</b>	30,904.64	32,110.00	33,473.44	34,817.12	36,200.32	37,603.28	39,124.80	40,685.84	42,306.16	44,025.28	45,803.68	47,186.88	48,550.32	50,941.28	52,976.56

<b>G-Scale 260 Days* 12 Month 8.00 Hours</b>															
<b>Grade 07</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	15.88	16.54	17.20	17.89	18.61	19.35	20.14	20.91	21.75	22.63	23.55	24.24	24.99	26.17	27.22
<b>Daily</b>	127.07	132.32	137.64	143.11	148.88	154.81	161.12	167.28	173.96	181.03	188.40	193.95	199.88	209.38	217.74
<b>24 - Pays</b>	1,376.61	1,433.42	1,491.06	1,550.34	1,612.91	1,677.13	1,745.47	1,812.16	1,884.61	1,961.18	2,041.04	2,101.15	2,165.37	2,268.28	2,358.85
<b>Annual</b>	33,038.72	34,402.16	35,785.36	37,208.08	38,709.84	40,251.12	41,891.20	43,491.76	45,230.64	47,068.32	48,985.04	50,427.52	51,968.80	54,438.80	56,612.40

<b>G-Scale 260 Days* 12 Month 8.00 Hours</b>															
<b>Grade 08</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	17.01	17.69	18.40	19.14	19.87	20.69	21.53	22.36	23.28	24.21	25.18	25.91	26.70	28.01	29.13
<b>Daily</b>	136.12	141.51	147.21	153.14	158.99	165.53	172.22	178.90	186.28	193.65	201.40	207.25	213.64	224.05	233.02
<b>24 - Pays</b>	1,474.59	1,533.05	1,594.80	1,659.02	1,722.41	1,793.22	1,865.67	1,938.13	2,017.99	2,097.85	2,181.83	2,245.23	2,314.39	2,427.19	2,524.34
<b>Annual</b>	35,390.16	36,793.12	38,275.12	39,816.40	41,337.92	43,037.28	44,776.16	46,515.04	48,431.76	50,348.48	52,364.00	53,885.52	55,545.36	58,252.48	60,584.16

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

**2021-22 G-Scale Salary Schedule for Non-Retirement Eligible Employees  
(Part-time employees working less than .50 FTE)**

<b>G-Scale 260 Days* 12 Month 8.00 Hours</b>															
<b>Grade 09</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	18.21	18.92	19.72	20.48	21.30	22.16	23.06	24.00	24.92	25.94	27.00	27.79	28.63	30.01	31.21
<b>Daily</b>	145.69	151.39	157.78	163.86	170.39	177.31	184.45	191.98	199.35	207.48	215.99	222.30	229.06	240.08	249.66
<b>24 - Pays</b>	1,578.33	1,640.08	1,709.24	1,775.11	1,845.91	1,920.84	1,998.23	2,079.74	2,159.60	2,247.70	2,339.91	2,408.25	2,481.53	2,600.91	2,704.65
<b>Annual</b>	37,879.92	39,361.92	41,021.76	42,602.56	44,301.92	46,100.08	47,957.52	49,913.76	51,830.48	53,944.80	56,157.92	57,798.00	59,556.64	62,421.84	64,911.60

<b>Grade 10</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	19.48	20.27	21.09	21.90	22.80	23.70	24.66	25.64	26.66	27.75	28.84	29.71	30.61	32.07	33.35
<b>Daily</b>	155.88	162.18	168.72	175.18	182.40	189.62	197.30	205.12	213.26	222.00	230.74	237.65	244.87	256.58	266.84
<b>24 - Pays</b>	1,688.66	1,756.99	1,827.80	1,897.78	1,976.00	2,054.22	2,137.37	2,222.18	2,310.27	2,404.96	2,499.64	2,574.56	2,652.78	2,779.57	2,890.72
<b>Annual</b>	40,527.76	42,167.84	43,867.20	45,546.80	47,424.00	49,301.20	51,296.96	53,332.24	55,446.56	57,718.96	59,991.36	61,789.52	63,666.72	66,709.76	69,377.36

<b>Grade 11</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	20.84	21.68	22.57	23.44	24.40	25.37	26.36	27.44	28.55	29.69	30.87	31.79	32.75	34.31	35.68
<b>Daily</b>	166.74	173.43	180.58	187.49	195.17	203.00	210.90	219.49	228.38	237.50	246.92	254.30	261.97	274.51	285.46
<b>24 - Pays</b>	1,806.39	1,878.85	1,956.24	2,031.16	2,114.32	2,199.12	2,284.75	2,377.79	2,474.12	2,572.92	2,675.01	2,754.87	2,838.03	2,973.88	3,092.44
<b>Annual</b>	43,353.44	45,092.32	46,949.76	48,747.92	50,743.68	52,778.96	54,834.00	57,066.88	59,378.80	61,750.00	64,200.24	66,116.96	68,112.72	71,373.12	74,218.56

<b>Grade 12</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	22.33	23.22	24.14	25.12	26.10	27.16	28.23	29.36	30.53	31.76	33.00	33.99	35.02	36.69	38.15
<b>Daily</b>	178.60	185.74	193.12	200.94	208.77	217.28	225.87	234.84	244.26	254.07	264.02	271.93	280.14	293.51	305.22
<b>24 - Pays</b>	1,934.83	2,012.23	2,092.09	2,176.89	2,261.70	2,353.91	2,446.95	2,544.10	2,646.19	2,752.40	2,860.26	2,945.89	3,034.81	3,179.71	3,306.51
<b>Annual</b>	46,436.00	48,293.44	50,210.16	52,245.44	54,280.72	56,493.84	58,726.72	61,058.40	63,508.64	66,057.68	68,646.24	70,701.28	72,835.36	76,313.12	79,356.16

<b>Grade 13</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	23.87	24.82	25.85	26.85	27.90	29.07	30.20	31.43	32.69	33.99	35.38	36.44	37.53	39.33	40.91
<b>Daily</b>	190.99	198.59	206.80	214.78	223.21	232.56	241.60	251.41	261.52	271.93	283.02	291.54	300.20	314.64	327.26
<b>24 - Pays</b>	2,069.04	2,151.37	2,240.29	2,326.74	2,418.13	2,519.40	2,617.38	2,723.59	2,833.09	2,945.89	3,066.09	3,158.31	3,252.17	3,408.60	3,545.27
<b>Annual</b>	49,656.88	51,632.88	53,766.96	55,841.76	58,035.12	60,465.60	62,817.04	65,366.08	67,994.16	70,701.28	73,586.24	75,799.36	78,052.00	81,806.40	85,086.56

<b>Grade 14</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	25.56	26.60	27.65	28.76	29.93	31.12	32.34	33.65	35.01	36.41	37.84	38.96	40.14	42.07	43.75
<b>Daily</b>	204.44	212.80	221.24	230.05	239.48	248.98	258.70	269.19	280.06	291.31	302.71	311.68	321.10	336.53	349.98
<b>24 - Pays</b>	2,214.77	2,305.33	2,396.72	2,492.23	2,594.32	2,697.24	2,802.63	2,916.25	3,033.98	3,155.84	3,279.34	3,376.49	3,478.58	3,645.72	3,791.45
<b>Annual</b>	53,154.40	55,328.00	57,521.36	59,813.52	62,263.76	64,733.76	67,263.04	69,989.92	72,815.60	75,740.08	78,704.08	81,035.76	83,486.00	87,497.28	90,994.80

\* 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	\$587	\$735	\$998	\$1,174	\$1,468
Half Time	\$294	\$368	\$500	\$587	\$733

## 2021-22 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	Step O
02						14.79	15.12	15.72	16.36	17.00	17.67	18.20	18.74	19.64	20.43
03				14.79	14.94	15.54	16.13	16.82	17.49	18.15	18.88	19.45	20.05	21.02	21.86
04			14.79	15.38	15.98	16.60	17.25	17.97	18.71	19.43	20.22	20.82	21.44	22.46	23.36
05	14.79	15.20	15.79	16.47	17.09	17.78	18.51	19.23	19.98	20.81	21.63	22.29	22.94	24.04	25.00
06	15.64	16.25	16.94	17.62	18.32	19.03	19.80	20.59	21.41	22.28	23.18	23.88	24.59	25.78	26.81
07	16.72	17.41	18.11	18.83	19.59	20.37	21.20	22.01	22.89	23.82	24.79	25.52	26.30	27.55	28.65
08	17.91	18.62	19.37	20.15	20.92	21.78	22.66	23.54	24.51	25.48	26.50	27.27	28.11	29.48	30.66
09	19.17	19.92	20.76	21.56	22.42	23.33	24.27	25.26	26.23	27.30	28.42	29.25	30.14	31.59	32.85
10	20.51	21.34	22.20	23.05	24.00	24.95	25.96	26.99	28.06	29.21	30.36	31.27	32.22	33.76	35.11
11	21.94	22.82	23.76	24.67	25.68	26.71	27.75	28.88	30.05	31.25	32.49	33.46	34.47	36.12	37.56
12	23.50	24.44	25.41	26.44	27.47	28.59	29.72	30.90	32.14	33.43	34.74	35.78	36.86	38.63	40.18
13	25.13	26.13	27.21	28.26	29.37	30.60	31.79	33.08	34.41	35.78	37.24	38.36	39.51	41.41	43.07
14	26.90	28.00	29.11	30.27	31.51	32.76	34.04	35.42	36.85	38.33	39.83	41.01	42.24	44.28	46.05
15	28.76	29.96	31.15	32.39	33.71	35.04	36.43	37.91	39.42	41.00	42.61	43.88	45.20	47.36	49.25
16	30.76	32.02	33.33	34.70	36.12	37.60	39.14	40.74	42.41	44.15	45.95	47.84	49.80	51.84	53.91
17	32.90	34.26	35.68	37.16	38.70	40.31	41.98	43.73	45.53	47.43	49.40	51.44	53.58	55.80	58.03
18	35.18	36.64	38.16	39.74	41.39	43.11	44.89	46.76	48.69	50.71	52.83	55.01	57.29	59.67	62.06
19	37.62	39.18	40.81	42.49	44.26	46.09	48.01	50.00	52.08	54.23	56.49	58.83	61.27	63.81	66.36
20	40.23	41.90	43.64	45.45	47.33	49.30	51.35	53.47	55.69	58.00	60.40	62.91	65.52	68.24	70.97

