

ESP

**2024-2025 ECONOMIC AGREEMENT
FOR THE EDUCATIONAL SUPPORT PROFESSIONAL BARGAINING UNITS
BETWEEN HILLSBOROUGH COUNTY PUBLIC SCHOOLS
AND THE HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION**

This agreement is made on this 28th day of May 2024, by and between the Hillsborough County Public Schools (“HCPS” or the “District”) and the Hillsborough Classroom Teachers Association (“HCTA” or the “Union”) representing both Educational Support Professional Bargaining Units (ESP) hereinafter collectively referred to as “the Parties.”

The Parties mutually agree to the following:

1. Effective July 1, 2024, eligible employees in the ESP bargaining unit shall be credited with one year of experience and shall advance on their respective paygrade on the Instructional Support Salary Schedule accordingly. Eligible employees must have worked half plus a day and have an effective evaluation for the 2023-24 school year.
2. Eligible ESP employees at the top of their respective paygrade on the Instructional Support Salary Schedule will receive a one-time top step payment of \$1000. Eligible employees must have worked half plus a day and have an effective evaluation for the 2023-24 school year.
3. Eligible ESE instructional support employees shall advance one level on their respective salary schedules and be regraded one pay grade.
4. Registered Nurses shall advance one level on their respective salary schedule and be regraded from Pay Grade 33 to Pay Grade 34.
5. Licensed Practical Nurses shall advance one level on their respective salary schedule and be regraded from Pay Grade 25 to Pay Grade 26.
6. 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.
7. The Board will pay the cost of fingerprint monitoring fees for Instructional unit employees.

Executed on this 28th day of May 2024.

Danielle Shotwell, Chief Negotiator, HCPS

Brittini Wegmann, Chief Negotiator, HCTA

Rob Kriete, President, HCTA

INSTRUCTIONAL SUPPORT SALARY SCHEDULE (NI_ESP)

Grade	Level																							
	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

**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 28th day of May 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, eligible employees in the Instructional bargaining unit shall be credited with one year of experience and shall advance on their respective salary schedules accordingly. Eligible employees must have worked half plus a day and have an effective evaluation for the 2023-24 school year.
2. Eligible instructional employees at the top of their respective salary schedules will receive a one-time top step payment of \$2000. Eligible employees must have worked half plus a day and have an effective evaluation for the 2023-24 school year.
3. For the 2024-2025 school year, eligible employees who are Licensed School Psychologists, Licensed School Social Workers, Licensed Mental Health Clinician or Certified Behavior Analysts will be paid a one-time \$500 supplement to be paid at the conclusion of the 2024-2025 school year. Eligible employees must have worked half plus a day of the 2024-25 school year and be current, active employees at the time of payment.
4. For the 2024-2025 school year, eligible SLPs who hold their ASHA CCCs will be paid a one-time supplement of \$1000 to be paid at the conclusion of the 2024-2025 school year. Eligible employees must have worked half plus a day of the 2024-25 school year and be current, active employees at the time of payment.
5. ESE instructional employees and instructional employees assigned at our Exceptional Centers (see attached Job Codes) will receive a one-time ESE Retention Bonus of \$1400 to be paid at the conclusion of the 2024-2025 school year. Eligible employees must be current, active employees at the time of payment.
6. For the 2024-2025 school year, eligible National Board-Certified Teachers (NBCT) shall receive up to a one-time \$1,000 payment for the completion of ten hours of approved mentoring and/or conducting approved training through the Professional Development Department. Payment shall be made after submission and approval of all required documentation. Eligible employees must be current, active employees at the time of payment.
7. 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.
8. The Board will pay the cost of fingerprint monitoring fees for Instructional unit employees.

Executed on this 28th day of May 2024.

Danielle Shotwell, Chief Negotiator, HCPS

Brittni Wegmann, Chief Negotiator, HCTA

Rob Kriete, President, HCTA

**INSTRUCTIONAL SALARY SCHEDULE P
(SCHDP)**

For employees hired after July 1, 2015.

Years Exp*	Hourly Rate	Annual Rate
E00	29.9881	\$47,501.15
E01	30.1459	\$47,751.11
E02	30.3037	\$48,001.06
E03	30.4615	\$48,251.02
E04	30.6194	\$48,501.13
E05	30.7772	\$48,751.08
E06	30.935	\$49,001.04
E07	31.1086	\$49,276.02
E08	31.2822	\$49,551.00
E09	32.125	\$50,886.00
E10	32.9678	\$52,221.00
E11	33.8107	\$53,556.15
E12	34.6535	\$54,891.14
E13	35.4963	\$56,226.14
E14	36.3391	\$57,561.13
E15	37.1819	\$58,896.13
E16	38.0247	\$60,231.12
E17	38.8675	\$61,566.12
E18	39.7103	\$62,901.12
E19	40.5531	\$64,236.11
E20	41.3959	\$65,571.11
E21	42.2387	\$66,906.10
E22	43.0815	\$68,241.10
E23	43.9338	\$69,591.14
E24	44.8176	\$70,991.08
E25	45.7646	\$72,491.13

*Completed years of creditable teaching experience

**INSTRUCTIONAL SALARY SCHEDULE Q
(SCHDQ)**

For employees hired after July 1, 2015.

