

HCTA & HCPS Tentative Agreement 10-month & 12-month Instructional (NOT OFFICIAL UNTIL RATIFIED)

E / P (10-Month)

Years Exp*	<i>Proposed Hourly Rate</i>	PROPOSED Annual Rate
E00	29.9874	\$47,500
E01	30.1452	\$47,750
E02	30.3030	\$48,000
E03	30.4609	\$48,250
E04	30.6187	\$48,500
E05	30.7765	\$48,750
E06	30.9343	\$49,000
E07	31.1080	\$49,275
E08	31.2816	\$49,550
E09	32.1244	\$50,885
E10	32.9672	\$52,220
E11	33.8100	\$53,555
E12	34.6528	\$54,890
E13	35.4956	\$56,225
E14	36.3384	\$57,560
E15	37.1812	\$58,895
E16	38.0240	\$60,230
E17	38.8668	\$61,565
E18	39.7096	\$62,900
E19	40.5524	\$64,235
E20	41.3952	\$65,570
E21	42.2380	\$66,905
E22	43.0808	\$68,240
E23	43.9331	\$69,590
E24	44.8169	\$70,990
E25	45.7639	\$72,490

**Completed years of creditable experience*

G / Q (12-Month)

Years Exp*	<i>Proposed Hourly Rate</i>	PROPOSED Annual Rate
E00	27.2426	\$55,139
E01	27.3908	\$55,439
E02	27.5390	\$55,739
E03	27.6873	\$56,039
E04	27.8355	\$56,339
E05	27.9837	\$56,639
E06	28.1319	\$56,939
E07	28.2925	\$57,264
E08	28.4531	\$57,589
E09	29.1868	\$59,074
E10	29.9205	\$60,559
E11	30.6542	\$62,044
E12	31.3878	\$63,529
E13	32.1215	\$65,014
E14	32.8552	\$66,499
E15	33.5889	\$67,984
E16	34.3226	\$69,469
E17	35.0563	\$70,954
E18	35.7900	\$72,439
E19	36.5237	\$73,924
E20	37.2574	\$75,409
E21	37.9911	\$76,894
E22	38.7248	\$78,379
E23	39.4659	\$79,879
E24	40.2317	\$81,429
E25	41.0469	\$83,079

**Completed years of creditable experience*

HCTA & HCPS Tentative Agreement 10-month & 12-month Instructional (NOT OFFICIAL UNTIL RATIFIED)

HCTA & HCPS Tentative Agreement 10-month Instructional – Employees hired prior to July 1, 2013 and not opted in to E/G/P/Q (NOT OFFICIAL UNTIL RATIFIED)

INSTRUCTIONAL SALARY SCHEDULE A (SCHDA)

For employees hired prior to July 1, 2013.

Level	Bachelor's Degree		Master's Degree		Specialist Degree		Doctorate Degree	
	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
1	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
2	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
3	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
4	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
5	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
6	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
7	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
8	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
9	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
10	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
11	29.9874	47,500.04	31.8174	50,398.76	32.7374	51,856.04	33.6474	53,297.48
12	30.0336	47,573.22	31.8636	50,471.94	32.7836	51,929.22	33.6936	53,370.66
13	30.6268	48,512.85	32.4568	51,411.57	33.3768	52,868.85	34.2868	54,310.29
14	31.2407	49,485.27	33.0707	52,383.99	33.9907	53,841.27	34.9007	55,282.71
15	31.8651	50,474.32	33.6951	53,373.04	34.6151	54,830.32	35.5251	56,271.76
16	32.5101	51,496.00	34.3401	54,394.72	35.2601	55,852.00	36.1701	57,293.44
17	33.1449	52,501.52	34.9749	55,400.24	35.8949	56,857.52	36.8049	58,298.96
18	33.8109	53,556.47	35.6409	56,455.19	36.5609	57,912.47	37.4709	59,353.91
19	34.4768	54,611.25	36.3068	57,509.97	37.2268	58,967.25	38.1368	60,408.69
20	35.1635	55,698.98	36.9935	58,597.70	37.9135	60,054.98	38.8235	61,496.42
21	35.8711	56,819.82	37.7011	59,718.54	38.6211	61,175.82	39.5311	62,617.26
22	36.5891	57,957.13	38.4191	60,855.85	39.3391	62,313.13	40.2491	63,754.57
23	37.3175	59,110.92	39.1475	62,009.64	40.0675	63,466.92	40.9775	64,908.36
24	38.0563	60,281.18	39.8863	63,179.90	40.8063	64,637.18	41.7163	66,078.62
25	38.8158	61,484.23	40.6458	64,382.95	41.5658	65,840.23	42.4758	67,281.67
26	39.5962	62,720.38	41.4262	65,619.10	42.3462	67,076.38	43.2562	68,517.82
27	40.387	63,973.01	42.217	66,871.73	43.137	68,329.01	44.047	69,770.45
28	41.1921	65,248.29	43.0221	68,147.01	43.9421	69,604.29	44.8521	71,045.73