2nd Shift = \$0.32

3rd Shift = \$0.38

**2021-22 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	Step O
<b>02</b>						14.05	14.36	14.93	15.54	16.15	16.79	17.29	17.80	18.66	19.41
<b>03</b>				14.05	14.19	14.76	15.32	15.98	16.62	17.24	17.94	18.48	19.05	19.97	20.77
<b>04</b>			14.05	14.61	15.18	15.77	16.39	17.07	17.77	18.46	19.21	19.78	20.37	21.34	22.19
<b>05</b>	14.05	14.44	15.00	15.65	16.24	16.89	17.58	18.27	18.98	19.77	20.55	21.18	21.79	22.84	23.75
<b>06</b>	14.86	15.44	16.09	16.74	17.40	18.08	18.81	19.56	20.34	21.17	22.02	22.69	23.36	24.49	25.47
<b>07</b>	15.88	16.54	17.20	17.89	18.61	19.35	20.14	20.91	21.75	22.63	23.55	24.24	24.99	26.17	27.22
<b>08</b>	17.01	17.69	18.40	19.14	19.87	20.69	21.53	22.36	23.28	24.21	25.18	25.91	26.70	28.01	29.13
<b>09</b>	18.21	18.92	19.72	20.48	21.30	22.16	23.06	24.00	24.92	25.94	27.00	27.79	28.63	30.01	31.21
<b>10</b>	19.48	20.27	21.09	21.90	22.80	23.70	24.66	25.64	26.66	27.75	28.84	29.71	30.61	32.07	33.35
<b>11</b>	20.84	21.68	22.57	23.44	24.40	25.37	26.36	27.44	28.55	29.69	30.87	31.79	32.75	34.31	35.68
<b>12</b>	22.33	23.22	24.14	25.12	26.10	27.16	28.23	29.36	30.53	31.76	33.00	33.99	35.02	36.70	38.17
<b>13</b>	23.87	24.82	25.85	26.85	27.90	29.07	30.20	31.43	32.69	33.99	35.38	36.44	37.53	39.34	40.92
<b>14</b>	25.56	26.60	27.65	28.76	29.93	31.12	32.34	33.65	35.01	36.41	37.84	38.96	40.13	42.07	43.75
<b>15</b>	27.32	28.46	29.59	30.77	32.02	33.29	34.61	36.01	37.45	38.95	40.48	41.69	42.94	44.99	46.79
<b>16</b>	29.22	30.42	31.66	32.97	34.31	35.72	37.18	38.70	40.29	41.94	43.65	45.45	47.31	49.25	51.21
<b>17</b>	31.26	32.55	33.90	35.30	36.77	38.29	39.88	41.54	43.25	45.06	46.93	48.87	50.90	53.01	55.13
<b>18</b>	33.42	34.81	36.25	37.75	39.32	40.95	42.65	44.42	46.26	48.17	50.19	52.26	54.43	56.69	58.96
<b>19</b>	35.74	37.22	38.77	40.37	42.05	43.79	45.61	47.50	49.48	51.52	53.67	55.89	58.21	60.62	63.04
<b>20</b>	38.22	39.81	41.46	43.18	44.96	46.84	48.78	50.80	52.91	55.10	57.38	59.76	62.24	64.83	67.42

2nd Shift = \$0.31

3rd Shift = \$0.36

## M-Scale Professional Standards

	<b>Basic</b>	<b>Intermediate</b>	<b>Associate</b>	<b>Advanced</b>	<b>Professional</b>
<b>Full Time</b>	\$587	\$735	\$998	\$1,174	\$1,468
<b>Half Time</b>	\$294	\$368	\$500	\$587	\$733

## 2021-22 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*	Step L-4*
Annual	77,373	80,469	83,687	87,034	90,516	94,138	97,902	101,817	105,893	110,124	116,538	119,450	122,435	125,497	128,634
24 Pays	3,223.88	3,352.88	3,486.96	3,626.42	3,771.50	3,922.42	4,079.25	4,242.38	4,412.21	4,588.50	4,855.75	4,977.08	5,101.46	5,229.04	5,359.75
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*	Step L-4*
Annual	81,241	84,493	87,871	91,386	95,043	98,843	102,798	106,910	111,185	115,633	122,362	125,424	128,558	131,773	135,067
24 Pays	3,385.04	3,520.54	3,661.29	3,807.75	3,960.13	4,118.46	4,283.25	4,454.58	4,632.71	4,818.04	5,098.42	5,226.00	5,356.58	5,490.54	5,627.79
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*	Step L-4*
Annual	85,304	88,717	92,266	95,957	99,794	103,785	107,936	112,255	116,745	121,415	128,480	131,693	134,983	138,362	141,821
24 Pays	3,554.33	3,696.54	3,844.42	3,998.21	4,158.08	4,324.38	4,497.33	4,677.29	4,864.38	5,058.96	5,353.33	5,487.21	5,624.29	5,765.08	5,909.21
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*	Step L-4*
Annual	89,570	93,152	96,877	100,754	104,783	108,977	113,334	117,868	122,581	127,488	134,906	138,277	141,735	145,278	148,910
24 Pays	3,732.08	3,881.33	4,036.54	4,198.08	4,365.96	4,540.71	4,722.25	4,911.17	5,107.54	5,312.00	5,621.08	5,761.54	5,905.63	6,053.25	6,204.58
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*	Step L-4*
Annual	94,047	97,811	101,723	105,792	110,025	114,424	119,002	123,761	128,712	133,861	141,648	145,192	148,822	152,543	156,357
24 Pays	3,918.63	4,075.46	4,238.46	4,408.00	4,584.38	4,767.67	4,958.42	5,156.71	5,363.00	5,577.54	5,902.00	6,049.67	6,200.92	6,355.96	6,514.88
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*	Step L-4*
Annual	98,750	102,699	106,808	111,080	115,526	120,146	124,952	129,949	135,148	140,555	148,733	152,451	156,262	160,170	164,174
24 Pays	4,114.58	4,279.13	4,450.33	4,628.33	4,813.58	5,006.08	5,206.33	5,414.54	5,631.17	5,856.46	6,197.21	6,352.13	6,510.92	6,673.75	6,840.58
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*	Step L-4*
Annual	103,688	107,834	112,150	116,636	121,301	126,154	131,200	136,446	141,903	147,580	156,168	160,075	164,076	168,178	172,382
24 Pays	4,320.33	4,493.08	4,672.92	4,859.83	5,054.21	5,256.42	5,466.67	5,685.25	5,912.63	6,149.17	6,507.00	6,669.79	6,836.50	7,007.42	7,182.58
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*	Step L-4*
Annual	108,874	113,227	117,759	122,466	127,364	132,457	137,759	143,270	148,999	154,960	163,978	168,077	172,278	176,585	181,000
24 Pays	4,536.42	4,717.79	4,906.63	5,102.75	5,306.83	5,519.04	5,739.96	5,969.58	6,208.29	6,456.67	6,832.42	7,003.21	7,178.25	7,357.71	7,541.67
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*	Step L-4*
Annual	114,319	118,887	123,645	128,590	133,735	139,084	144,648	150,430	156,449	162,708	172,176	176,482	180,893	185,415	190,050
24 Pays	4,763.29	4,953.63	5,151.88	5,357.92	5,572.29	5,795.17	6,027.00	6,267.92	6,518.71	6,779.50	7,174.00	7,353.42	7,537.21	7,725.63	7,918.75
Grade 20	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*	Step L-4*
Annual	120,035	124,831	129,827	135,020	140,422	146,038	151,880	157,952	164,271	170,843	180,785	185,306	189,938	194,686	199,553
24 Pays	5,001.46	5,201.29	5,409.46	5,625.83	5,850.92	6,084.92	6,328.33	6,581.33	6,844.63	7,118.46	7,532.71	7,721.08	7,914.08	8,111.92	8,314.71

\* 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.