Years Exp*	Hourly Rate	Annual Rate
E00	27.2431	\$55,140.03
E01	27.3914	\$55,440.19
E02	27.5396	\$55,740.15
E03	27.6878	\$56,040.11
E04	27.836	\$56,340.06
E05	27.9842	\$56,640.02
E06	28.1325	\$56,940.18
E07	28.293	\$57,265.03
E08	28.4536	\$57,590.09
E09	29.1873	\$59,075.10
E10	29.921	\$60,560.10
E11	30.6547	\$62,045.11
E12	31.3884	\$63,530.12
E13	32.1221	\$65,015.13
E14	32.8558	\$66,500.14
E15	33.5895	\$67,985.15
E16	34.3232	\$69,470.16
E17	35.0569	\$70,955.17
E18	35.7906	\$72,440.17
E19	36.5243	\$73,925.18
E20	37.258	\$75,410.19
E21	37.9917	\$76,895.20
E22	38.7253	\$78,380.01
E23	39.4665	\$79,880.20
E24	40.2323	\$81,430.18
E25	41.0475	\$83,080.14

*Completed years of creditable teaching experience

**INSTRUCTIONAL SALARY SCHEDULE E
(SCHDE)**

For employees hired prior to July 1, 2015.

Years Exp*	Hourly Rate	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 teaching experience

**INSTRUCTIONAL SALARY SCHEDULE G
(SCHDG)**

For employees hired prior to July 1, 2015.

Years Exp*	Hourly Rate	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 teaching experience

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

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

INSTRUCTIONAL SALARY SCHEDULE: STUDENT SERVICES (STUDENT10)

198 Days

Level	Master's Degree		Specialist Degree		Doctorate Degree	
	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	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	34.595	\$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	36.117	\$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	39.806	\$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	40.54	\$64,215.32	41.5185	\$65,765.27
15	40.15	\$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	43.336	\$68,644.25
18	41.9886	\$66,509.89	42.9774	\$68,076.15	43.9559	\$69,626.09
19	42.6184	\$67,507.57	43.6072	\$69,073.83	44.5857	\$70,623.77
20	43.2577	\$68,520.25	44.2465	\$70,086.51	45.225	\$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	46.592	\$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

INSTRUCTIONAL SALARY SCHEDULE: STUDENT SERVICES (STUDENT10)

205 Days

Level	Master's Degree		Specialist Degree		Doctorate Degree	
	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	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	34.595	\$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	36.117	\$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	\$62,055.46	38.8275	\$63,677.10	39.806	\$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	\$64,863.93	40.54	\$66,485.56	41.5185	\$68,090.30
15	40.15	\$65,846.03	41.1388	\$67,467.66	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	43.336	\$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	\$70,942.68	44.2465	\$72,564.32	45.225	\$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	46.592	\$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

INSTRUCTIONAL SALARY SCHEDULE: STUDENT SERVICES (STUDENT12)

253 Days

Level	Master's Degree		Specialist Degree		Doctorate Degree	
	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
0	28.6653	\$58,018.57	29.5552	\$59,819.72	30.4359	\$61,602.26
1	29.3650	\$59,434.76	30.2549	\$61,235.92	31.1356	\$63,018.45
2	29.8094	\$60,334.23	30.6993	\$62,135.38	31.5800	\$63,917.92
3	30.2538	\$61,233.69	31.1437	\$63,034.85	32.0244	\$64,817.39
4	30.6888	\$62,114.13	31.5787	\$63,915.29	32.4593	\$65,697.62
5	31.1521	\$63,051.85	32.0420	\$64,853.01	32.9226	\$66,635.34
6	31.6154	\$63,989.57	32.5053	\$65,790.73	33.3860	\$67,573.26
7	32.0882	\$64,946.52	32.9781	\$66,747.67	33.8587	\$68,530.01
8	32.5704	\$65,922.49	33.4603	\$67,723.65	34.3409	\$69,505.98
9	33.0526	\$66,898.46	33.9425	\$68,699.62	34.8232	\$70,482.16
10	33.5537	\$67,912.69	34.4437	\$69,714.05	35.3243	\$71,496.38
11	34.0549	\$68,927.12	34.9448	\$70,728.28	35.8254	\$72,510.61
12	34.5560	\$69,941.34	35.4459	\$71,742.50	36.3266	\$73,525.04
13	35.0666	\$70,974.80	35.9565	\$72,775.99	36.8372	\$74,558.49
14	35.5961	\$72,046.51	36.4860	\$73,847.66	37.3667	\$75,630.20
15	36.1351	\$73,137.44	37.0250	\$74,938.60	37.9056	\$76,720.93
16	36.6835	\$74,247.40	37.5734	\$76,048.56	38.4540	\$77,830.90
17	37.2319	\$75,357.37	38.1218	\$77,158.52	39.0025	\$78,941.06
18	37.7898	\$76,486.56	38.6797	\$78,287.71	39.5603	\$80,070.05
19	38.3566	\$77,633.76	39.2465	\$79,434.92	40.1272	\$81,217.45
20	38.9320	\$78,798.37	39.8219	\$80,599.53	40.7026	\$82,382.06
21	39.5160	\$79,980.38	40.4059	\$81,781.54	41.2866	\$83,564.08
22	40.1087	\$81,180.01	40.9986	\$82,981.17	41.8793	\$84,763.70
23	40.7104	\$82,397.85	41.6003	\$84,199.01	42.4810	\$85,981.54
24	41.3210	\$83,633.70	42.2109	\$85,434.86	43.0916	\$87,217.40
25	41.9408	\$84,888.18	42.8307	\$86,689.34	43.7114	\$88,471.87