

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

**E / P (10-Month)**

<b>Years Exp*</b>	<i>Proposed Hourly Rate</i>	<b>PROPOSED Annual Rate</b>
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)**

<b>Years Exp*</b>	<i>Proposed Hourly Rate</i>	<b>PROPOSED Annual Rate</b>
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 \*NEW\* STUDENT SERVICES Schedule (NOT OFFICIAL UNTIL RATIFIED)**

<b>198 Days</b>						
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

<b>205 Days</b>						
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 ESP Schedule (NOT OFFICIAL UNTIL RATIFIED)**

<i>Level</i>																								
<i>Grade</i>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<b>15</b>	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
<b>16</b>	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
<b>17</b>	15.60	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
<b>18</b>	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
<b>19</b>	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
<b>20</b>	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
<b>21</b>	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
<b>22</b>	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
<b>23</b>	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	23.78	23.85	24.31	24.81	25.31
<b>24</b>	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
<b>25</b>	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
<b>26</b>	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
<b>27</b>	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
<b>28</b>	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
<b>29</b>	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
<b>30</b>	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
<b>31</b>	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
<b>32</b>	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
<b>33</b>	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
<b>34</b>	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
<b>35</b>	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
<b>36</b>	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
<b>37</b>	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
<b>38</b>	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