## 2021-22 P-Scale 12-Month Salary Schedule for Non-Retirement Eligible Employees (Part-time employees working less than .50 FTE)

260 Days** - 8.00 Hours/Day															
<b>Grade 11</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	73,504	76,446	79,503	82,682	85,990	89,431	93,007	96,726	100,598	104,618	110,711	113,478	116,313	119,222	122,202
<b>24 Pays</b>	3,062.68	3,185.23	3,312.61	3,445.10	3,582.93	3,726.30	3,875.29	4,030.26	4,191.60	4,359.08	4,612.96	4,728.23	4,846.39	4,967.59	5,091.76
<b>Grade 12</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	77,179	80,268	83,477	86,817	90,291	93,901	97,658	101,565	105,626	109,851	116,244	119,153	122,130	125,184	128,314
<b>24 Pays</b>	3,215.79	3,344.51	3,478.23	3,617.36	3,762.12	3,912.54	4,069.09	4,231.85	4,401.07	4,577.14	4,843.50	4,964.70	5,088.75	5,216.01	5,346.40
<b>Grade 13</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	81,039	84,281	87,653	91,159	94,804	98,596	102,539	106,642	110,908	115,344	122,056	125,108	128,234	131,444	134,730
<b>24 Pays</b>	3,376.62	3,511.71	3,652.20	3,798.30	3,950.18	4,108.16	4,272.47	4,443.43	4,621.16	4,806.01	5,085.67	5,212.85	5,343.08	5,476.83	5,613.75
<b>Grade 14</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	85,092	88,494	92,033	95,716	99,544	103,528	107,667	111,975	116,452	121,114	128,161	131,363	134,648	138,014	141,465
<b>24 Pays</b>	3,545.48	3,687.27	3,834.71	3,988.18	4,147.66	4,313.67	4,486.14	4,665.61	4,852.16	5,046.40	5,340.03	5,473.46	5,610.34	5,750.59	5,894.35
<b>Grade 15</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	89,345	92,920	96,637	100,502	104,524	108,703	113,052	117,573	122,276	127,168	134,566	137,932	141,381	144,916	148,539
<b>24 Pays</b>	3,722.69	3,871.69	4,026.54	4,187.60	4,355.16	4,529.28	4,710.50	4,898.87	5,094.85	5,298.66	5,606.90	5,747.18	5,890.87	6,038.16	6,189.13
<b>Grade 16</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	93,813	97,564	101,468	105,526	109,750	114,139	118,704	123,452	128,391	133,527	141,296	144,828	148,449	152,162	155,965
<b>24 Pays</b>	3,908.85	4,065.17	4,227.82	4,396.92	4,572.90	4,755.78	4,946.02	5,143.81	5,349.61	5,563.64	5,887.35	6,034.52	6,185.37	6,340.06	6,498.55
<b>Grade 17</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	98,504	102,442	106,543	110,804	115,236	119,846	124,640	129,624	134,808	140,201	148,360	152,071	155,872	159,769	163,763
<b>24 Pays</b>	4,104.32	4,268.43	4,439.27	4,616.84	4,801.50	4,993.60	5,193.33	5,400.99	5,616.99	5,841.71	6,181.65	6,336.30	6,494.68	6,657.05	6,823.45
<b>Grade 18</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	103,430	107,566	111,871	116,343	120,996	125,834	130,871	136,107	141,549	147,212	155,779	159,673	163,664	167,756	171,950
<b>24 Pays</b>	4,309.60	4,481.90	4,661.29	4,847.61	5,041.49	5,243.09	5,452.96	5,673.83	5,897.88	6,133.83	6,490.80	6,653.05	6,819.34	6,989.82	7,164.58
<b>Grade 19</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	108,603	112,943	117,463	122,161	127,048	132,130	137,416	142,909	148,627	154,573	163,567	167,658	171,848	176,144	180,548
<b>24 Pays</b>	4,525.13	4,705.94	4,894.28	5,090.02	5,293.68	5,505.41	5,725.65	5,954.52	6,192.77	6,440.53	6,815.30	6,985.75	7,160.35	7,339.34	7,522.81
<b>Grade 20</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K*</b>	<b>Step L-1*</b>	<b>Step L-2*</b>	<b>Step L-3*</b>	<b>Step L-4*</b>
<b>Annual</b>	114,033	118,589	123,336	128,269	133,401	138,736	144,286	150,054	156,057	162,301	171,746	176,041	180,441	184,952	189,575
<b>24 Pays</b>	4,751.39	4,941.23	5,138.99	5,344.54	5,558.37	5,780.67	6,011.92	6,252.27	6,502.39	6,762.54	7,156.07	7,335.03	7,518.38	7,706.32	7,898.97

\* 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.



**2021-22 Teacher (T-Scale) Salary Schedule Retirement Eligible Employees  
(Employees working in a .50 FTE or greater position)**

<b>200 Days - 7.5 hours/Day</b>											
	<b>Grade</b>	<b>Bachelor's (B)</b>		<b>Bachelor's + 15 (C)</b>		<b>Master's (M)</b>		<b>Master's +30 (X)</b>		<b>Doctorate (D)</b>	
	<b>(Wait)</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>
<b>Step A</b>	(1)	49,193	245.97	51,654	258.27	54,236	271.18	56,949	284.75	59,794	298.97
<b>Step B</b>	(1)	49,941	249.71	52,437	262.19	55,058	275.29	57,813	289.07	60,702	303.51
<b>Step C</b>	(1)	50,689	253.45	53,225	266.13	55,885	279.43	58,681	293.41	61,613	308.07
<b>Step D</b>	(1)	53,225	266.13	55,884	279.42	58,681	293.41	61,612	308.06	64,695	323.48
<b>Step E</b>	(1)	55,884	279.42	58,680	293.40	61,612	308.06	64,694	323.47	67,930	339.65
<b>Step F</b>	(1)	58,680	293.40	61,611	308.06	64,694	323.47	67,928	339.64	71,328	356.64
<b>Step G</b>	(1)	61,611	308.06	64,692	323.46	67,928	339.64	71,322	356.61	74,892	374.46
<b>Step H</b>	(1)	64,692	323.46	67,927	339.64	71,322	356.61	74,890	374.45	78,637	393.19
<b>Step I</b>	(1)	67,927	339.64	71,321	356.61	74,890	374.45	78,635	393.18	82,568	412.84
<b>Step J</b>	(1)	71,321	356.61	74,889	374.45	78,635	393.18	82,565	412.83	86,697	433.49
<b>Step K</b>	(1)	71,321	356.61	78,634	393.17	82,565	412.83	86,694	433.47	91,030	455.15
<b>Step L</b>	(1)	71,321	356.61	82,564	412.82	86,694	433.47	91,028	455.14	95,581	477.91
<b>Step M</b>	(1)	71,321	356.61	86,692	433.46	91,028	455.14	95,579	477.90	100,360	501.80
<b>Step N*</b>	(4)	72,570	362.85	92,619	463.10	97,253	486.27	102,115	510.58	107,223	536.12
<b>L-1*</b>	(4)	74,386	371.93	94,935	474.68	99,685	498.43	104,670	523.35	109,904	549.52
<b>L-2*</b>	(4)	76,247	381.24	97,310	486.55	102,179	510.90	107,286	536.43	112,653	563.27
<b>L-3*</b>	(4)	78,153	390.77	99,743	498.72	104,733	523.67	109,969	549.85	115,471	577.36
<b>L-4</b>	(4)	80,107	400.54	102,237	511	107,351	537	112,718	564	118,358	592

**STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.**

\* There is a four year waiting period on Longevity Steps N, L-1, L-2 and L-3.

**2021-22 Non-Retirement Eligible Teacher (T-Scale) Salary Schedule**  
**(Employees working in a position less than .50 FTE)**

<b>200 Days - 7.5 hours/Day</b>											
	<b>Grade</b>	<b>Bachelor's (B)</b>		<b>Bachelor's + 15 (C)</b>		<b>Master's (M)</b>		<b>Master's +30 (X)</b>		<b>Doctorate (D)</b>	
	<b>(Wait)</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>
<b>Step A</b>	(1)	46,733	233.67	49,071	245.36	51,524	257.62	54,102	270.51	56,804	284.02
<b>Step B</b>	(1)	47,444	237.22	49,815	249.08	52,305	261.53	54,922	274.61	57,667	288.33
<b>Step C</b>	(1)	48,155	240.77	50,564	252.82	53,091	265.45	55,747	278.73	58,532	292.66
<b>Step D</b>	(1)	50,564	252.82	53,090	265.45	55,747	278.73	58,531	292.66	61,460	307.30
<b>Step E</b>	(1)	53,090	265.45	55,746	278.73	58,531	292.66	61,459	307.30	64,534	322.67
<b>Step F</b>	(1)	55,746	278.73	58,530	292.65	61,459	307.30	64,532	322.66	67,762	338.81
<b>Step G</b>	(1)	58,530	292.65	61,457	307.29	64,532	322.66	67,756	338.78	71,147	355.74
<b>Step H</b>	(1)	61,457	307.29	64,531	322.65	67,756	338.78	71,146	355.73	74,705	373.53
<b>Step I</b>	(1)	64,531	322.65	67,755	338.77	71,146	355.73	74,703	373.52	78,440	392.20
<b>Step J</b>	(1)	67,755	338.77	71,145	355.72	74,703	373.52	78,437	392.18	82,362	411.81
<b>Step K</b>	(1)	67,755	338.77	74,702	373.51	78,437	392.18	82,359	411.80	86,479	432.39
<b>Step L</b>	(1)	67,755	338.77	78,436	392.18	82,359	411.80	86,477	432.38	90,802	454.01
<b>Step M</b>	(1)	67,755	338.77	82,357	411.79	86,477	432.38	90,800	454.00	95,342	476.71
<b>Step N*</b>	(4)	68,942	344.71	87,988	439.94	92,390	461.95	97,009	485.05	101,862	509.31
<b>L-1*</b>	(4)	70,667	353.33	90,188	450.94	94,701	473.50	99,437	497.18	104,409	522.04
<b>L-2*</b>	(4)	72,435	362.17	92,445	462.22	97,070	485.35	101,922	509.61	107,020	535.10
<b>L-3*</b>	(4)	74,245	371.23	94,756	473.78	99,496	497.48	104,471	522.35	109,697	548.49
<b>L-4</b>	(4)	76,102	380.51	97,125	485.63	101,983	509.92	107,082	535.41	112,440	562.20

**STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.**

\* There is a four year waiting period on Longevity Steps N, L-1, L-2 and L-3.

