

**2024-2025 ECONOMIC AGREEMENT FOR THE INSTRUCTIONAL UNIT
BETWEEN HILLSBOROUGH COUNTY PUBLIC SCHOOLS
AND THE HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION**

This agreement is made on this 25th day of June 2024, by and between the Hillsborough County Public Schools (“HCPS” or the “District”) and the Hillsborough Classroom Teachers Association (“HCTA” or the “Union”) representing the Instructional Bargaining Unit (Instructional) hereinafter collectively referred to as “the Parties.”

The Parties mutually agree to the following:

1. Effective July 1, 2024, all instructional salary schedules agreed upon shall be updated and included in Appendix A of the Collective Bargaining Agreement.
2. Effective July 1, 2024, employees in the Instructional bargaining unit shall be credited with one year of experience and shall advance one step on their respective salary schedules accordingly. Eligible employees must have worked half plus a day and have an effective evaluation for the 2023-2024 school year.
3. Effective July 1, 2024, employees at the top of their respective salary schedules will receive a one-time top step payment of two thousand dollars (\$2,000) as an additional payment to employee base pay. The payment will be made no later than the end of the first semester. Eligible employees must have worked half plus a day and have an effective evaluation for the 2023-2024 school year.
4. All instructional unit employees shall receive a one thousand five-hundred-dollar (\$1,500) one-time additional payment for the 2024-2025 school year to be paid in the first semester paycheck, August 9, 2024. Should this pay date have to change, HCTA and HCPS will reconvene to determine the date of payment. This payment is a supplement to employee base pay. Eligible employees must be current, active employees at the time of payment.
5. Effective July 1, 2024, eligible employees who are Licensed School Psychologists, Licensed SLPs, Licensed Audiologists, Licensed School Social Workers, Licensed Mental Health Clinicians, Licensed OT/PTs or Certified Behavior Analysts, will be paid a one-time seven hundred fifty-dollar (\$750) additional payment to be paid at the conclusion of the 2024-2025 school year. This payment is a supplement to employee base pay. Eligible employees must have worked half plus a day of the 2024-2025 school year and be current, active employees at the time of payment.
6. Effective July 1, 2024, eligible employees who are on steps 20-25 of the Student Services Salary Schedules will be paid a one-time one-thousand-dollar (\$1,000) additional payment to be paid no later than the end of the first semester. This payment is a supplement to employee base pay. Eligible employees must have worked half plus a day of the 2023-2024 school year.
7. Effective July 1, 2024, eligible SLPs who hold their ASHA CCC’s (American Speech Language Hearing Association Certificate of Clinical Competency) shall be paid a one-time additional payment of one thousand five hundred dollars (\$1,500) to be paid at the conclusion of the 2024-2025 school year. This payment is a supplement to employee base pay. Eligible employees must have worked half plus a day of the 2024-2025 school year and be current, active employees at the time of payment.

HCTA – June 25, 2024 (Counter #5) Instructional

8. ESE instructional employees (See attached job codes), School Psychologists, and instructional employees assigned at our Exceptional Centers will receive an additional payment for ESE retention of one thousand five hundred dollars (\$1,500) to be paid at the conclusion of the 2024-2025 school year. This payment is a supplement to employee base pay. Eligible employees must be current, active employees at the time of payment.
9. In accordance with Section 22.4.5, for the 2024-2025 school year, eligible National Board-Certified Teachers (NBCT) shall receive up to a one-time one thousand dollar (\$1,000) additional payment for the completion of ten hours of approved mentoring and/or conducting approved training through the Professional Learning Department. Payment shall be made after submission and approval of all required documentation. This payment is a supplement to employee base pay. Eligible employees must be current, active employees at the time of payment.
10. In accordance with Section 22.4.8, National Board-Certified Teachers (NBCT) shall be paid a one-time four thousand five hundred dollar (\$4,500) additional payment for those who teach in Renaissance Schools or Transformation Network Schools to be paid no later than the conclusion of the 2024-2025 school year. This payment is a supplement to employee base pay.
11. Effective July 1, 2024, instructional employees will be eligible for an Advanced Degree Supplement (See Appendix C) regardless of certification area. To be eligible for the Advanced Degree Supplement, official transcripts must be on file in the Division of Human Resources. This supplemental pay will be retroactive to the beginning of the fiscal year the transcripts have been received or to the date the degree was awarded, whichever is later.
12. In accordance with 3.4.6, for the 2024-2025 school year any instructional unit employee assigned to substitute duty during their planning choosing to be compensated shall be paid at the rate of twenty dollars (\$20) per hour.
13. The Board agrees to pay the full cost of an employee-only health insurance premium for a designated health plan offered by the Board for instructional employees in accordance with Section 13.2.1.
14. The Board will pay the cost of fingerprint monitoring fees for Instructional unit employees in accordance with Section 13.11.

Executed on this 25th day of June 2024.



Danielle Shotwell, Chief Negotiator HCPS



Rob Kriete, President, HCTA



Brittni Wegmann, Chief Negotiator, HCTA

Eligible Job Codes for ESE Instructional Supplement 2024-2025:

Job Code	Job Title
10530	Access Points
10322	Diagnostician, SLH
10533	Behavior Support
10502	Hearing Impaired
10505	Hosp/Homebound
10534	Pre-K ESE
10516	SLH
10397	Spec, ESE
19210	Therapist, Staff Occupation
19209	Therapist, Staff Physical
10531	VE
10532	Visually Impaired
12080	ESE DRTs
10435	ESE Staffing Specialists
10436	ESE Transition Specialists
10321	Audiologists
10331	School Psychologists

TA BW 6/25/2024

* WILL CONFIRM WITH AUDIT

Instructional E (10 Month) Salary Schedules

CURRENT 2023-2024				HCTA PROPOSED for 2024-2025						
Rank	Current Hourly Rate	Current Salary	Employee Raise with Step ONLY	Rank	Add \$500 to Base Salary	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	One-Time \$1,500 SUPPLEMENT	2024-2025 Employee raise with Step + \$1,500
E00	\$29.9874	\$47,500		E00	\$500	\$30.3030	\$48,000		\$1,500	\$2,000
E01	\$30.1452	\$47,750	\$250	E01	\$500	\$30.4609	\$48,250	\$250	\$1,500	\$2,250
E02	\$30.3030	\$48,000	\$250	E02	\$500	\$30.6187	\$48,500	\$250	\$1,500	\$2,250
E03	\$30.4609	\$48,250	\$250	E03	\$500	\$30.7765	\$48,750	\$250	\$1,500	\$2,250
E04	\$30.6187	\$48,500	\$250	E04	\$500	\$30.9343	\$49,000	\$250	\$1,500	\$2,250
E05	\$30.7765	\$48,750	\$250	E05	\$500	\$31.0922	\$49,250	\$250	\$1,500	\$2,250
E06	\$30.9343	\$49,000	\$250	E06	\$500	\$31.2500	\$49,500	\$250	\$1,500	\$2,250
E07	\$31.1080	\$49,275	\$275	E07	\$500	\$31.4236	\$49,775	\$275	\$1,500	\$2,275
E08	\$31.2816	\$49,550	\$275	E08	\$500	\$31.5972	\$50,050	\$275	\$1,500	\$2,275
E09	\$32.1244	\$50,885	\$1,335	E09	\$500	\$32.4400	\$51,385	\$1,335	\$1,500	\$3,335
E10	\$32.9672	\$52,220	\$1,335	E10	\$500	\$33.2828	\$52,720	\$1,335	\$1,500	\$3,335
E11	\$33.8100	\$53,555	\$1,335	E11	\$500	\$34.1256	\$54,055	\$1,335	\$1,500	\$3,335
E12	\$34.6528	\$54,890	\$1,335	E12	\$500	\$34.9684	\$55,390	\$1,335	\$1,500	\$3,335
E13	\$35.4956	\$56,225	\$1,335	E13	\$500	\$35.8112	\$56,725	\$1,335	\$1,500	\$3,335
E14	\$36.3384	\$57,560	\$1,335	E14	\$500	\$36.6540	\$58,060	\$1,335	\$1,500	\$3,335
E15	\$37.1812	\$58,895	\$1,335	E15	\$500	\$37.4968	\$59,395	\$1,335	\$1,500	\$3,335
E16	\$38.0240	\$60,230	\$1,335	E16	\$500	\$38.3396	\$60,730	\$1,335	\$1,500	\$3,335
E17	\$38.8668	\$61,565	\$1,335	E17	\$500	\$39.1824	\$62,065	\$1,335	\$1,500	\$3,335
E18	\$39.7096	\$62,900	\$1,335	E18	\$500	\$40.0253	\$63,400	\$1,335	\$1,500	\$3,335
E19	\$40.5524	\$64,235	\$1,335	E19	\$500	\$40.8681	\$64,735	\$1,335	\$1,500	\$3,335
E20	\$41.3952	\$65,570	\$1,335	E20	\$500	\$41.7109	\$66,070	\$1,335	\$1,500	\$3,335
E21	\$42.2380	\$66,905	\$1,335	E21	\$500	\$42.5537	\$67,405	\$1,335	\$1,500	\$3,335
E22	\$43.0808	\$68,240	\$1,335	E22	\$500	\$43.3965	\$68,740	\$1,335	\$1,500	\$3,335
E23	\$43.9331	\$69,590	\$1,350	E23	\$500	\$44.2487	\$70,090	\$1,350	\$1,500	\$3,350
E24	\$44.8169	\$70,990	\$1,400	E24	\$500	\$45.1326	\$71,490	\$1,400	\$1,500	\$3,400
E25	\$45.7639	\$72,490	\$1,500	E25	\$500	\$46.0795	\$72,990	\$1,500	\$1,500	\$3,500
For employees already at Step E25 Add +\$2000 Top Level Longevity + \$1,500 =										\$4,000