HCTA & HCPS Tentative Agreement 10-month Instructional – Employees hired prior to July 1, 2013 and not opted in to E/G/P/Q (NOT OFFICIAL UNTIL RATIFIED)

HCTA & HCPS Tentative Agreement 12-month Instructional – Employees hired prior to July 1, 2013 and not opted in to E/G/P/Q (NOT OFFICIAL UNTIL RATIFIED)

INSTRUCTIONAL SALARY SCHEDULE B (SCHDB)

For employees hired prior to July 1, 2013.

Level	Bachelor's Degree		Master's Degree		Specialist Degree		Doctorate Degree	
	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
1	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
2	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
3	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
4	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
5	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
6	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
7	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
8	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
9	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
10	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
11	27.1058	54,862.14	28.9358	58,566.06	29.8558	60,428.14	30.7658	62,269.98
12	27.1626	54,977.10	28.9926	58,681.02	29.9126	60,543.10	30.8226	62,384.94
13	27.7032	56,071.28	29.5332	59,775.20	30.4532	61,637.28	31.3632	63,479.12
14	28.2438	57,165.45	30.0738	60,869.37	30.9938	62,731.45	31.9038	64,573.29
15	28.8150	58,321.56	30.6450	62,025.48	31.5650	63,887.56	32.4750	65,729.40
16	29.3862	59,477.67	31.2162	63,181.59	32.1362	65,043.67	33.0462	66,885.51
17	29.9982	60,716.36	31.8282	64,420.28	32.7482	66,282.36	33.6582	68,124.20
18	30.5898	61,913.76	32.4198	65,617.68	33.3398	67,479.76	34.2498	69,321.60
19	31.2018	63,152.44	33.0318	66,856.36	33.9518	68,718.44	34.8618	70,560.28
20	31.8036	64,370.49	33.6336	68,074.41	34.5536	69,936.49	35.4636	71,778.33
21	32.4462	65,671.11	34.2762	69,375.03	35.1962	71,237.11	36.1062	73,078.95
22	33.0888	66,971.73	34.9188	70,675.65	35.8388	72,537.73	36.7488	74,379.57
23	33.7518	68,313.64	35.5818	72,017.56	36.5018	73,879.64	37.4118	75,721.48
24	34.4250	69,676.20	36.2550	73,380.12	37.1750	75,242.20	38.0850	77,084.04
25	35.1186	71,080.05	36.9486	74,783.97	37.8686	76,646.05	38.7786	78,487.89
26	35.8122	72,483.89	37.6422	76,187.81	38.5622	78,049.89	39.4722	79,891.73
27	36.5364	73,949.67	38.3664	77,653.59	39.2864	79,515.67	40.1964	81,357.51
28	37.2606	75,415.45	39.0906	79,119.37	40.0106	80,981.45	40.9206	82,823.29

HCTA & HCPS Tentative Agreement 112-month Instructional – Employees hired prior to July 1, 2013 and not opted in to E/G/P/Q (NOT OFFICIAL UNTIL RATIFIED)