**2021-22 CAP1 (Career Advancement Program Portfolio 1)  
Teacher (T-Scale) Salary Schedule Retirement Eligible Employees  
(Employees working in a .50 FTE or greater position)**

<b>200 Days - 7.5 hours/Day</b>											
	<b>Grade</b>	<b>Bachelor's (B1)</b>		<b>Bachelor's + 15 (C1)</b>		<b>Master's (M1)</b>		<b>Master's +30 (X1)</b>		<b>Doctorate (D1)</b>	
	<b>(Wait)</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>
<b>Step A</b>	(1)	49,193	245.97	51,654	258.27	54,236	271.18	56,949	284.75	59,794	298.97
<b>Step B</b>	(1)	49,941	249.71	52,437	262.19	55,058	275.29	57,813	289.07	60,702	303.51
<b>Step C</b>	(1)	50,689	253.45	53,225	266.13	55,885	279.43	58,681	293.41	61,613	308.07
<b>Step D</b>	(1)	53,225	266.13	55,884	279.42	58,681	293.41	61,612	308.06	64,695	323.48
<b>Step E</b>	(1)	55,884	279.42	58,680	293.40	61,612	308.06	64,694	323.47	67,930	339.65
<b>Step F</b>	(1)	58,680	293.40	61,611	308.06	64,694	323.47	67,928	339.64	71,328	356.64
<b>Step G</b>	(1)	61,611	308.06	64,692	323.46	67,928	339.64	71,322	356.61	74,892	374.46
<b>Step H</b>	(1)	64,692	323.46	67,927	339.64	71,322	356.61	74,890	374.45	78,637	393.19
<b>Step I</b>	(1)	67,927	339.64	71,321	356.61	74,890	374.45	78,635	393.18	82,568	412.84
<b>Step J</b>	(1)	71,321	356.61	74,889	374.45	78,635	393.18	82,565	412.83	86,697	433.49
<b>Step K</b>	(1)	74,888	374.44	78,634	393.17	82,565	412.83	86,694	433.47	91,030	455.15
<b>Step L</b>	(1)	74,888	374.44	82,564	412.82	86,694	433.47	91,028	455.14	95,581	477.91
<b>Step M</b>	(1)	74,888	374.44	86,692	433.46	91,028	455.14	95,579	477.90	100,360	501.80
<b>Step N</b>	(1)	74,888	374.44	91,026	455.13	95,580	477.90	100,359	501.80	105,379	526.90
<b>Step O</b>	(1)	74,888	374.44	95,577	477.89	100,360	501.80	105,377	526.89	110,648	553.24
<b>Step P</b>	(1)	74,888	374.44	95,577	477.89	100,360	501.80	105,377	526.89	110,648	553.24
<b>Step Q</b>	(1)	74,888	374.44	95,577	477.89	100,360	501.80	105,377	526.89	110,648	553.24
<b>STEP L-1*</b>	(4)	78,103	390.52	99,682	498.41	104,670	523.35	109,902	549.51	115,399	577.00
<b>STEP L-2*</b>	(4)	80,056	400.28	102,173	510.87	107,287	536.44	112,649	563.25	118,283	591.42
<b>STEP L-3*</b>	(4)	82,058	410.29	104,729	523.65	109,969	549.85	115,465	577.33	121,240	606.20
<b>STEP L-4</b>	(4)	84,109	420.55	107,347	536.74	112,718	563.59	118,352	591.76	124,271	621.36

**STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.**

\* There is a four year waiting period on Longevity Steps N, L-1, L-2 and L-3.

**2021-22 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)	46,733	233.67	49,071	245.36	51,524	257.62	54,102	270.51	56,804	284.02
Step B	(1)	47,444	237.22	49,815	249.08	52,305	261.53	54,922	274.61	57,667	288.33
Step C	(1)	48,155	240.77	50,564	252.82	53,091	265.45	55,747	278.73	58,532	292.66
Step D	(1)	50,564	252.82	53,090	265.45	55,747	278.73	58,531	292.66	61,460	307.30
Step E	(1)	53,090	265.45	55,746	278.73	58,531	292.66	61,459	307.30	64,534	322.67
Step F	(1)	55,746	278.73	58,530	292.65	61,459	307.30	64,532	322.66	67,762	338.81
Step G	(1)	58,530	292.65	61,457	307.29	64,532	322.66	67,756	338.78	71,147	355.74
Step H	(1)	61,457	307.29	64,531	322.65	67,756	338.78	71,146	355.73	74,705	373.53
Step I	(1)	64,531	322.65	67,755	338.77	71,146	355.73	74,703	373.52	78,440	392.20
Step J	(1)	67,755	338.77	71,145	355.72	74,703	373.52	78,437	392.18	82,362	411.81
Step K	(1)	71,144	355.72	74,702	373.51	78,437	392.18	82,359	411.80	86,479	432.39
Step L	(1)	71,144	355.72	78,436	392.18	82,359	411.80	86,477	432.38	90,802	454.01
Step M	(1)	71,144	355.72	82,357	411.79	86,477	432.38	90,800	454.00	95,342	476.71
Step N	(1)	71,144	355.72	86,475	432.37	90,801	454.01	95,341	476.71	100,110	500.55
Step O	(1)	71,144	355.72	90,798	453.99	95,342	476.71	100,108	500.54	105,116	525.58
Step P	(1)	71,144	355.72	90,798	453.99	95,342	476.71	100,108	500.54	105,116	525.58
Step Q	(1)	71,144	355.72	90,798	453.99	95,342	476.71	100,108	500.54	105,116	525.58
STEP L-1*	(4)	74,198	370.99	94,698	473.49	99,437	497.18	104,407	522.03	109,629	548.15
STEP L-2*	(4)	76,053	380.27	97,064	485.32	101,923	509.61	107,017	535.08	112,369	561.84
STEP L-3	(4)	77,955	389.78	99,493	497.46	104,471	522.35	109,692	548.46	115,178	575.89
STEP L-4	(4)	79,904	399.52	101,980	509.90	107,082	535.41	112,434	562.17	118,057	590.29

**STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.**

\* There is a four year waiting period on Longevity Steps N, L-1, L-2 and L-3.

**2021-22 CAP2 (Career Advancement Program Portfolio 2)  
Teacher Salary Schedule Retirement Eligible Employees  
(Employees working in a .50 FTE or greater position)**

<b>200 Days - 7.5 hours/Day</b>											
	<b>Grade</b>	<b>Bachelor's (B2)</b>		<b>Bachelor's +15 (C2)</b>		<b>Master's (M2)</b>		<b>Master's +30 (X2)</b>		<b>Doctorate (D2)</b>	
	<b>(Wait)</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>
<b>Step A</b>	(1)	49,193	245.97	51,655	258.28	54,236	271.18	56,950	284.75	59,794	298.97
<b>Step B</b>	(1)	49,941	249.71	52,437	262.19	55,058	275.29	57,814	289.07	60,702	303.51
<b>Step C</b>	(1)	50,689	253.45	53,226	266.13	55,885	279.43	58,682	293.41	61,614	308.07
<b>Step D</b>	(1)	53,226	266.13	55,885	279.43	58,682	293.41	61,612	308.06	64,696	323.48
<b>Step E</b>	(1)	55,885	279.43	58,680	293.40	61,612	308.06	64,694	323.47	67,931	339.66
<b>Step F</b>	(1)	58,680	293.40	61,612	308.06	64,694	323.47	67,929	339.65	71,328	356.64
<b>Step G</b>	(1)	61,612	308.06	64,694	323.47	67,929	339.65	71,322	356.61	74,892	374.46
<b>Step H</b>	(1)	64,694	323.47	67,927	339.64	71,322	356.61	74,890	374.45	78,637	393.19
<b>Step I</b>	(1)	67,927	339.64	71,322	356.61	74,890	374.45	78,635	393.18	82,568	412.84
<b>Step J</b>	(1)	71,322	356.61	74,890	374.45	78,635	393.18	82,566	412.83	86,698	433.49
<b>Step K</b>	(1)	74,888	374.44	78,635	393.18	82,566	412.83	86,694	433.47	91,031	455.16
<b>Step L</b>	(1)	78,632	393.16	82,564	412.82	86,694	433.47	91,029	455.15	95,581	477.91
<b>Step M</b>	(1)	78,632	393.16	86,692	433.46	91,029	455.15	95,579	477.90	100,361	501.81
<b>Step N</b>	(1)	78,632	393.16	91,027	455.14	95,581	477.91	100,359	501.80	105,380	526.90
<b>Step O</b>	(1)	78,632	393.16	95,577	477.89	100,361	501.81	105,378	526.89	110,648	553.24
<b>Step P</b>	(1)	78,632	393.16	100,357	501.79	105,378	526.89	110,646	553.23	116,179	580.90
<b>Step Q</b>	(1)	78,632	393.16	100,357	501.79	105,378	526.89	110,646	553.23	116,179	580.90
<b>STEP L-1*</b>	(4)	82,007	410.04	104,666	523.33	109,905	549.53	115,396	576.98	121,168	605.84
<b>STEP L-2*</b>	(4)	84,056	420.28	107,280	536.40	112,650	563.25	118,281	591.41	124,197	620.99
<b>STEP L-3*</b>	(4)	86,157	430.79	109,963	549.82	115,469	577.35	121,238	606.19	127,301	636.51
<b>STEP L-4</b>	(4)	88,311	441.56	112,712	563.56	118,356	591.78	124,269	621.35	130,484	652.42

**STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.**

\* There is a four year waiting period on Longevity Steps N, L-1, L-2 and L-3.