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* WILL CONFIRM WITH AUDIT

HCTA - June 25, 2024 (Counter #4)

Instructional G (12 Month) Salary Schedules

CURRENT 2023-2024					HCTA PROPOSED for 2024-2025						
Rank	Current hourly rate	Current Rate difference from 10-month	Current Salary	Employee Raise with Step ONLY	Rank	Proposed Difference From 10-Month	Proposed 2024-2025 hourly rate	Proposed NEW Scale	Proposed Step Increments	One-Time \$1,500 SUPPLEMENT	2024-2025 Employee raise with Step + \$1,500
E00	\$27.2426	(\$2.7448)	\$55,139		E00	(\$2.7448)	\$27.5582	\$55,778		\$1,500	\$2,139
E01	\$27.3908	(\$2.7544)	\$55,439	\$300	E01	(\$2.7544)	\$27.7065	\$56,078	\$300	\$1,500	\$2,439
E02	\$27.5390	(\$2.7640)	\$55,739	\$300	E02	(\$2.7640)	\$27.8547	\$56,378	\$300	\$1,500	\$2,439
E03	\$27.6873	(\$2.7736)	\$56,039	\$300	E03	(\$2.7736)	\$28.0029	\$56,678	\$300	\$1,500	\$2,439
E04	\$27.8355	(\$2.7832)	\$56,339	\$300	E04	(\$2.7832)	\$28.1511	\$56,978	\$300	\$1,500	\$2,439
E05	\$27.9837	(\$2.7928)	\$56,639	\$300	E05	(\$2.7928)	\$28.2994	\$57,278	\$300	\$1,500	\$2,439
E06	\$28.1319	(\$2.8024)	\$56,939	\$300	E06	(\$2.8024)	\$28.4476	\$57,578	\$300	\$1,500	\$2,439
E07	\$28.2925	(\$2.8155)	\$57,264	\$325	E07	(\$2.8155)	\$28.6081	\$57,903	\$325	\$1,500	\$2,464
E08	\$28.4531	(\$2.8285)	\$57,589	\$325	E08	(\$2.8285)	\$28.7687	\$58,228	\$325	\$1,500	\$2,464
E09	\$29.1868	(\$2.9376)	\$59,074	\$1,485	E09	(\$2.9376)	\$29.5024	\$59,713	\$1,485	\$1,500	\$3,624
E10	\$29.9205	(\$3.0467)	\$60,559	\$1,485	E10	(\$3.0467)	\$30.2361	\$61,198	\$1,485	\$1,500	\$3,624
E11	\$30.6542	(\$3.1558)	\$62,044	\$1,485	E11	(\$3.1558)	\$30.9698	\$62,683	\$1,485	\$1,500	\$3,624
E12	\$31.3878	(\$3.2649)	\$63,529	\$1,485	E12	(\$3.2649)	\$31.7035	\$64,168	\$1,485	\$1,500	\$3,624
E13	\$32.1215	(\$3.3740)	\$65,014	\$1,485	E13	(\$3.3740)	\$32.4372	\$65,653	\$1,485	\$1,500	\$3,624
E14	\$32.8552	(\$3.4831)	\$66,499	\$1,485	E14	(\$3.4831)	\$33.1709	\$67,138	\$1,485	\$1,500	\$3,624
E15	\$33.5889	(\$3.5923)	\$67,984	\$1,485	E15	(\$3.5923)	\$33.9046	\$68,623	\$1,485	\$1,500	\$3,624
E16	\$34.3226	(\$3.7014)	\$69,469	\$1,485	E16	(\$3.7014)	\$34.6383	\$70,108	\$1,485	\$1,500	\$3,624
E17	\$35.0563	(\$3.8105)	\$70,954	\$1,485	E17	(\$3.8105)	\$35.3720	\$71,593	\$1,485	\$1,500	\$3,624
E18	\$35.7900	(\$3.9196)	\$72,439	\$1,485	E18	(\$3.9196)	\$36.1057	\$73,078	\$1,485	\$1,500	\$3,624
E19	\$36.5237	(\$4.0287)	\$73,924	\$1,485	E19	(\$4.0287)	\$36.8394	\$74,563	\$1,485	\$1,500	\$3,624
E20	\$37.2574	(\$4.1378)	\$75,409	\$1,485	E20	(\$4.1378)	\$37.5731	\$76,048	\$1,485	\$1,500	\$3,624
E21	\$37.9911	(\$4.2469)	\$76,894	\$1,485	E21	(\$4.2469)	\$38.3068	\$77,533	\$1,485	\$1,500	\$3,624
E22	\$38.7248	(\$4.3560)	\$78,379	\$1,485	E22	(\$4.3560)	\$39.0405	\$79,018	\$1,485	\$1,500	\$3,624
E23	\$39.4659	(\$4.4672)	\$79,879	\$1,500	E23	(\$4.4672)	\$39.7816	\$80,518	\$1,500	\$1,500	\$3,639
E24	\$40.2317	(\$4.5852)	\$81,429	\$1,550	E24	(\$4.5852)	\$40.5474	\$82,068	\$1,550	\$1,500	\$3,689
E25	\$41.0469	(\$4.7170)	\$83,079	\$1,650	E25	(\$4.7170)	\$41.3626	\$83,718	\$1,650	\$1,500	\$3,789
For employees already at Step E25 Add +\$2000 Top Level Longevity + \$1,500 =											\$4,139

TA BW 6/25/2024
 TA BW 6/25/2024

WILL CONFIRM WITH AUDIT

HCTA - June 25, 2024 (Counter #4)