HCTA & HCPS Tentative Agreement *NEW* STUDENT SERVICES Schedule (NOT OFFICIAL UNTIL RATIFIED)

198 Days						
Years Exp*	Master's Degree		Specialist Degree		Doctorate Degree	
	Proposed Hourly Rate	PROPOSED Annual Rate	Proposed Hourly Rate	PROPOSED Annual Rate	Proposed Hourly Rate	PROPOSED Annual Rate
0	31.8503	\$50,450.84	32.8391	\$52,017.10	33.8176	\$53,567.04
1	32.6277	\$51,682.31	33.6165	\$53,248.57	34.5950	\$54,798.51
2	33.1215	\$52,464.46	34.1103	\$54,030.72	35.0888	\$55,580.67
3	33.6153	\$53,246.61	34.6041	\$54,812.87	35.5826	\$56,362.82
4	34.0986	\$54,012.12	35.0874	\$55,578.38	36.0659	\$57,128.33
5	34.6134	\$54,827.56	35.6022	\$56,393.82	36.5807	\$57,943.76
6	35.1282	\$55,642.99	36.1170	\$57,209.25	37.0955	\$58,759.19
7	35.6535	\$56,475.06	36.6423	\$58,041.32	37.6208	\$59,591.27
8	36.1893	\$57,323.78	37.1781	\$58,890.04	38.1566	\$60,439.98
9	36.7251	\$58,172.50	37.7139	\$59,738.76	38.6924	\$61,288.70
10	37.2819	\$59,054.50	38.2707	\$60,620.76	39.2492	\$62,170.70
11	37.8387	\$59,936.50	38.8275	\$61,502.76	39.8060	\$63,052.70
12	38.3955	\$60,818.50	39.3843	\$62,384.76	40.3628	\$63,934.70
13	38.9628	\$61,717.14	39.9516	\$63,283.40	40.9301	\$64,833.34
14	39.5512	\$62,649.06	40.5400	\$64,215.32	41.5185	\$65,765.27
15	40.1500	\$63,597.63	41.1388	\$65,163.89	42.1173	\$66,713.83
16	40.7594	\$64,562.84	41.7482	\$66,129.09	42.7267	\$67,679.04
17	41.3687	\$65,528.04	42.3575	\$67,094.30	43.3360	\$68,644.25
18	41.9886	\$66,509.89	42.9774	\$68,076.15	43.9559	\$69,626.09
19	42.6184	\$67,502.57	43.6072	\$69,073.83	44.5857	\$70,623.77
20	43.2577	\$68,520.25	44.2465	\$70,086.51	45.2250	\$71,636.45
21	43.9066	\$69,548.05	44.9102	\$71,137.81	45.9034	\$72,711.00
22	44.5652	\$70,591.28	45.5839	\$72,204.87	46.5920	\$73,801.67
23	45.2337	\$71,650.14	46.2676	\$73,287.95	47.2908	\$74,908.69
24	45.9122	\$72,724.90	46.9617	\$74,387.27	48.0002	\$76,032.32
25	46.6009	\$73,815.77	47.6661	\$75,503.08	48.7202	\$77,172.81