**2021-22 CAP2 (Career Advancement Program Portfolio 2)  
Non-Retirement Eligible Teacher (T-Scale) Salary Schedule  
(Employees working in a position less than .50 FTE)**

<b>200 Days - 7.5 hours/Day</b>											
	<b>Grade</b>	<b>Bachelor's (B2)</b>		<b>Bachelor's + 15 (C2)</b>		<b>Master's (M2)</b>		<b>Master's +30 (X2)</b>		<b>Doctorate (D2)</b>	
	<b>(Wait)</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>	<b>Daily</b>
<b>Step A</b>	(1)	46,733	233.67	49,072	245.36	51,524	257.62	54,103	270.51	56,804	284.02
<b>Step B</b>	(1)	47,444	237.22	49,815	249.08	52,305	261.53	54,923	274.62	57,667	288.33
<b>Step C</b>	(1)	48,155	240.77	50,565	252.82	53,091	265.45	55,748	278.74	58,533	292.67
<b>Step D</b>	(1)	50,565	252.82	53,091	265.45	55,748	278.74	58,531	292.66	61,461	307.31
<b>Step E</b>	(1)	53,091	265.45	55,746	278.73	58,531	292.66	61,459	307.30	64,534	322.67
<b>Step F</b>	(1)	55,746	278.73	58,531	292.66	61,459	307.30	64,533	322.66	67,762	338.81
<b>Step G</b>	(1)	58,531	292.66	61,459	307.30	64,533	322.66	67,756	338.78	71,147	355.74
<b>Step H</b>	(1)	61,459	307.30	64,531	322.65	67,756	338.78	71,146	355.73	74,705	373.53
<b>Step I</b>	(1)	64,531	322.65	67,756	338.78	71,146	355.73	74,703	373.52	78,440	392.20
<b>Step J</b>	(1)	67,756	338.78	71,146	355.73	74,703	373.52	78,438	392.19	82,363	411.82
<b>Step K</b>	(1)	71,144	355.72	74,703	373.52	78,438	392.19	82,359	411.80	86,479	432.40
<b>Step L</b>	(1)	74,700	373.50	78,436	392.18	82,359	411.80	86,478	432.39	90,802	454.01
<b>Step M</b>	(1)	74,700	373.50	82,357	411.79	86,478	432.39	90,800	454.00	95,343	476.71
<b>Step N</b>	(1)	74,700	373.50	86,476	432.38	90,802	454.01	95,341	476.71	100,111	500.56
<b>Step O</b>	(1)	74,700	373.50	90,798	453.99	95,343	476.71	100,109	500.55	105,116	525.58
<b>Step P</b>	(1)	74,700	373.50	95,339	476.70	100,109	500.55	105,114	525.57	110,370	551.85
<b>Step Q</b>	(1)	74,700	373.50	95,339	476.70	100,109	500.55	105,114	525.57	110,370	551.85
<b>STEP L-1*</b>	(4)	77,907	389.53	99,433	497.16	104,410	522.05	109,626	548.13	115,110	575.55
<b>STEP L-2*</b>	(4)	79,853	399.27	101,916	509.58	107,018	535.09	112,367	561.83	117,987	589.94
<b>STEP L-3</b>	(4)	81,849	409.25	104,465	522.32	109,696	548.48	115,176	575.88	120,936	604.68
<b>STEP L-4*</b>	(4)	83,895	419.48	107,076	535.38	112,438	562.19	118,056	590.28	123,960	619.80

**STEP DOES NOT EQUATE TO YEARS OF EXPERIENCE.**

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

**2021-22 Extended Day (X-Scale) Salary Schedule for Retirement Eligible Employees  
(Employees working in a .50 FTE or greater position)**

<b>X-Scale 191 Days Team Leader - 10 Month 6 Hours</b>															
<b>Grade</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>06</b>	16.89	17.35	18.30	18.72	19.42	20.13	20.90	21.70	22.51	23.38	24.29	25.79	26.56	27.84	28.67
<b>Daily</b>	101.34	104.10	109.80	112.32	116.52	120.78	125.40	130.20	135.06	140.28	145.74	154.74	159.36	167.04	172.02
<b>20 Pays</b>	967.80	994.16	1,048.59	1,072.66	1,112.77	1,153.45	1,197.57	1,243.41	1,289.82	1,339.67	1,391.82	1,477.77	1,521.89	1,595.23	1,642.79
<b>24 Pays</b>	806.50	828.46	873.83	893.88	927.31	961.21	997.98	1,036.18	1,074.85	1,116.40	1,159.85	1,231.47	1,268.24	1,329.36	1,368.99
<b>Annual</b>	19,355.94	19,883.10	20,971.80	21,453.12	22,255.32	23,068.98	23,951.40	24,868.20	25,796.46	26,793.48	27,836.34	29,555.34	30,437.76	31,904.64	32,855.82

<b>X-Scale 191 Days Assistant Supervisor - 10 Month 7.50 Hours</b>															
<b>Grade 08</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	18.63	19.36	20.15	20.95	21.76	22.64	23.57	24.48	25.49	26.50	27.56	28.38	29.23	30.11	31.02
<b>Daily</b>	139.73	145.20	151.13	157.13	163.20	169.80	176.78	183.60	191.18	198.75	206.70	212.85	219.23	225.83	232.65
<b>20 Pays</b>	1,334.42	1,386.66	1,443.29	1,500.59	1,558.56	1,621.59	1,688.25	1,753.38	1,825.77	1,898.06	1,973.99	2,032.72	2,093.65	2,156.68	2,221.81
<b>24 Pays</b>	1,112.02	1,155.55	1,202.74	1,250.49	1,298.80	1,351.33	1,406.87	1,461.15	1,521.47	1,581.72	1,644.99	1,693.93	1,744.71	1,797.23	1,851.51
<b>Annual</b>	26,688.43	27,733.20	28,865.83	30,011.83	31,171.20	32,431.80	33,764.98	35,067.60	36,515.38	37,961.25	39,479.70	40,654.35	41,872.93	43,133.53	44,436.15

<b>X-Scale 191 Days Supervisor - 10 Month 7.50 Hours</b>															
<b>Grade 12</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	24.44	25.42	26.43	27.50	28.57	29.73	30.92	32.13	33.43	34.76	36.13	37.21	38.34	39.48	40.67
<b>Daily</b>	183.30	190.65	198.23	206.25	214.28	222.98	231.90	240.98	250.73	260.70	270.98	279.08	287.55	296.10	305.03
<b>20 Pays</b>	1,750.52	1,820.71	1,893.10	1,969.69	2,046.37	2,129.46	2,214.65	2,301.36	2,394.47	2,489.69	2,587.86	2,665.21	2,746.10	2,827.76	2,913.04
<b>24 Pays</b>	1,458.76	1,517.26	1,577.58	1,641.41	1,705.31	1,774.55	1,845.54	1,917.80	1,995.39	2,074.74	2,156.55	2,221.01	2,288.42	2,356.46	2,427.53
<b>Annual</b>	35,010.30	36,414.15	37,861.93	39,393.75	40,927.48	42,589.18	44,292.90	46,027.18	47,889.43	49,793.70	51,757.18	53,304.28	54,922.05	56,555.10	58,260.73

<b>X-Scale 209 Days Barcroft Assistant Supervisor - 11 Month 7.5 Hours</b>															
<b>Grade 08</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	18.63	19.36	20.15	20.95	21.76	22.64	23.57	24.48	25.49	26.50	27.56	28.38	29.23	30.11	31.02
<b>Daily</b>	139.73	145.20	151.13	157.13	163.20	169.80	176.78	183.60	191.18	198.75	206.70	212.85	219.23	225.83	232.65
<b>24 Pays</b>	1,216.82	1,264.45	1,316.09	1,368.34	1,421.20	1,478.68	1,539.46	1,598.85	1,664.86	1,730.78	1,800.01	1,853.57	1,909.13	1,966.60	2,025.99
<b>Annual</b>	29,203.57	30,346.80	31,586.17	32,840.17	34,108.80	35,488.20	36,947.02	38,372.40	39,956.62	41,538.75	43,200.30	44,485.65	45,819.07	47,198.47	48,623.85

<b>X-Scale 209 Days Barcroft Supervisor - 11 Month 7.5 Hours</b>															
<b>Grade 12</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	24.44	25.42	26.43	27.50	28.57	29.73	30.92	32.13	33.43	34.76	36.13	37.21	38.34	39.48	40.67
<b>Daily</b>	183.30	190.65	198.23	206.25	214.28	222.98	231.90	240.98	250.73	260.70	270.98	279.08	287.55	296.10	305.03
<b>24 Pays</b>	1,596.24	1,660.24	1,726.25	1,796.09	1,866.02	1,941.78	2,019.46	2,098.53	2,183.44	2,270.26	2,359.78	2,430.32	2,504.08	2,578.54	2,656.30
<b>Annual</b>	38,309.70	39,845.85	41,430.07	43,106.25	44,784.52	46,602.82	48,467.10	50,364.82	52,402.57	54,486.30	56,634.82	58,327.72	60,097.95	61,884.90	63,751.27