Instructional P (10 Month) Salary Schedules

CURRENT 2023-2024				HCTA PROPOSED for 2024-2025						
Rank	Current Hourly Rate	Current Salary	Employee Raise with Step ONLY	Rank	Add \$500 to Base Salary	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	One-Time \$1,500 SUPPLEMENT	2024-2025 Employee raise with Step + \$1,500
E00	\$29.9881	\$47,501.15		E00	\$500	\$30.3038	\$48,001.15		\$1,500	\$2,000
E01	\$30.1459	\$47,751.11	\$250	E01	\$500	\$30.4616	\$48,251.11	\$250	\$1,500	\$2,250
E02	\$30.3037	\$48,001.06	\$250	E02	\$500	\$30.6194	\$48,501.06	\$250	\$1,500	\$2,250
E03	\$30.4615	\$48,251.02	\$250	E03	\$500	\$30.7772	\$48,751.02	\$250	\$1,500	\$2,250
E04	\$30.6194	\$48,501.13	\$250	E04	\$500	\$30.9351	\$49,001.13	\$250	\$1,500	\$2,250
E05	\$30.7772	\$48,751.08	\$250	E05	\$500	\$31.0929	\$49,251.08	\$250	\$1,500	\$2,250
E06	\$30.9350	\$49,001.04	\$250	E06	\$500	\$31.2507	\$49,501.04	\$250	\$1,500	\$2,250
E07	\$31.1086	\$49,276.02	\$275	E07	\$500	\$31.4243	\$49,776.02	\$275	\$1,500	\$2,275
E08	\$31.2822	\$49,551.00	\$275	E08	\$500	\$31.5979	\$50,051.00	\$275	\$1,500	\$2,275
E09	\$32.1250	\$50,886.00	\$1,335	E09	\$500	\$32.4407	\$51,386.00	\$1,335	\$1,500	\$3,335
E10	\$32.9678	\$52,221.00	\$1,335	E10	\$500	\$33.2835	\$52,721.00	\$1,335	\$1,500	\$3,335
E11	\$33.8107	\$53,556.15	\$1,335	E11	\$500	\$34.1264	\$54,056.15	\$1,335	\$1,500	\$3,335
E12	\$34.6535	\$54,891.14	\$1,335	E12	\$500	\$34.9692	\$55,391.14	\$1,335	\$1,500	\$3,335
E13	\$35.4963	\$56,226.14	\$1,335	E13	\$500	\$35.8120	\$56,726.14	\$1,335	\$1,500	\$3,335
E14	\$36.3391	\$57,561.13	\$1,335	E14	\$500	\$36.6548	\$58,061.13	\$1,335	\$1,500	\$3,335
E15	\$37.1819	\$58,896.13	\$1,335	E15	\$500	\$37.4976	\$59,396.13	\$1,335	\$1,500	\$3,335
E16	\$38.0247	\$60,231.12	\$1,335	E16	\$500	\$38.3404	\$60,731.12	\$1,335	\$1,500	\$3,335
E17	\$38.8675	\$61,566.12	\$1,335	E17	\$500	\$39.1832	\$62,066.12	\$1,335	\$1,500	\$3,335
E18	\$39.7103	\$62,901.12	\$1,335	E18	\$500	\$40.0260	\$63,401.12	\$1,335	\$1,500	\$3,335
E19	\$40.5531	\$64,236.11	\$1,335	E19	\$500	\$40.8688	\$64,736.11	\$1,335	\$1,500	\$3,335
E20	\$41.5853	\$65,871.11	\$1,635	E20	\$500	\$41.9010	\$66,371.11	\$1,635	\$1,500	\$3,635
E21	\$42.2387	\$66,906.10	\$1,035	E21	\$500	\$42.5544	\$67,406.10	\$1,035	\$1,500	\$3,035
E22	\$43.0815	\$68,241.10	\$1,335	E22	\$500	\$43.3972	\$68,741.10	\$1,335	\$1,500	\$3,335
E23	\$43.9338	\$69,591.14	\$1,350	E23	\$500	\$44.2495	\$70,091.14	\$1,350	\$1,500	\$3,350
E24	\$44.8176	\$70,991.08	\$1,400	E24	\$500	\$45.1333	\$71,491.08	\$1,400	\$1,500	\$3,400
E25	\$45.7646	\$72,491.13	\$1,500	E25	\$500	\$46.0803	\$72,991.13	\$1,500	\$1,500	\$3,500
For employees already at Step E25 Add +\$2000 Top Level Longevity + \$1,500 =										\$4,000

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HCTA - June 25, 2024 (Counter #4)

Instructional Q (12 Month) Salary Schedules

* Will confirm with Audit

CURRENT 2023-2024					HCTA PROPOSED for 2024-2025						
Rank	Current hourly rate	Current Rate difference from 10-month	Current Salary	Employee Raise with Step ONLY	Rank	Proposed Difference From 10-Month	Proposed hourly rate	Proposed NEW Scale	Proposed Step Increments	One-Time \$1,500 SUPPLEMENT	2024-2025 Employee raise with Step + \$1,500
E00	\$27.2431	(\$2.7450)	\$55,140.03		E00	(\$2.7450)	\$27.5588	\$55,778.92		\$1,500	\$2,139
E01	\$27.3914	(\$2.7545)	\$55,440.19	\$300	E01	(\$2.7545)	\$27.7071	\$56,079.08	\$300	\$1,500	\$2,439
E02	\$27.5396	(\$2.7641)	\$55,740.15	\$300	E02	(\$2.7641)	\$27.8553	\$56,379.04	\$300	\$1,500	\$2,439
E03	\$27.6878	(\$2.7737)	\$56,040.11	\$300	E03	(\$2.7737)	\$28.0035	\$56,679.00	\$300	\$1,500	\$2,439
E04	\$27.8360	(\$2.7834)	\$56,340.06	\$300	E04	(\$2.7834)	\$28.1517	\$56,978.95	\$300	\$1,500	\$2,439
E05	\$27.9842	(\$2.7930)	\$56,640.02	\$300	E05	(\$2.7930)	\$28.2999	\$57,278.91	\$300	\$1,500	\$2,439
E06	\$28.1325	(\$2.8025)	\$56,940.18	\$300	E06	(\$2.8025)	\$28.4482	\$57,579.07	\$300	\$1,500	\$2,439
E07	\$28.2930	(\$2.8156)	\$57,265.03	\$325	E07	(\$2.8156)	\$28.6087	\$57,903.92	\$325	\$1,500	\$2,464
E08	\$28.4536	(\$2.8286)	\$57,590.09	\$325	E08	(\$2.8286)	\$28.7693	\$58,228.98	\$325	\$1,500	\$2,464
E09	\$29.1873	(\$2.9377)	\$59,075.10	\$1,485	E09	(\$2.9377)	\$29.5030	\$59,713.99	\$1,485	\$1,500	\$3,624
E10	\$29.9210	(\$3.0468)	\$60,560.10	\$1,485	E10	(\$3.0468)	\$30.2367	\$61,198.99	\$1,485	\$1,500	\$3,624
E11	\$30.6547	(\$3.1560)	\$62,045.11	\$1,485	E11	(\$3.1560)	\$30.9704	\$62,684.00	\$1,485	\$1,500	\$3,624
E12	\$31.3884	(\$3.2651)	\$63,530.12	\$1,485	E12	(\$3.2651)	\$31.7041	\$64,169.01	\$1,485	\$1,500	\$3,624
E13	\$32.1221	(\$3.3742)	\$65,015.13	\$1,485	E13	(\$3.3742)	\$32.4378	\$65,654.02	\$1,485	\$1,500	\$3,624
E14	\$32.8558	(\$3.4833)	\$66,500.14	\$1,485	E14	(\$3.4833)	\$33.1715	\$67,139.03	\$1,485	\$1,500	\$3,624
E15	\$33.5890	(\$3.5929)	\$67,984.15	\$1,484	E15	(\$3.5929)	\$33.9047	\$68,623.04	\$1,484	\$1,500	\$3,623
E16	\$34.3232	(\$3.7015)	\$69,470.16	\$1,486	E16	(\$3.7015)	\$34.6389	\$70,109.05	\$1,486	\$1,500	\$3,625
E17	\$35.0569	(\$3.8106)	\$70,955.17	\$1,485	E17	(\$3.8106)	\$35.3726	\$71,594.06	\$1,485	\$1,500	\$3,624
E18	\$35.7906	(\$3.9197)	\$72,440.17	\$1,485	E18	(\$3.9197)	\$36.1063	\$73,079.06	\$1,485	\$1,500	\$3,624
E19	\$36.5243	(\$4.0288)	\$73,925.18	\$1,485	E19	(\$4.0288)	\$36.8400	\$74,564.07	\$1,485	\$1,500	\$3,624
E20	\$37.2580	(\$4.3273)	\$75,410.19	\$1,485	E20	(\$4.3273)	\$37.5737	\$76,049.08	\$1,485	\$1,500	\$3,624
E21	\$37.9917	(\$4.2470)	\$76,895.20	\$1,485	E21	(\$4.2470)	\$38.3074	\$77,534.09	\$1,485	\$1,500	\$3,624
E22	\$38.7253	(\$4.3562)	\$78,380.01	\$1,485	E22	(\$4.3562)	\$39.0410	\$79,018.90	\$1,485	\$1,500	\$3,624
E23	\$39.4665	(\$4.4673)	\$79,880.20	\$1,500	E23	(\$4.4673)	\$39.7822	\$80,519.09	\$1,500	\$1,500	\$3,639
E24	\$40.2323	(\$4.5853)	\$81,430.18	\$1,550	E24	(\$4.5853)	\$40.5480	\$82,069.07	\$1,550	\$1,500	\$3,689
E25	\$41.0475	(\$4.7171)	\$83,080.14	\$1,650	E25	(\$4.7171)	\$41.3632	\$83,719.03	\$1,650	\$1,500	\$3,789
For employees already at Step E25 Add +\$2000 Top Level Longevity + \$1,500 =											\$4,139