*Completed years of creditable experience

205 Days						
Years Exp*	Master's Degree		Specialist Degree		Doctorate Degree	
	Proposed Hourly Rate	PROPOSED Annual Rate	Proposed Hourly Rate	PROPOSED Annual Rate	Proposed Hourly Rate	PROPOSED Annual Rate
0	31.8503	\$52,234.46	32.8391	\$53,856.09	33.8176	\$55,460.83
1	32.6277	\$53,509.46	33.6165	\$55,131.10	34.5950	\$56,735.84
2	33.1215	\$54,319.27	34.1103	\$55,940.90	35.0888	\$57,545.64
3	33.6153	\$55,129.07	34.6041	\$56,750.70	35.5826	\$58,355.44
4	34.0986	\$55,921.64	35.0874	\$57,543.27	36.0659	\$59,148.01
5	34.6134	\$56,765.90	35.6022	\$58,387.54	36.5807	\$59,992.28
6	35.1282	\$57,610.17	36.1170	\$59,231.80	37.0955	\$60,836.54
7	35.6535	\$58,471.66	36.6423	\$60,093.29	37.6208	\$61,698.03
8	36.1893	\$59,350.38	37.1781	\$60,972.01	38.1566	\$62,576.75
9	36.7251	\$60,229.10	37.7139	\$61,850.73	38.6924	\$63,455.47
10	37.2819	\$61,142.28	38.2707	\$62,763.92	39.2492	\$64,368.66
11	37.8387	\$62,055.47	38.8275	\$63,677.10	39.8060	\$65,281.84
12	38.3955	\$62,968.65	39.3843	\$64,590.28	40.3628	\$66,195.02
13	38.9628	\$63,899.06	39.9516	\$65,520.69	40.9301	\$67,125.43
14	39.5512	\$64,863.97	40.5400	\$66,485.56	41.5185	\$68,090.30
15	40.1500	\$65,846.03	41.1388	\$67,467.63	42.1173	\$69,072.40
16	40.7594	\$66,845.36	41.7482	\$68,466.99	42.7267	\$70,071.73
17	41.3687	\$67,844.69	42.3575	\$69,466.32	43.3360	\$71,071.06
18	41.9886	\$68,861.25	42.9774	\$70,482.88	43.9559	\$72,087.62
19	42.6184	\$69,894.20	43.6072	\$71,515.83	44.5857	\$73,120.57
20	43.2577	\$70,942.63	44.2465	\$72,564.32	45.2250	\$74,169.06
21	43.9066	\$72,006.82	44.9102	\$73,652.78	45.9034	\$75,281.59
22	44.5652	\$73,086.93	45.5839	\$74,757.57	46.5920	\$76,410.82
23	45.2337	\$74,183.23	46.2676	\$75,878.94	47.2908	\$77,556.98
24	45.9122	\$75,295.98	46.9617	\$77,017.12	48.0002	\$78,720.33
25	46.6009	\$76,425.42	47.6661	\$78,172.38	48.7202	\$79,901.14

*Completed years of creditable experience

HCTA & HCPS Tentative Agreement *NEW* STUDENT SERVICES Schedule (NOT OFFICIAL UNTIL RATIFIED)

HCTA & HCPS Tentative Agreement *NEW* STUDENT SERVICES Schedule (NOT OFFICIAL UNTIL RATIFIED)