**2021-22 Extended Day (X-Scale) Salary Schedule for Non-Retirement Employees  
(Employees working in a position less than .50 FTE)**

<b>X-Scale 191 Days Team Leader - 10 Month 6 Hours</b>															
<b>Grade</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>06</b>	16.05	16.48	17.39	17.78	18.45	19.12	19.86	20.62	21.38	22.21	23.08	24.50	25.23	26.45	27.24
<b>Daily</b>	96.27	98.90	104.31	106.70	110.69	114.74	119.13	123.69	128.31	133.27	138.45	147.00	151.39	158.69	163.42
<b>20 Pays</b>	919.38	944.50	996.16	1,018.99	1,057.09	1,095.77	1,137.69	1,181.24	1,225.36	1,272.73	1,322.20	1,403.85	1,445.77	1,515.49	1,560.66
<b>24 Pays</b>	766.15	787.08	830.13	849.15	880.91	913.14	948.08	984.37	1,021.13	1,060.61	1,101.83	1,169.88	1,204.81	1,262.91	1,300.55
<b>Annual</b>	18,387.57	18,889.90	19,923.21	20,379.70	21,141.79	21,915.34	22,753.83	23,624.79	24,507.21	25,454.57	26,443.95	28,077.00	28,915.49	30,309.79	31,213.22

<b>X-Scale 191 Days Assistant Supervisor - 10 Month 7.50 Hours</b>															
<b>Grade 08</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	17.70	18.39	19.14	19.90	20.67	21.51	22.39	23.26	24.22	25.18	26.18	26.96	27.77	28.60	29.47
<b>Daily</b>	132.74	137.94	143.57	149.27	155.04	161.31	167.94	174.42	181.62	188.81	196.37	202.21	208.26	214.53	221.02
<b>20 Pays</b>	1,267.67	1,317.33	1,371.09	1,425.53	1,480.63	1,540.51	1,603.83	1,665.71	1,734.47	1,803.14	1,875.33	1,931.11	1,988.88	2,048.76	2,110.74
<b>24 Pays</b>	1,056.39	1,097.77	1,142.58	1,187.94	1,233.86	1,283.76	1,336.52	1,388.09	1,445.39	1,502.61	1,562.78	1,609.25	1,657.40	1,707.30	1,758.95
<b>Annual</b>	25,353.34	26,346.54	27,421.87	28,510.57	29,612.64	30,810.21	32,076.54	33,314.22	34,689.42	36,062.71	37,506.67	38,622.11	39,777.66	40,975.23	42,214.82

<b>X-Scale 191 Days Supervisor - 10 Month 7.50 Hours</b>															
<b>Grade 12</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	23.22	24.15	25.11	26.13	27.14	28.24	29.37	30.52	31.76	33.02	34.32	35.35	36.42	37.51	38.64
<b>Daily</b>	174.14	181.12	188.31	195.94	203.56	211.83	220.31	228.93	238.19	247.67	257.43	265.12	273.17	281.30	289.77
<b>20 Pays</b>	1,663.04	1,729.70	1,798.36	1,871.23	1,944.00	2,022.98	2,103.96	2,186.28	2,274.71	2,365.25	2,458.46	2,531.90	2,608.77	2,686.42	2,767.30
<b>24 Pays</b>	1,385.86	1,441.41	1,498.63	1,559.36	1,620.00	1,685.81	1,753.30	1,821.90	1,895.60	1,971.04	2,048.71	2,109.91	2,173.98	2,238.68	2,306.09
<b>Annual</b>	33,260.74	34,593.92	35,967.21	37,424.54	38,879.96	40,459.53	42,079.21	43,725.63	45,494.29	47,304.97	49,169.13	50,637.92	52,175.47	53,728.30	55,346.07

<b>X-Scale 209 Days Barcroft Assistant Supervisor - 11 Month 7.5 Hours</b>															
<b>Grade 08</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	17.70	18.39	19.14	19.90	20.67	21.51	22.39	23.26	24.22	25.18	26.18	26.96	27.77	28.60	29.47
<b>Daily</b>	132.74	137.94	143.57	149.27	155.04	161.31	167.94	174.42	181.62	188.81	196.37	202.21	208.26	214.53	221.02
<b>24 Pays</b>	1,155.94	1,201.23	1,250.26	1,299.89	1,350.14	1,404.74	1,462.48	1,518.91	1,581.61	1,644.22	1,710.06	1,760.91	1,813.60	1,868.20	1,924.72
<b>Annual</b>	27,742.66	28,829.46	30,006.13	31,197.43	32,403.36	33,713.79	35,099.46	36,453.78	37,958.58	39,461.29	41,041.33	42,261.89	43,526.34	44,836.77	46,193.18

<b>X-Scale 209 Days Barcroft Supervisor - 11 Month 7.5 Hours</b>															
<b>Grade 12</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>	<b>Step J</b>	<b>Step K</b>	<b>Step L</b>	<b>Step M</b>	<b>Step N</b>	<b>Step O</b>
<b>Hourly</b>	23.22	24.15	25.11	26.13	27.14	28.24	29.37	30.52	31.76	33.02	34.32	35.35	36.42	37.51	38.64
<b>Daily</b>	174.14	181.12	188.31	195.94	203.56	211.83	220.31	228.93	238.19	247.67	257.43	265.12	273.17	281.30	289.77
<b>24 Pays</b>	1,516.47	1,577.25	1,639.87	1,706.31	1,772.67	1,844.69	1,918.53	1,993.60	2,074.24	2,156.79	2,241.79	2,308.75	2,378.86	2,449.65	2,523.41
<b>Annual</b>	36,395.26	37,854.08	39,356.79	40,951.46	42,544.04	44,272.47	46,044.79	47,846.37	49,781.71	51,763.03	53,802.87	55,410.08	57,092.53	58,791.70	60,561.93



**2021-22 Extended Day (X-Scale) Salary Schedule for Retirement Eligible Employees  
(Employees working in a .50 FTE or greater position)**

2021-22 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			15.57	15.98	16.60	17.25	17.97	18.71	19.43	20.22	20.82	21.44	22.07	23.13

**2021-22 Extended Day (X-Scale) Salary Schedule for Non-Retirement Employees  
(Employees working in a position less than .50 FTE)**

2021-22 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			14.79	15.18	15.77	16.39	17.07	17.77	18.46	19.21	19.78	20.37	20.97	21.97

## X-Scale Professional Standards

	Basic	Intermediate	Associate	Advanced	Professional
Full Time	\$587	\$735	\$998	\$1,174	\$1,468
Half Time	\$294	\$368	\$500	\$587	\$733

## 2021-22 Career, Technical and Adult Education Hourly Rates of Pay

Dept.	Job	Step	Rate
Adult Education	Facility Manager	1	\$18.36
Adult Education	Facility Manager	2	\$20.40
Adult Education	Facility Manager	3	\$22.44
Adult Education	Instructor	1	\$19.38
Adult Education	Instructor	2	\$21.42
Adult Education	Instructor	3	\$23.46
Adult Education	Instructor	4	\$25.50
Adult Education	Instructor	5	\$27.54
Adult Education	Instructor	6	\$29.58
Adult Education	Instructor	7	\$31.62
Adult Education	Office Aide	1	\$11.73
Adult Education	SSWS Specialist	1	\$25.00
Adult Education	SSWS Specialist	2	\$27.00
Adult Education	SSWS Specialist	3	\$29.00
Adult Education	Substitute Teacher/Assessment Specialist	1	\$17.34
Adult Education	Substitute Teacher/Assessment Specialist	2	\$19.38
Adult Education	Substitute Teacher/Assessment Specialist	3	\$21.42
Dept.	Job	Step	Rate
REEP	Facility Manager	1	\$19.29
REEP*	Instructor / Coordinator	1	\$22.96
REEP	Instructor / Coordinator	2	\$24.81
REEP	Instructor / Coordinator	3	\$26.41
REEP	Instructor / Coordinator	4	\$29.10
REEP	Instructor / Coordinator	5	\$30.98
REEP**	Instructor / Coordinator	6	\$32.99
REEP**	Instructor / Coordinator	7	\$35.12
REEP**	Instructor / Coordinator	L1	\$36.53
REEP**	Instructor / Coordinator	L2	\$38.01
REEP	Substitute Teacher / Placement Tester	1	\$17.15

\*Step 1 not currently used

\*\*Longevity steps: 4 years each

## 2021-22 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
	\$16.68	\$17.32	\$18.08	\$18.79	\$19.53	\$20.30	\$21.12	\$21.97	\$22.84	\$23.76	\$24.72	\$25.46	\$26.22	\$27.49

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
	\$15.47	\$16.09	\$16.76	\$17.43	\$18.13	\$18.84	\$19.59	\$20.38	\$21.19	\$22.04	\$22.93	\$23.63	\$24.33	\$25.50