TA TA BW 6/25/24
6/25/2024

WILL CONFIRM WITH AUDIT

2023-2024 STUDENT SERVICES - 198										HCTA PROPOSED STUDENT SERVICES - 198 for 2024-2025															
Years Exp*	2023-2024 Master's Degree			2023-2024 Specialist Degree			2023-2024 Doctorate Degree			Proposed 2024-2025 Master's Degree					Proposed 2024-2025 Specialist Degree				Proposed 2024-2025 Doctorate Degree						
	Current Hourly Rate	2023-2024 Annual Rate	Employee Raise with Step ONLY	Current Hourly Rate	2023-2024 Annual Rate	Employee Raise with Step ONLY	Current Hourly Rate	2023-2024 Annual Rate	Employee Raise with Step ONLY	Years Exp*	Add \$5.00 to Base Salary	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	One-Time \$1,500 SUPPLEMENT (+\$1,000 for Steps 7-25)	2024-2025 Employee raise with Step + Supplements	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	2024-2025 Employee raise with Step + Supplements	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	2024-2025 Employee raise with Step + Supplements	
0	\$31.8563	\$50,450.84		\$32.8391	\$52,017.10		\$33.8178	\$53,567.04		0	\$500	\$32.1859	\$50,950.84		\$1,500	\$2,000.00	\$33.1547	\$52,517.10		\$2,000.00	\$34.1332	\$54,067.04		\$2,000.00	
1	\$32.6277	\$51,682.31	\$1,231.47	\$33.6165	\$53,248.57	\$1,231.47	\$34.5950	\$54,798.51	\$1,231.47	1	\$500	\$32.9424	\$52,182.31	\$1,231.47	\$1,500	\$3,231.47	\$34.0022	\$53,748.57	\$1,231.47	\$3,231.47	\$34.9807	\$55,298.51	\$1,231.47	\$3,231.47	
2	\$33.1215	\$52,464.46	\$782.15	\$34.1103	\$54,030.72	\$782.15	\$35.0888	\$55,580.67	\$782.15	2	\$500	\$33.4372	\$52,954.46	\$782.15	\$1,500	\$2,782.15	\$34.4260	\$54,530.72	\$782.15	\$2,782.15	\$35.4045	\$56,080.67	\$782.15	\$2,782.15	
3	\$33.6153	\$53,246.61	\$782.15	\$34.6041	\$54,812.87	\$782.15	\$35.5825	\$56,362.82	\$782.15	3	\$500	\$33.9320	\$53,746.61	\$782.15	\$1,500	\$2,782.15	\$34.9197	\$55,312.87	\$782.15	\$2,782.15	\$35.8980	\$56,862.82	\$782.15	\$2,782.15	
4	\$34.0985	\$54,012.12	\$765.51	\$35.0874	\$55,576.38	\$765.51	\$36.0659	\$57,128.33	\$765.51	4	\$500	\$34.4142	\$54,512.12	\$765.51	\$1,500	\$2,765.51	\$35.4030	\$56,078.38	\$765.51	\$2,765.51	\$36.3815	\$57,628.33	\$765.51	\$2,765.51	
5	\$34.6134	\$54,827.55	\$815.44	\$35.6022	\$56,393.82	\$815.44	\$36.5907	\$57,943.76	\$815.44	5	\$500	\$34.8996	\$55,327.56	\$815.44	\$1,500	\$2,815.44	\$35.8918	\$56,893.82	\$815.44	\$2,815.44	\$36.8653	\$58,443.76	\$815.44	\$2,815.44	
6	\$35.1282	\$55,642.99	\$815.43	\$36.1170	\$57,209.25	\$815.43	\$37.0854	\$58,759.19	\$815.43	6	\$500	\$35.4438	\$56,142.99	\$815.43	\$1,500	\$2,815.43	\$36.4326	\$57,709.25	\$815.43	\$2,815.43	\$37.4111	\$59,259.19	\$815.43	\$2,815.43	
7	\$35.6534	\$56,475.06	\$832.07	\$36.6422	\$58,041.32	\$832.07	\$37.6208	\$59,591.27	\$832.07	7	\$500	\$35.9839	\$56,975.06	\$832.07	\$1,500	\$2,832.07	\$36.9529	\$58,541.32	\$832.07	\$2,832.07	\$37.9296	\$60,091.27	\$832.07	\$2,832.07	
8	\$36.1893	\$57,323.78	\$848.72	\$37.1781	\$58,890.04	\$848.72	\$38.1588	\$60,439.88	\$848.71	8	\$500	\$36.5049	\$57,823.78	\$848.72	\$1,500	\$2,848.72	\$37.4937	\$59,390.04	\$848.72	\$2,848.72	\$38.4722	\$60,939.98	\$848.71	\$2,848.71	
9	\$36.7251	\$58,172.50	\$848.72	\$37.7139	\$59,738.76	\$848.72	\$38.6924	\$61,288.70	\$848.72	9	\$500	\$37.0257	\$58,672.50	\$848.72	\$1,500	\$2,848.72	\$38.0236	\$60,238.76	\$848.72	\$2,848.72	\$38.9960	\$61,788.70	\$848.72	\$2,848.72	
10	\$37.2819	\$59,054.50	\$882.00	\$38.2797	\$60,620.76	\$882.00	\$39.2492	\$62,170.70	\$882.00	10	\$500	\$37.5976	\$59,554.50	\$882.00	\$1,500	\$2,882.00	\$38.5863	\$61,120.76	\$882.00	\$2,882.00	\$39.5648	\$62,670.70	\$882.00	\$2,882.00	
11	\$37.8387	\$59,936.50	\$882.00	\$38.8275	\$61,502.76	\$882.00	\$39.8099	\$63,052.70	\$882.00	11	\$500	\$38.1344	\$60,436.50	\$882.00	\$1,500	\$2,882.00	\$39.1452	\$62,002.76	\$882.00	\$2,882.00	\$40.1177	\$63,552.70	\$882.00	\$2,882.00	