HCTA & HCPS Proposal – Student Services Schedule (12 Month Employee)						
	Master's Degree		Specialist Degree		Doctorate Degree	
Level	MD Hourly Rate	MD Annual Salary	SD Hourly Rate	SD Annual Salary	DD Hourly Rate	DD Annual Salary
0	28.6653	\$58,018.47	29.5552	\$59,819.66	30.4358	\$61,602.10
1	29.3649	\$59,434.66	30.2549	\$61,235.86	31.1355	\$63,018.29
2	29.8094	\$60,334.13	30.6993	\$62,135.33	31.5799	\$63,917.77
3	30.2538	\$61,233.60	31.1437	\$63,034.80	32.0243	\$64,817.24
4	30.6887	\$62,113.94	31.5786	\$63,915.14	32.4593	\$65,697.57
5	31.1520	\$63,051.69	32.0419	\$64,852.89	32.9226	\$66,635.32
6	31.6153	\$63,989.44	32.5053	\$65,790.64	33.3859	\$67,573.07
7	32.0881	\$64,946.32	32.9780	\$66,747.52	33.8587	\$68,529.96
8	32.5703	\$65,922.35	33.4603	\$67,723.55	34.3409	\$69,505.98
9	33.0526	\$66,898.37	33.9425	\$68,699.57	34.8231	\$70,482.01
10	33.5537	\$67,912.67	34.4436	\$69,713.87	35.3243	\$71,496.31
11	34.0548	\$68,926.97	34.9447	\$70,728.17	35.8254	\$72,510.61
12	34.5560	\$69,941.27	35.4459	\$71,742.47	36.3265	\$73,524.91
13	35.0666	\$70,974.71	35.9565	\$72,775.91	36.8371	\$74,558.34
14	35.5961	\$72,046.42	36.4860	\$73,847.62	37.3666	\$75,630.06
15	36.1350	\$73,137.27	37.0249	\$74,938.47	37.9056	\$76,720.91
16	36.6834	\$74,247.26	37.5733	\$76,048.46	38.4540	\$77,830.89
17	37.2318	\$75,357.25	38.1218	\$77,158.45	39.0024	\$78,940.88
18	37.7897	\$76,486.38	38.6796	\$78,287.57	39.5603	\$80,070.01
19	38.3566	\$77,633.70	39.2465	\$79,434.90	40.1271	\$81,217.33
20	38.9320	\$78,798.29	39.8219	\$80,599.49	40.7025	\$82,381.92
21	39.5159	\$79,980.26	40.4058	\$81,781.42	41.2865	\$83,563.96
22	40.1087	\$81,179.97	40.9986	\$82,981.12	41.8793	\$84,763.66
23	40.7103	\$82,397.67	41.6002	\$84,198.82	42.4809	\$85,981.36
24	41.3210	\$83,633.63	42.2109	\$85,434.79	43.0916	\$87,217.33
25	41.9408	\$84,888.14	42.8307	\$86,689.29	43.7114	\$88,471.83

HCTA & HCPS Tentative Agreement New ESP Schedule (NOT OFFICIAL UNTIL RATIFIED)

2023-2024 PROPOSED INSTRUCTIONAL SUPPORT SALARY SCHEDULE (ESP)