## 2021-22 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
<b>Teachers, A-Scale, G-Scale, Summer Temp &amp; Extra Work</b>	
APS Homebound Teacher	\$30.60
Curriculum Development/Observation/Proctors	\$30.60
Family and Consumer Science - High School	\$24.91
Federal Grant Program Coordinator	Hourly Rate*
Homebound Teacher NON-APS	\$20.81
IEP Writing	Hourly Rate*
Intersession Assistant (APS A-Scale)	Hourly Rate*
Intersession Assistant (Non-APS)	\$14.81
Intersession Teacher (APS T-Scale)	Hourly Rate*
Intersession Teacher (Non-APS)	\$33.15
Library Media Specialist - After Hours	Hourly Rate*
Project Development	\$35.70
Saturday School	\$30.60
Staff Development Attendance	\$17.75
Staff Development Presentation	\$30.60
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)	\$33.15
Summer Work - Title 1	\$32.92
Transitional Summer Work T-Scale Counselor	Hourly Rate*
Tutoring - Individual Instruction	\$30.60
Tutoring - Small Group Instruction	\$30.60
<b>LIFE GUARDS</b>	
Life Guard 1 - LG Certification	\$11.00
Life Guard 2 - LG Certification w/1 year exp.	\$12.50
Life Guard 3 - LG Certification/Instructor AIDE/Head Guard w/2 year exp.	\$14.00
Life Guard 4 - LG Cert/Instructor (Basic)/Pool Ops HS Grad w/3 year exp.	\$15.50
Instructor 1 - LG Certification/Instructor/Pool Op w/3 year exp. +1 (LG+Inst)	\$17.00
Instructor 2 - LG Certification/Instructor w/3 year exp. +2 (LG+Inst)	\$20.00
Instructor 3 - LG Certification/Instructor w/3 year exp. +3 (LG+Inst)	\$23.00
Instructor 4 - G (2+) 4-year WASI/LGI (Coach/Water Fitness Certification) 3-5 years + certs	\$25.00 - \$30.00

Title	Amt
<b>HIGH SCHOOL STUDENTS</b>	
First Year of Work	\$7.83
Second Year of Work	\$8.15
Third Year of Work	\$8.46
<b>TEMPORARY/HOURLY EMPLOYEES</b>	
Bus Attendant	\$14.79
Bus Driver - Completed Training	\$18.16
Bus Driver - Trainee	\$14.81
Clerical/Administrative Assistant	\$14.81
Coaching Support	\$13.46
Community Center Audio/Visual Equipment Assistant Technician	\$33.66
Community Center Audio/Visual Equipment Technician	\$40.80
Community Center Facility Event Coordinator (larger events)	\$37.74
Community Center House Manager (theatre groups only)	\$37.74
Community Center Maintenance Technician (electrical set up)	\$40.80
Community Center Night Coordinator	\$20.40
Custodian/Apprentice	\$14.79
Driver - Crew Trailer	\$17.34
English Language Learners (ELL)	\$21.42
Enterprise Solutions/Information Services (Based upon specified need)	Hourly Rate*
Extended Day Substitute (Substitute Non-Trainee)	\$13.46
Extended Day Substitute Trainee (Substitute Trainee)	\$14.79
Federal Grant Program Coordinator	Hourly Rate*
Food Service Manager	\$14.81
Food Service Worker	\$14.79
Game Manager	\$20.40
Instructional Assistant	\$14.81
Lunchroom Attendant	\$14.81
Maintenance/Trades Worker	\$14.79
Sporting Event Worker I	\$15.30
Sporting Event Worker II	\$18.36
Technology Support	\$14.81
Translator (Language)	\$18.16
Translator (Sign Language Interpretation)	\$30.60

\*APS hourly rate

Updated June 1, 2021

## 2021-22 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

## 2021-22 Public Relations Liaison Stipends

Stipend Type	Fee
Public Relations Liaison	\$2,050.20
School Webmaster Liaison	\$2,050.20
Volunteer and Partnership Liaison	\$2,050.20

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

## 2021-22 Athletic Stipends

Title	Amt	Title	Amt	Title	Amt
<b>(16.4% of BA, Step 1)</b>		<b>(10.4% of BA, Step 1)</b>		<b>(6.4% of BA, Step 1)</b>	
Varsity Football Coach (HS)	\$7,642	Varsity Swim Coach (HS)	\$4,846	Basketball Coach (MS)	\$2,982
<b>(14.4% of BA, Step 1)</b>		<b>(8.4% of BA, Step 1)</b>		Club Organization Coordinator	\$2,982
Varsity Crew Coach (HS)	\$6,710	Assistant Coach Indoor Track (HS)	\$3,914	Elementary Safety Patrol (ES)	\$2,982
<b>(12.4% of BA, Step 1)</b>		Assistant Crew Coach (HS)	\$3,914	Freshman Cheer Fall (HS)	\$2,982
Assistant Activities Director - Fall	\$5,778	Assistant Cross Country Coach (HS)	\$3,914	Freshman Cheer Winter (HS)	\$2,982
Varsity Basketball Coach (HS)	\$5,778	Assistant Lacrosse Coach (HS)	\$3,914	Learn to Crew Program Coach (HS)	\$2,982
Varsity Softball Coach (HS)	\$5,778	Assistant Outdoor Track Coach (HS)	\$3,914	Soccer Coach (MS)	\$2,982
Varsity Track Coach/Outdoor (HS)	\$5,778	Color Guard (HS)	\$3,914	Swim Coach (MS)	\$2,982
Varsity Wrestling Coach (HS)	\$5,778	Dance Team Sponsor (HS)	\$3,914	Track Coach (MS)	\$2,982
Varsity Track Coach/Indoor (HS)	\$5,778	Freshman Basketball Coach (HS)	\$3,914	Varsity Dive (HS)	\$2,982
Varsity Field Hockey Coach (HS)	\$5,778	Freshman Field Hockey Coach (HS)	\$3,914	Wrestling Coach (MS)	\$2,982
Varsity Cheer Coach/Fall (HS)	\$5,778	Freshman Volleyball Coach (HS)	\$3,914	<b>(4.4% of BA, Step 1)</b>	
Varsity Baseball Coach (HS)	\$5,778	Golf Program Assistant	\$3,914	Assistant Wrestling Coach (MS)	\$2,050
Varsity Lacrosse Coach (HS)	\$5,778	Junior Varsity Basketball Coach (HS)	\$3,914	Cheer Coach Fall (MS)	\$2,050
Varsity Volleyball Coach (HS)	\$5,778	Junior Varsity Cheer Coach/Fall (HS)	\$3,914	Cheer Coach Winter (MS)	\$2,050
Freshman Football Coach (HS)	\$5,778	Junior Varsity Cheer Coach/Winter (HS)	\$3,914	Dive Coach (MS)	\$2,050
Junior Varsity Football Coach (HS)	\$5,778	Junior Varsity Softball Coach (HS)	\$3,914	Head Tennis Coach (MS)	\$2,050
Varsity Soccer Coach (HS)	\$5,778	Junior Varsity Wrestling Coach	\$3,914	Intramural Director (HS)	\$2,050
<b>(10.4% of BA, Step 1)</b>		Varsity Cheer Coach/Winter (HS)	\$3,914	Intramural Director (MS)	\$2,050
Assistant Activities Director - Winter/Spring	\$4,846	Varsity Tennis Coach (HS)	\$3,914	Intermural Ult. Frisbee Coach (HS)	\$2,050
Football Program Assistant Coach (HS)	\$4,846	<b>(6.4% of BA, Step 1)</b>		Intermural Ult. Frisbee Coach (MS)	\$2,050
Junior Varsity Baseball Coach (HS)	\$4,846	Assistant Baseball Coach (HS)	\$2,982	Tennis Program Assistant	\$2,050
Junior Varsity Field Hockey Coach(HS)	\$4,846	Assistant Basketball Coach (HS)	\$2,982	<b>(2.4% of BA, Step 1)</b>	
Junior Varsity Lacrosse Coach (HS)	\$4,846	Assistant Cheer Coach - Fall (HS)	\$2,982	Assistant Intramural Director (MS)	\$1,118
Junior Varsity Soccer Coach (HS)	\$4,846	Assistant Field Hockey Coach (HS)	\$2,982	Assistant Swim Coach (MS)	\$1,118
Junior Varsity Volleyball Coach (HS)	\$4,846	Assistant Gymnastics Coach (HS)	\$2,982	Assistant Track Coach (MS)	\$1,118
Novice Crew Coach (HS)	\$4,846	Assistant Soccer Coach (HS)	\$2,982	<b>Other Athletic Supplemental Salary</b>	
Varsity Cross Country Coach (HS)	\$4,846	Assistant Softball Coach (HS)	\$2,982	Athletic Trainer - Season (HS)	\$4,732
Varsity Golf Coach (HS)	\$4,846	Assistant Swim Coach (HS)	\$2,982	Athletic Trainer (Lacrosse - HS)	\$1,577
Varsity Gymnastics Coach (HS)	\$4,846	Assistant Volleyball Coach (HS)	\$2,982		
Varsity Rifle Coach (HS)	\$4,846	Assistant Wrestling Coach (HS)	\$2,982		