12	\$38.3955	\$60,818.50	\$882.00	\$39.3843	\$62,384.76	\$882.00	\$40.3826	\$63,934.70	\$882.00	12	\$500	\$38.7112	\$61,318.50	\$882.00	\$1,500	\$2,882.00	\$39.7060	\$62,884.76	\$882.00	\$2,882.00	\$40.6785	\$64,434.70	\$882.00	\$2,882.00	
13	\$38.9528	\$61,717.14	\$898.64	\$39.9516	\$63,283.40	\$898.64	\$40.9301	\$64,833.34	\$898.64	13	\$500	\$39.3168	\$62,217.14	\$898.64	\$1,500	\$2,898.64	\$40.2575	\$63,783.40	\$898.64	\$2,898.64	\$41.1430	\$65,333.34	\$898.64	\$2,898.64	
14	\$39.5512	\$62,648.06	\$931.92	\$40.5400	\$64,215.32	\$931.92	\$41.5185	\$65,765.27	\$931.93	14	\$500	\$39.8688	\$63,149.06	\$931.92	\$1,500	\$2,931.92	\$40.6556	\$64,715.32	\$931.92	\$2,931.92	\$41.8341	\$66,265.27	\$931.93	\$2,931.93	
15	\$40.1500	\$63,597.63	\$948.57	\$41.1388	\$65,163.89	\$948.57	\$42.1173	\$66,713.83	\$948.56	15	\$500	\$40.4562	\$64,097.63	\$948.57	\$1,500	\$2,948.57	\$41.4045	\$65,663.89	\$948.57	\$2,948.57	\$42.4126	\$67,213.83	\$948.56	\$2,948.56	
16	\$40.7594	\$64,562.84	\$965.21	\$41.7482	\$66,129.09	\$965.21	\$42.7267	\$67,679.04	\$965.21	16	\$500	\$41.0760	\$65,062.84	\$965.21	\$1,500	\$2,965.21	\$42.0638	\$66,629.09	\$965.21	\$2,965.21	\$43.0423	\$68,179.04	\$965.21	\$2,965.21	
17	\$41.3687	\$65,528.04	\$985.20	\$42.3575	\$67,094.30	\$985.21	\$43.3380	\$68,644.25	\$985.21	17	\$500	\$41.6988	\$66,028.04	\$985.20	\$1,500	\$2,965.20	\$42.9732	\$67,584.30	\$985.21	\$2,965.21	\$43.6517	\$69,144.25	\$985.21	\$2,965.21	
18	\$41.9886	\$66,509.89	\$981.85	\$42.9774	\$68,076.15	\$981.85	\$43.9599	\$69,626.09	\$981.84	18	\$500	\$42.3042	\$67,009.89	\$981.85	\$1,500	\$2,991.85	\$43.2930	\$68,576.15	\$981.85	\$2,991.85	\$44.2715	\$70,126.09	\$981.84	\$2,991.84	
19	\$42.6184	\$67,507.57	\$997.68	\$43.6072	\$69,073.83	\$997.68	\$44.5557	\$70,623.77	\$997.68	19	\$500	\$42.9341	\$68,007.57	\$997.68	\$1,500	\$2,997.68	\$43.9221	\$69,573.83	\$997.68	\$2,997.68	\$44.9014	\$71,123.77	\$997.68	\$2,997.68	
20	\$43.2577	\$68,520.25	\$1,012.68	\$44.2495	\$70,086.51	\$1,012.68	\$45.2250	\$71,636.45	\$1,012.68	20	\$500	\$43.5794	\$69,020.25	\$1,012.68	\$2,500	\$4,012.68	\$44.5872	\$70,586.51	\$1,012.68	\$4,012.68	\$45.5407	\$72,136.45	\$1,012.68	\$4,012.68	
21	\$43.9086	\$69,548.05	\$1,027.80	\$44.9102	\$71,137.81	\$1,051.30	\$45.9034	\$72,711.00	\$1,074.55	21	\$500	\$44.2223	\$70,048.05	\$1,027.80	\$2,500	\$4,027.80	\$45.2299	\$71,637.81	\$1,051.30	\$4,051.30	\$46.2191	\$73,211.00	\$1,074.55	\$4,074.55	
22	\$44.5802	\$70,591.28	\$1,043.23	\$45.5830	\$72,204.87	\$1,067.06	\$46.5926	\$73,801.67	\$1,090.67	22	\$500	\$44.8809	\$71,091.28	\$1,043.23	\$2,500	\$4,043.23	\$45.8955	\$72,704.87	\$1,067.06	\$4,067.06	\$46.9076	\$74,301.67	\$1,090.67	\$4,090.67	
23	\$45.2337	\$71,650.14	\$1,058.86	\$46.2876	\$73,287.95	\$1,083.08	\$47.7298	\$74,908.69	\$1,107.02	23	\$500	\$45.5402	\$72,150.14	\$1,058.86	\$2,500	\$4,058.86	\$46.5833	\$73,787.95	\$1,083.08	\$4,083.08	\$47.5085	\$75,408.69	\$1,107.02	\$4,107.02	
24	\$45.9177	\$72,724.90	\$1,074.76	\$46.9817	\$74,387.27	\$1,099.32	\$48.6002	\$76,032.32	\$1,123.63	24	\$500	\$46.2278	\$73,224.90	\$1,074.76	\$2,500	\$4,074.76	\$47.2773	\$74,887.27	\$1,099.32	\$4,099.32	\$48.3159	\$76,532.32	\$1,123.63	\$4,123.63	
25	\$46.6005	\$73,815.77	\$1,090.87	\$47.6861	\$75,503.08	\$1,115.81	\$49.2502	\$77,172.81	\$1,140.49	25	\$500	\$46.9195	\$74,315.77	\$1,090.87	\$2,500	\$4,090.87	\$47.9817	\$76,003.08	\$1,115.81	\$4,115.81	\$49.0359	\$77,672.81	\$1,140.49	\$4,140.49	
										25 Add +\$2000 Longevity + \$2,500 =					\$5,000.00	Step 25 Add +\$2000 Longevity + \$2,500 =				\$5,000.00	Step 25 Add +\$2000 Longevity + \$2,500 =				\$5,000.00

TA BW TA JD 6/25/24
 6/25/2024 *WILL CONFIRM WITH AUDIT

HCTA - June 25, 2024 (Counter #4)