	<i>Level</i>																							
<i>Grade</i>	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
15	15.00	15.23	15.45	15.69	15.92	16.16	16.40	16.65	16.90	17.15	17.41	17.67	17.93	18.20	18.48	18.75	19.03	19.32	19.61	19.90	20.20	20.51	20.81	21.13
16	15.30	15.53	15.76	16.00	16.24	16.48	16.73	16.98	17.24	17.49	17.76	18.02	18.29	18.57	18.85	19.13	19.42	19.71	20.00	20.30	20.61	20.92	21.23	21.55
17	15.61	15.84	16.08	16.32	16.56	16.81	17.06	17.32	17.58	17.84	18.11	18.38	18.66	18.94	19.22	19.51	19.80	20.10	20.40	20.71	21.02	21.33	21.65	21.98
18	15.92	16.16	16.40	16.65	16.89	17.15	17.41	17.67	17.93	18.20	18.47	18.75	19.03	19.32	19.61	19.90	20.20	20.50	20.81	21.12	21.44	21.76	22.09	22.42
19	16.24	16.48	16.73	16.98	17.23	17.49	17.75	18.02	18.29	18.56	18.84	19.13	19.41	19.70	20.00	20.30	20.60	20.91	21.23	21.55	21.87	22.20	22.53	22.87
20	16.56	16.81	17.06	17.32	17.58	17.84	18.11	18.38	18.66	18.94	19.22	19.51	19.80	20.10	20.40	20.71	21.02	21.33	21.65	21.98	22.31	22.64	22.98	23.32
21	16.89	17.15	17.40	17.66	17.93	18.20	18.47	18.75	19.03	19.31	19.60	19.90	20.20	20.50	20.81	21.12	21.44	21.76	22.08	22.42	22.75	23.09	23.44	23.79
22	17.23	17.49	17.75	18.02	18.29	18.56	18.84	19.12	19.41	19.70	20.00	20.30	20.60	20.91	21.22	21.54	21.87	22.19	22.53	22.86	23.21	23.55	23.91	24.27
23	17.57	17.84	18.11	18.38	18.65	18.93	19.22	19.51	19.80	20.10	20.40	20.70	21.01	21.33	21.65	21.97	22.30	22.64	22.98	23.37	23.85	24.31	24.81	25.31
24	17.93	18.20	18.47	18.75	19.03	19.31	19.60	19.90	20.19	20.50	20.80	21.12	21.43	21.77	22.20	22.63	23.11	23.56	24.03	24.52	25.00	25.51	26.00	26.52
25	18.28	18.56	18.84	19.12	19.41	19.70	19.99	20.30	20.70	21.11	21.53	21.98	22.41	22.86	23.30	23.79	24.25	24.74	25.23	25.72	26.24	26.78	27.32	27.87
26	18.65	18.93	19.29	19.68	20.06	20.47	20.87	21.29	21.72	22.14	22.58	23.05	23.50	23.97	24.45	24.95	25.44	25.94	26.47	27.00	27.54	28.09	28.65	29.21
27	19.45	19.85	20.23	20.64	21.05	21.47	21.92	22.35	22.80	23.25	23.70	24.19	24.68	25.15	25.66	26.18	26.70	27.23	27.78	28.34	28.91	29.49	30.07	30.67
28	20.44	20.83	21.27	21.69	22.11	22.55	23.00	23.47	23.94	24.42	24.90	25.41	25.91	26.43	26.96	27.49	28.05	28.60	29.17	29.76	30.36	30.97	31.58	32.21
29	21.45	21.87	22.32	22.78	23.22	23.68	24.16	24.64	25.12	25.62	26.15	26.67	27.20	27.75	28.31	28.87	29.46	30.02	30.63	31.24	31.88	32.51	33.17	33.83
30	22.53	22.97	23.44	23.91	24.38	24.86	25.38	25.88	26.40	26.93	27.46	28.02	28.57	29.13	29.71	30.31	30.92	31.54	32.17	32.81	33.47	34.13	34.82	35.52
31	23.63	24.09	24.59	25.07	25.57	26.10	26.61	27.15	27.69	28.23	28.82	29.39	29.96	30.56	31.17	31.79	32.44	33.08	33.75	34.43	35.12	35.81	36.53	37.26
32	24.84	25.35	25.84	26.36	26.90	27.43	27.99	28.54	29.11	29.69	30.28	30.89	31.51	32.13	32.78	33.43	34.10	34.78	35.48	36.19	36.91	37.66	38.40	39.17
33	26.07	26.59	27.10	27.64	28.19	28.78	29.35	29.93	30.53	31.14	31.76	32.41	33.04	33.71	34.38	35.08	35.77	36.49	37.22	37.95	38.72	39.50	40.29	41.10
34	27.38	27.93	28.49	29.06	29.64	30.24	30.83	31.45	32.09	32.72	33.36	34.05	34.72	35.42	36.14	36.85	37.58	38.33	39.09	39.89	40.69	41.50	42.32	43.17
35	28.74	29.30	29.90	30.49	31.11	31.72	32.36	33.01	33.68	34.35	35.04	35.73	36.44	37.17	37.91	38.68	39.45	40.24	41.06	41.87	42.71	43.55	44.43	45.32
36	30.19	30.78	31.39	32.02	32.66	33.31	33.99	34.66	35.35	36.06	36.78	37.52	38.26	39.03	39.80	40.61	41.43	42.25	43.10	43.94	44.85	45.73	46.64	47.58
37	31.68	32.32	32.97	33.63	34.31	34.98	35.68	36.40	37.13	37.87	38.63	39.40	40.18	40.99	41.81	42.65	43.50	44.37	45.25	46.16	47.08	48.01	48.99	49.97
38	33.26	33.93	34.60	35.29	36.01	36.72	37.44	38.20	38.96	39.75	40.55	41.36	42.19	43.02	43.88	44.77	45.67	46.56	47.49	48.46	49.42	50.42	51.42	52.45

HCTA & HCPS Tentative Agreement New ESP Schedule (NOT OFFICIAL UNTIL RATIFIED)