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

## 2021-22 Academic Stipends

Title	Amt	Title	Amt	Title	Amt
<b>(2.4% of BA, Step 1 of the Non-Retirement Rate)</b>		<b>(4.4% of BA, Step 1 of the Non-Retirement Rate)</b>		<b>(6.4% of BA, Step 1 of the Non-Retirement Rate)</b>	
Choral Dir. w/o Musical Component - M.S.	\$1,118	Model General Assembly Sponsor	\$2,050	Middle School Site Administrator for S.S.	\$2,982
Contact Teacher Mentors	\$1,118	National Honor Society Sponsor H.S. & HBW	\$2,050	Orchestra Director - H.S. & HBW	\$2,982
Content Lead Teacher w/ Release Time	\$1,118	Orchestra Director - M.S.	\$2,050	Policy Debate Team Sponsor H.S.	\$2,982
DECA Student Advisor H.S. & CC	\$1,118	Pep Band Director - M.S.	\$2,050	Public Forum Team Sponsor H.S.	\$2,982
FBLA Student Advisor M.S.	\$1,118	Public Relations Liaison	\$2,050	Senior Class Sponsor H.S. & HBW	\$2,982
FCCLA Student Advisor M.S.	\$1,118	Project Y.E.S. Mentor - E.S.	\$2,050	Special Education Lead Teacher - E.S.	\$2,982
Freshman Class Sponsor - H.S.	\$1,118	School Webmaster Liaison	\$2,050	Speech Team Sponsor H.S.	\$2,982
High School Tri-M Music Honor Society Sponsor	\$1,118	Scholastic Art Coordinator (Countywide)	\$2,050	Student Congress Team Sponsor H.S.	\$2,982
Honors Band Manager - M.S.	\$1,118	Science Fair Director - H.S. & HBW	\$2,050	Student Govt. Assoc. Sponsor - H.S. & HBW	\$2,982
Honors Orchestra Manager - M.S.	\$1,118	Secondary Choral Accompanist	\$2,050	Wintergaurd Ensemble Director	\$2,982
Literary Magazine Sponsor - E.S.	\$1,118	Teacher Mentor	\$2,050	<b>(8.4% of BA, Step 1 of the Non-Retirement Rate)</b>	
Lit Magazine Sponsor w/Release Time - M.S.	\$1,118	Tech. Ed. Student Org. Advisor H.S. & CC	\$2,050	High School Site Administrator for S.S.	\$3,914
Math Counts Coach M.S. & HBW M.S.	\$1,118	Tech. Ed. Student Org. Advisor M.S.	\$2,050	Indoor Percussion Ensemble Director	\$3,914
National Jr Honor Society Sponsor - M.S.	\$1,118	Trade & Industrial Org. Advisor CC	\$2,050	Instructional Lead Teacher	\$3,914
Project Y.E.S. Building Coordinator - E.S.	\$1,118	VA Jr Acad Sci Spnsr 41+ Subms HS, MS & HBW	\$2,050	Marching Band Director H.S.	\$3,914
Science Fair Director - M.S.	\$1,118	Volunteer and Partnership Liaison	\$2,050	Newspaper (Student) Sponsor - H.S. & HBW	\$3,914
Sophomore Class Sponsor - H.S.	\$1,118	Winterguard Ensemble Assistant Director	\$2,050	Yearbook Sponsor - H.S. & HBW	\$3,914
Student Council Assoc. Sponsor - M.S.	\$1,118	Yearbook Sponsor w/Commercial Vendor-E.S.	\$2,050	<b>(4.4% of BA, Step 1 of the Non-Retirement Pay Rate)</b>	
Sustainability Liaison	\$1,118	Yearbook Sponsor - M.S.	\$2,050	Team Leader H.S.	\$2,164
VA Jr Acad Sci Spnsr 11-40 Subms HS, MS & HB	\$1,118	<b>(6.4% of BA, Step 1 of the Non-Retirement Rate)</b>		Team Leader M.S.	\$2,164
Visual Art Exhibit Sponsor H.S.* & HBW*	\$1,118	Arlington Youth Symphony Conductor	\$2,982	<b>Other Academic Stipends</b>	
Yearbook Sponsor - School Published - E.S.	\$1,118	Art Lead Teacher - All Levels	\$2,982	Gifted Contact Teacher (ES)	\$985
<b>(4.4% of BA, Step 1 of the Non-Retirement Rate)</b>		Band Director - H.S. & HBW	\$2,982	Department Chair (1 - 2.9 FTE)	\$416
Arlington Youth Symphony Manager	\$2,050	Choral Director - H.S. & HBW	\$2,982	Department Chair (3 - 4.9 FTE)	\$832
Band - Brass Instructor- H.S.	\$2,050	Choral Director w/ Musical Component - M.S.	\$2,982	Department Chair (5 - 8.9 FTE)	\$1,040
Band Director - M.S.	\$2,050	CTE Secondary Lead Teacher	\$2,982	Department Chair (9 - 12.9 FTE)	\$1,248
Band - Frontline Instructor - H.S.	\$2,050	Content Lead Teacher - E.S.	\$2,982	Department Chair (13 + FTE)	\$1,458
Band - Marching & Maneuvering Instr. - H.S.	\$2,050	Drama Director - M.S. & HBW	\$2,982		
Content Lead Teacher - H.S. or M.S.	\$2,050	Drama Set Construction - H.S. & HBW	\$2,982		
Elem Honors Chorus Accompanist - ES	\$2,050	Drama Sponsor HS/1st Sem. & HBW	\$2,982		
Elementary Musical Production Director	\$2,050	Drama Sponsor HS/2nd Sem. & HBW	\$2,982		
FACE Action Team Coordinator	\$2,050	Elementary Honors Chorus - ES	\$2,982		
FCCLA Student Advisor H.S., CC, TPP	\$2,050	ESOL/HILT Lead Teacher - E.S.	\$2,982		
FBLA Student Advisor H.S.	\$2,050	ESOL/HILT Lead Teacher - M.S.	\$2,982		
Film Fest Coordinator (Countywide)	\$2,050	Honors Chorus Director - M.S.	\$2,982		
Gifted Resources K-12 Lead Teacher	\$2,050	High School Band Battery Instructor	\$2,982		
High School Band Drill Writer	\$2,050	High School Band Woodwind Instructor	\$2,982		
High School Band Music Arranger	\$2,050	High School HILT Lead Teacher	\$2,982		
High School Tech Theater Club Sponsor	\$2,050	High School Tech Theater Director (Fall)	\$2,982		
Honors Band Director - M.S.	\$2,050	High School Tech Theater Director (Spring)	\$2,982		
Honors Chorus Accompanist - M.S.	\$2,050	Indoor Percussion Ensemble Battery Instructor	\$2,982		
Honors Orchestra Director - M.S.	\$2,050	Indoor Percussion Ensemble Marching & Maneuvering	\$2,982		
Indoor Percussion Ensemble Drill Writer	\$2,050	Indoor Percussion Ensemble Director	\$2,982		
It's Academic & Scholastic Bowl Coach - H.S.	\$2,050	Indoor Percussion Frontline Instructor	\$2,982		
Jr Honors Band & Orchestra Manager - E.S.	\$2,050	Jazz Band Director - M.S.	\$2,982		
Junior Class Sponsor H.S. & HBW	\$2,050	Junior (4-6) Honors Band Director	\$2,982		
Learning Community Leader - H.S.	\$2,050	Junior (4-6) Honors Orchestra Director	\$2,982		
Library Services Lead Librarians	\$2,050	Lincoln-Douglas Team Sponsor H.S.	\$2,982		
Lit Magazine After School Club Sponsor-M.S.	\$2,050	Lincoln-Douglas Team Sponsor H.S.	\$2,982		
Model United Nations Sponsor - H.S.	\$2,050	Literary Magazine Sponsor - H.S. & HBW	\$2,982		

**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.



## 2021-22 Instructional Substitutes Rates of Pay

Description	Hourly Rate of Pay	Minimum (4 Hrs. and 15 Min)*	Daily Rate (7 Hours)
Substitute Teacher	\$15.59	\$66.26	\$109.13
Long Term Substitute Teacher (1)	\$17.31	\$73.58	\$121.19
Long Term Substitute Teacher (2)	\$25.97	\$110.37	\$181.78
School Based Substitute	\$16.45	\$69.90	\$115.12
Substitute Assistant	\$13.46	Hourly	
Substitute Athletic Trainer	\$15.59	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 2021	Rate as of July 1, 2021
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, C, G, X-scales)	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
Lunch/Recess Attendant and Health Screener		\$14.52/hr.

## 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"> <li>· Hourly Rate if Extended Day Aide during the school year</li> <li>· \$16.32 if not an Extended Day Aide during the school year</li> </ul>
Summer School Assistant Supervisor	<ul style="list-style-type: none"> <li>· Hourly Supervisor Rate if Extended Day Asst Supervisor during the school year</li> <li>· \$20.40 if not an Extended Day Asst Supervisor during the school year</li> </ul>
Summer School Subs	<ul style="list-style-type: none"> <li>· \$13.46</li> </ul>
Summer School Supervisor	<ul style="list-style-type: none"> <li>· Hourly Supervisor Rate if Extended Day Supervisor during the school year</li> <li>· \$26.52 if not an Extended Day Supervisor during the school year</li> </ul>
Trainee	<ul style="list-style-type: none"> <li>· \$14.79</li> </ul>

### STARTALK Pay Rates

StarTalk Director	<ul style="list-style-type: none"> <li>· \$48.68</li> </ul>
APS Employee	<ul style="list-style-type: none"> <li>· Non-retirement hourly rate or \$33.15, whichever is higher</li> </ul>
High School Student	<ul style="list-style-type: none"> <li>· First Year of Work      \$7.83</li> <li>· Second Year of Work     \$8.15</li> <li>· Third Year of Work       \$8.46</li> </ul>
Non-APS Employee	<ul style="list-style-type: none"> <li>· \$33.15</li> </ul>
Non-APS Staff Hourly (Non A-Scale or T-Scale)	<ul style="list-style-type: none"> <li>· \$14.81</li> </ul>