2023-2024 STUDENT SERVICES - 205									HCTA PROPOSED STUDENT SERVICES - 205 for 2024-2025																								
2023-2024 Master's Degree			2023-2024 Specialist Degree			2023-2024 Doctorate Degree			Proposed 2024-2025 Master's Degree					Proposed 2024-2025 Specialist Degree			Proposed 2024-2025 Doctorate Degree																
Years Exp*	Current Hourly Rate	2023-2024 Annual Rate	Employee Raise with Step ONLY	Current Hourly Rate	2023-2024 Annual Rate	Employee Raise with Step ONLY	Current Hourly Rate	2023-2024 Annual Rate	Employee Raise with Step ONLY	Years Exp*	Add \$500 to Base Salary	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	One-Time \$1,500 SUPPLEMENT (+\$1000 for Steps 20-25)	2024-2025 Employee raise with Step + Supplements	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	2024-2025 Employee raise with Step + Supplements	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	2024-2025 Employee raise with Step + Supplements									
0	\$31.6503	\$52,234.46		\$32.8391	\$53,856.09		\$33.8176	\$55,460.83		0	\$500	\$33.2820	\$52,734.46		\$1,500	\$2,000.00	\$34.3157	\$54,356.09		\$2,000.00	\$35.3288	\$55,960.83		\$2,000.00									
1	\$32.6277	\$53,509.46	\$1,275.00	\$33.6165	\$55,131.10	\$1,275.01	\$34.5950	\$56,735.84	\$1,275.01	1	\$500	\$34.2819	\$54,009.46	\$1,275.00	\$1,500	\$3,275.00	\$35.3108	\$55,631.10	\$1,275.01	\$3,275.01	\$36.3337	\$57,335.84	\$1,275.01	\$3,275.01									
2	\$33.1215	\$54,319.27	\$809.81	\$34.1103	\$55,940.90	\$809.80	\$35.0888	\$57,545.84	\$809.80	2	\$500	\$34.6081	\$54,819.27	\$809.81	\$1,500	\$2,809.81	\$35.6319	\$56,440.90	\$809.80	\$2,809.80	\$36.6450	\$58,045.64	\$809.80	\$2,809.80									
3	\$33.6153	\$55,129.07	\$809.80	\$34.6041	\$56,750.70	\$809.80	\$35.5826	\$58,355.44	\$809.80	3	\$500	\$34.9149	\$55,629.07	\$809.80	\$1,500	\$2,809.80	\$36.9431	\$57,250.70	\$809.80	\$2,809.80	\$37.7350	\$58,855.44	\$809.80	\$2,809.80									
4	\$34.0998	\$55,921.64	\$792.57	\$35.0874	\$57,543.27	\$792.57	\$36.0859	\$59,148.01	\$792.57	4	\$500	\$35.6197	\$56,421.64	\$792.57	\$1,500	\$2,792.57	\$36.6435	\$58,043.27	\$792.57	\$2,792.57	\$37.6566	\$59,648.01	\$792.57	\$2,792.57									
5	\$34.6134	\$56,765.90	\$844.26	\$35.6022	\$58,387.54	\$844.27	\$36.5907	\$59,992.28	\$844.27	5	\$500	\$36.3327	\$57,265.90	\$844.26	\$1,500	\$2,844.26	\$37.3785	\$58,887.54	\$844.27	\$2,844.27	\$38.3836	\$60,492.28	\$844.27	\$2,844.27									
6	\$35.1282	\$57,610.17	\$844.27	\$36.1170	\$9,231.80	\$844.26	\$37.0955	\$60,836.54	\$844.26	6	\$500	\$36.6857	\$58,110.17	\$844.27	\$1,500	\$2,844.27	\$37.7095	\$59,731.80	\$844.26	\$2,844.26	\$38.7226	\$61,336.54	\$844.26	\$2,844.26									
7	\$35.6535	\$58,471.66	\$861.49	\$36.6423	\$60,093.29	\$861.49	\$37.6208	\$61,698.03	\$861.49	7	\$500	\$37.2294	\$58,971.66	\$861.49	\$1,500	\$2,861.49	\$38.2633	\$60,593.29	\$861.49	\$2,861.49	\$39.2554	\$62,198.03	\$861.49	\$2,861.49									
8	\$36.1893	\$59,350.38	\$878.72	\$37.1761	\$60,972.01	\$878.72	\$38.1566	\$62,576.75	\$878.72	8	\$500	\$37.7843	\$59,850.38	\$878.72	\$1,500	\$2,878.72	\$38.8981	\$61,472.01	\$878.72	\$2,878.72	\$39.8212	\$63,076.75	\$878.72	\$2,878.72									
9	\$36.7251	\$60,229.10	\$878.72	\$37.7139	\$61,850.73	\$878.72	\$38.6924	\$63,455.47	\$878.72	9	\$500	\$38.3392	\$60,729.10	\$878.72	\$1,500	\$2,878.72	\$39.4276	\$62,350.73	\$878.72	\$2,878.72	\$40.3250	\$63,955.47	\$878.72	\$2,878.72									
10	\$37.2819	\$61,142.28	\$913.18	\$38.2707	\$62,763.92	\$913.18	\$39.2492	\$64,368.66	\$913.18	10	\$500	\$38.9158	\$61,642.28	\$913.18	\$1,500	\$2,913.18	\$39.9393	\$63,263.92	\$913.18	\$2,913.18	\$40.9524	\$64,868.66	\$913.18	\$2,913.18									
11	\$37.8387	\$62,055.46	\$913.18	\$38.8275	\$63,677.10	\$913.18	\$39.8060	\$65,281.84	\$913.18	11	\$500	\$39.4925	\$62,555.46	\$913.18	\$1,500	\$2,913.18	\$40.5136	\$64,177.10	\$913.18	\$2,913.18	\$41.5002	\$65,781.84	\$913.18	\$2,913.18									
12	\$38.3955	\$62,968.65	\$913.19	\$39.3843	\$64,590.28	\$913.18	\$40.3628	\$66,195.02	\$913.18	12	\$500	\$40.0688	\$63,468.65	\$913.19	\$1,500	\$2,913.19	\$41.0923	\$65,080.28	\$913.18	\$2,913.18	\$42.1054	\$66,695.02	\$913.18	\$2,913.18									
13	\$38.9528	\$63,899.06	\$930.41	\$39.9516	\$65,520.69	\$930.41	\$40.9301	\$67,125.43	\$930.41	13	\$500	\$40.6451	\$64,389.06	\$930.41	\$1,500	\$2,930.41	\$41.6707	\$66,020.69	\$930.41	\$2,930.41	\$42.6529	\$67,625.43	\$930.41	\$2,930.41									
14	\$39.5512	\$64,863.93	\$964.87	\$40.5400	\$66,485.56	\$964.87	\$41.5185	\$68,090.30	\$964.87	14	\$500	\$41.2651	\$65,363.93	\$964.87	\$1,500	\$2,964.87	\$42.2689	\$66,985.56	\$964.87	\$2,964.87	\$43.3020	\$68,590.30	\$964.87	\$2,964.87									
15	\$40.1500	\$65,846.03	\$982.10	\$41.1388	\$67,467.06	\$982.10	\$42.1173	\$69,072.40	\$982.10	15	\$500	\$41.8881	\$66,346.03	\$982.10	\$1,500	\$2,982.10	\$42.9026	\$67,967.06	\$982.10	\$2,982.10	\$43.9216	\$69,572.40	\$982.10	\$2,982.10									
16	\$40.7584	\$66,845.36	\$999.33	\$41.7482	\$68,466.99	\$999.33	\$42.7267	\$70,071.73	\$999.33	16	\$500	\$42.5160	\$67,345.36	\$999.33	\$1,500	\$2,999.33	\$43.5398	\$68,966.99	\$999.33	\$2,999.33	\$44.5529	\$70,571.73	\$999.33	\$2,999.33									
17	\$41.3687	\$67,844.69	\$999.33	\$42.3575	\$69,466.32	\$999.33	\$43.3350	\$71,071.06	\$999.33	17	\$500	\$43.1589	\$68,344.69	\$999.33	\$1,500	\$2,999.33	\$44.1707	\$69,966.32	\$999.33	\$2,999.33	\$45.5629	\$71,571.06	\$999.33	\$2,999.33									
18	\$41.9888	\$68,861.25	\$1,016.56	\$42.9774	\$70,482.88	\$1,016.56	\$43.9399	\$72,087.62	\$1,016.56	18	\$500	\$43.7887	\$69,361.25	\$1,016.56	\$1,500	\$3,016.56	\$44.8124	\$70,982.88	\$1,016.56	\$3,016.56	\$46.5625	\$72,576.62	\$1,016.56	\$3,016.56									
19	\$42.6184	\$69,894.20	\$1,032.95	\$43.6072	\$71,515.83	\$1,032.95	\$44.5807	\$73,120.57	\$1,032.95	19	\$500	\$44.4408	\$70,394.20	\$1,032.95	\$1,500	\$3,032.95	\$45.6946	\$72,015.83	\$1,032.95	\$3,032.95	\$47.6339	\$73,576.62	\$1,032.95	\$3,032.95									
20	\$43.2577	\$70,942.66	\$1,048.48	\$44.2493	\$72,564.32	\$1,048.48	\$45.2320	\$74,169.06	\$1,048.48	20	\$500	\$45.1077	\$71,442.68	\$1,048.48	\$2,500	\$4,048.48	\$46.8126	\$73,064.32	\$1,048.48	\$4,048.48	\$48.7396	\$74,669.06	\$1,048.48	\$4,048.48									
21	\$43.9066	\$72,006.82	\$1,064.14	\$44.9107	\$73,652.76	\$1,064.46	\$45.9034	\$75,261.59	\$1,112.53	21	\$500	\$45.7746	\$72,506.82	\$1,064.14	\$2,500	\$4,064.14	\$47.5137	\$74,152.78	\$1,064.46	\$4,064.46	\$49.8419	\$76,169.06	\$1,112.53	\$4,112.53									
22	\$44.5652	\$73,086.93	\$1,080.11	\$45.5939	\$74,757.57	\$1,104.79	\$46.5920	\$76,410.82	\$1,129.23	22	\$500	\$46.4564	\$73,586.93	\$1,080.11	\$2,500	\$4,080.11	\$48.2157	\$75,257.57	\$1,104.79	\$4,104.79	\$49.9548	\$77,190.82	\$1,129.23	\$4,129.23									
23	\$45.2337	\$74,183.23	\$1,095.30	\$46.2974	\$75,878.94	\$1,121.37	\$47.2965	\$77,556.98	\$1,146.16	23	\$500	\$47.3485	\$74,693.23	\$1,095.30	\$2,500	\$4,095.30	\$48.9150	\$76,378.94	\$1,121.37	\$4,121.37	\$49.2794	\$78,056.98	\$1,146.16	\$4,146.16									
24	\$45.9122	\$75,295.98	\$1,112.75	\$46.9917	\$77,017.12	\$1,138.18	\$48.0072	\$78,720.33	\$1,163.35	24	\$500	\$47.6510	\$75,795.98	\$1,112.75	\$2,500	\$4,112.75	\$49.5076	\$77,517.12	\$1,138.18	\$4,138.18	\$49.6126	\$79,220.33	\$1,163.35	\$4,163.35									
25	\$46.6009	\$76,425.42	\$1,129.44	\$47.6961	\$78,172.58	\$1,155.26	\$48.7302	\$79,901.14	\$1,180.61	25	\$500	\$48.5540	\$76,925.42	\$1,129.44	\$2,500	\$4,129.44	\$49.6890	\$78,672.38	\$1,155.26	\$4,155.26	\$49.7583	\$80,401.14	\$1,180.61	\$4,180.61									
Step 25 Add +\$2000 Longevity + \$2500 =																\$5,000.00	Step 25 Add +\$2000 Longevity + \$2500 =																\$5,000.00

TA JL 6/25/24

TA BW 6/25/2024

WILL CONFIRM WITH AUCM

HCTA - June 25, 2024 (Counter #4)

2023-2024 STUDENT SERVICES - 253									HCTA PROPOSED STUDENT SERVICES - 253 for 2024-2025																				
2023-2024 Master's Degree			2023-2024 Specialist Degree			2023-2024 Doctorate Degree			Proposed 2024-2025 Master's Degree				Proposed 2024-2025 Specialist Degree				Proposed 2024-2025 Doctorate Degree												
Years Exp*	Current Hourly Rate	2023-2024 Annual Rate	Employee Raise with Step ONLY	Current Hourly Rate	2023-2024 Annual Rate	Employee Raise with Step ONLY	Current Hourly Rate	2023-2024 Annual Rate	Employee Raise with Step ONLY	Years Exp*	Proposed Increase to Base Salary (based on)	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	One-Time \$1,500 SUPPLEMENT (+\$1000 for Steps 20-25)	2024-2025 Employee raise with Step + Supplements	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	2024-2025 Employee raise with Step + Supplements	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	2024-2025 Employee raise with Step + Supplements					
0	\$28.6653	\$58,018.57		\$29.5552	\$59,819.72		\$30.4359	\$61,602.26		0	\$638.89	\$28.6810	\$58,657.46		\$1,500	\$2,138.89	\$29.6709	\$60,458.61		\$2,138.89	\$30.7516	\$62,241.15		\$2,138.89					
1	\$29.3850	\$59,434.76	\$1,416.19	\$30.2549	\$61,235.92	\$1,416.20	\$31.1306	\$63,018.45	\$1,416.19	1	\$638.89	\$29.6907	\$60,073.55	\$1,415.19	\$1,500	\$3,555.08	\$30.5708	\$61,874.81	\$1,416.20	\$3,555.09	\$31.6515	\$63,657.34	\$1,416.19	\$3,555.08					
2	\$29.6094	\$60,334.23	\$899.47	\$30.6993	\$62,135.38	\$899.46	\$31.0900	\$63,917.92	\$899.47	2	\$638.89	\$30.1281	\$60,973.12	\$899.47	\$1,500	\$3,038.36	\$31.0150	\$62,774.27	\$899.46	\$3,038.35	\$32.0957	\$64,556.81	\$899.47	\$3,038.36					
3	\$30.2539	\$61,233.69	\$899.46	\$31.1437	\$63,034.85	\$899.47	\$32.0244	\$64,817.39	\$899.47	3	\$638.89	\$30.5655	\$61,872.58	\$899.45	\$1,500	\$3,038.35	\$31.4594	\$63,673.74	\$899.47	\$3,038.36	\$32.5401	\$65,456.28	\$899.47	\$3,038.36					
4	\$30.6888	\$62,114.13	\$880.44	\$31.5787	\$63,915.29	\$880.44	\$32.4593	\$65,697.62	\$880.23	4	\$638.89	\$31.0045	\$62,753.02	\$880.44	\$1,500	\$3,019.33	\$31.8944	\$64,554.18	\$880.44	\$3,019.33	\$32.9751	\$66,433.61	\$880.23	\$3,019.12					
5	\$31.1521	\$63,051.95	\$937.72	\$32.0420	\$64,853.01	\$937.72	\$32.9226	\$66,635.34	\$937.72	5	\$638.89	\$31.4433	\$63,690.74	\$937.72	\$1,500	\$3,076.61	\$32.3277	\$65,451.90	\$937.72	\$3,076.61	\$33.4099	\$67,274.23	\$937.72	\$3,076.61					
6	\$31.6154	\$63,989.57	\$937.72	\$32.5053	\$65,790.73	\$937.72	\$33.3950	\$67,573.26	\$937.92	6	\$638.89	\$31.8821	\$64,628.46	\$937.72	\$1,500	\$3,076.61	\$32.8210	\$66,429.62	\$937.72	\$3,076.61	\$33.9017	\$68,212.15	\$937.92	\$3,076.61					
7	\$32.0682	\$64,946.52	\$956.95	\$32.9761	\$66,747.67	\$956.94	\$33.8687	\$68,530.01	\$956.75	7	\$638.89	\$32.3209	\$65,585.41	\$956.95	\$1,500	\$3,095.84	\$33.2642	\$67,388.56	\$956.94	\$3,095.83	\$34.4044	\$69,168.90	\$956.75	\$3,095.64					
8	\$32.5704	\$65,922.49	\$975.97	\$33.4603	\$67,723.65	\$975.98	\$34.3409	\$69,505.98	\$975.97	8	\$638.89	\$32.8681	\$66,561.38	\$975.97	\$1,500	\$3,114.86	\$33.7780	\$68,362.54	\$975.98	\$3,114.87	\$34.8568	\$70,144.87	\$975.97	\$3,114.86					
9	\$33.0526	\$66,898.46	\$975.97	\$33.9425	\$68,699.62	\$975.97	\$34.8232	\$70,482.16	\$976.18	9	\$638.89	\$33.3153	\$67,537.35	\$975.97	\$1,500	\$3,114.86	\$34.2938	\$69,338.51	\$975.97	\$3,114.86	\$35.3265	\$71,121.05	\$976.18	\$3,115.07					
10	\$33.5537	\$67,912.69	\$1,014.23	\$34.4437	\$69,714.05	\$1,014.43	\$35.3243	\$71,496.38	\$1,014.22	10	\$638.89	\$33.8694	\$68,551.58	\$1,014.23	\$1,500	\$3,153.12	\$34.7694	\$70,352.94	\$1,014.43	\$3,153.12	\$35.8400	\$72,135.27	\$1,014.22	\$3,153.11					
11	\$34.0549	\$68,927.12	\$1,014.43	\$34.9446	\$70,728.28	\$1,014.23	\$35.8254	\$72,510.61	\$1,014.23	11	\$638.89	\$34.3795	\$69,566.01	\$1,014.43	\$1,500	\$3,153.12	\$35.2606	\$71,367.17	\$1,014.23	\$3,153.12	\$36.3211	\$73,149.50	\$1,014.23	\$3,153.12					
12	\$34.5560	\$69,941.34	\$1,014.22	\$35.4458	\$71,742.50	\$1,014.22	\$36.3266	\$73,525.04	\$1,014.43	12	\$638.89	\$34.8717	\$70,580.23	\$1,014.22	\$1,500	\$3,153.11	\$35.7616	\$72,381.39	\$1,014.22	\$3,153.11	\$36.8423	\$74,163.93	\$1,014.43	\$3,153.12					
13	\$35.0568	\$70,974.80	\$1,033.45	\$35.9565	\$72,775.99	\$1,033.49	\$36.8372	\$74,558.49	\$1,033.45	13	\$638.89	\$35.3650	\$71,613.69	\$1,033.45	\$1,500	\$3,172.34	\$36.2422	\$73,414.88	\$1,033.45	\$3,172.34	\$37.3230	\$75,197.38	\$1,033.45	\$3,172.34					
14	\$35.5561	\$72,046.51	\$1,071.71	\$36.4660	\$73,847.66	\$1,071.67	\$37.3667	\$75,630.20	\$1,071.71	14	\$638.89	\$35.8518	\$72,685.40	\$1,071.71	\$1,500	\$3,210.60	\$36.7407	\$74,486.55	\$1,071.67	\$3,210.56	\$37.8624	\$76,269.09	\$1,071.71	\$3,210.60					
15	\$36.1351	\$73,137.44	\$1,090.93	\$37.0250	\$74,938.60	\$1,090.94	\$37.9056	\$76,720.93	\$1,090.73	15	\$638.89	\$36.3359	\$73,776.33	\$1,090.93	\$1,500	\$3,229.82	\$37.2407	\$75,577.49	\$1,090.94	\$3,229.83	\$38.3213	\$77,359.82	\$1,090.73	\$3,229.82					
16	\$36.6835	\$74,247.40	\$1,109.96	\$37.5734	\$76,048.56	\$1,109.96	\$38.4540	\$77,830.90	\$1,109.97	16	\$638.89	\$36.8192	\$74,866.29	\$1,109.96	\$1,500	\$3,248.85	\$37.7247	\$76,687.45	\$1,109.96	\$3,248.85	\$38.7697	\$78,469.79	\$1,109.97	\$3,248.86					
17	\$37.2319	\$75,357.37	\$1,109.97	\$38.1218	\$77,158.52	\$1,109.96	\$39.0025	\$78,941.06	\$1,110.16	17	\$638.89	\$37.3048	\$75,966.26	\$1,109.97	\$1,500	\$3,248.85	\$38.2075	\$77,797.41	\$1,109.96	\$3,248.85	\$39.2480	\$79,579.95	\$1,110.16	\$3,248.05					
18	\$37.7898	\$76,486.86	\$1,129.19	\$38.6797	\$78,267.71	\$1,129.19	\$39.5603	\$80,070.05	\$1,128.99	18	\$638.89	\$37.7904	\$77,125.45	\$1,129.19	\$1,500	\$3,268.08	\$38.6954	\$78,926.60	\$1,129.19	\$3,268.08	\$39.7870	\$80,708.94	\$1,128.99	\$3,267.88					
19	\$38.3565	\$77,633.76	\$1,147.20	\$39.2465	\$79,434.92	\$1,147.21	\$40.1272	\$81,217.46	\$1,147.40	19	\$638.89	\$38.2722	\$78,272.65	\$1,147.20	\$1,500	\$3,286.09	\$39.1827	\$80,073.81	\$1,147.21	\$3,286.10	\$40.3440	\$81,856.34	\$1,147.40	\$3,286.29					
20	\$38.9261	\$78,792.37	\$1,164.61	\$39.8219	\$80,699.53	\$1,164.61	\$40.7026	\$82,392.06	\$1,164.61	20	\$638.89	\$38.7577	\$79,437.26	\$1,164.61	\$2,500	\$4,303.50	\$40.7400	\$81,230.42	\$1,164.61	\$4,303.50	\$41.0143	\$83,020.95	\$1,164.61	\$4,303.50					
21	\$40.0101	\$79,980.38	\$1,182.01	\$40.4055	\$81,781.54	\$1,182.01	\$41.2869	\$83,564.08	\$1,182.02	21	\$638.89	\$39.2437	\$80,619.27	\$1,182.01	\$2,500	\$4,320.50	\$41.2715	\$82,420.43	\$1,182.01	\$4,320.50	\$41.5023	\$84,202.97	\$1,182.02	\$4,320.51					
22	\$40.5928	\$81,180.01	\$1,199.63	\$40.9966	\$82,961.17	\$1,199.63	\$41.8793	\$84,763.70	\$1,199.63	22	\$638.89	\$40.7294	\$81,818.90	\$1,199.63	\$2,500	\$4,338.52	\$41.7610	\$83,620.06	\$1,199.63	\$4,338.52	\$41.7950	\$85,402.59	\$1,199.62	\$4,338.51					
23	\$41.1743	\$82,397.85	\$1,217.84	\$41.5003	\$84,199.01	\$1,217.84	\$42.4610	\$85,981.54	\$1,217.84	23	\$638.89	\$41.2151	\$83,036.74	\$1,217.84	\$2,500	\$4,356.73	\$42.2460	\$84,837.90	\$1,217.84	\$4,356.73	\$42.7967	\$86,620.43	\$1,217.84	\$4,356.73					
24	\$41.8151	\$83,633.70	\$1,235.65	\$42.1105	\$85,434.86	\$1,235.65	\$42.9916	\$87,217.40	\$1,235.66	24	\$638.89	\$41.7007	\$84,272.59	\$1,235.65	\$2,500	\$4,374.74	\$42.9266	\$86,073.75	\$1,235.65	\$4,374.74	\$43.4073	\$87,856.29	\$1,235.66	\$4,374.75					
25	\$42.4345	\$84,888.18	\$1,254.48	\$42.6307	\$86,689.34	\$1,254.48	\$43.7114	\$88,471.87	\$1,254.47	25	\$638.89	\$42.2068	\$85,527.07	\$1,254.48	\$2,500	\$4,393.37	\$43.1464	\$87,328.23	\$1,254.48	\$4,393.37	\$44.0271	\$89,110.76	\$1,254.47	\$4,393.36					
Step 25 Add + \$2000 Longevity + \$2,500 =																\$5,138.89		Step 25 Add + \$2000 Longevity + \$2,500 =				\$5,138.89		Step 25 Add + \$2000 Longevity + \$2,500 =				\$5,138.89	