

TENTATIVE UNTIL RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

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
<i>For employees already at Step E25 Add +\$2000 Top Level Longevity + \$1,500 =</i>										\$4,000

TENTATIVE UNTIL RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

Instructional G (12 Month) Salary Schedules

CURRENT 2023-2024					HCTA PROPOSED for 2024-2025						
Rank	Current hourly rate	Current 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
<i>For employees already at Step E25 Add +\$2000 Top Level Longevity + \$1,500 =</i>											\$4,139

TENTATIVE UNTIL RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

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

TENTATIVE UNTIL RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

Instructional Q (12 Month) Salary Schedules

CURRENT 2023-2024					HCTA PROPOSED for 2024-2025						
Rank	Current hourly rate	Current 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
<i>For employees already at Step E25 Add +\$2000 Top Level Longevity + \$1,500 =</i>											\$4,139

TENTATIVE UNTIL RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

2023-2024 STUDENT SERVICES - 198										HCTA PROPOSED STUDENT SERVICES - 198 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	\$31.8503	\$50,450.84		\$32.8391	\$52,017.10		\$33.8176	\$53,567.04		0	\$500	\$32.1659	\$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	\$32.9434	\$51,182.31	\$1,231.47	\$1,500	\$3,231.47	\$33.9322	\$53,748.57	\$1,231.47	\$3,231.47	\$34.9107	\$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	\$52,964.46	\$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	\$35.5826	\$56,362.82	\$782.15	3	\$500	\$33.9309	\$53,746.61	\$782.15	\$1,500	\$2,782.15	\$34.9197	\$55,312.87	\$782.15	\$2,782.15	\$35.8982	\$56,862.82	\$782.15	\$2,782.15
4	\$34.0986	\$54,012.12	\$765.51	\$35.0874	\$55,578.38	\$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	\$54,827.56	\$815.44	\$35.6022	\$56,393.82	\$815.44	\$36.5807	\$57,943.76	\$815.43	5	\$500	\$34.9290	\$55,327.56	\$815.44	\$1,500	\$2,815.44	\$35.9178	\$56,893.82	\$815.44	\$2,815.44	\$36.8963	\$58,443.76	\$815.43	\$2,815.43
6	\$35.1282	\$55,642.99	\$815.43	\$36.1170	\$57,209.25	\$815.43	\$37.0954	\$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	\$832.08	7	\$500	\$35.9691	\$56,975.06	\$832.07	\$1,500	\$2,832.07	\$36.9579	\$58,541.32	\$832.07	\$2,832.07	\$37.9364	\$60,091.27	\$832.08	\$2,832.08
8	\$36.1893	\$57,323.78	\$848.72	\$37.1781	\$58,890.04	\$848.72	\$38.1566	\$60,439.98	\$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	\$37.0407	\$58,672.50	\$848.72	\$1,500	\$2,848.72	\$38.0295	\$60,238.76	\$848.72	\$2,848.72	\$39.0080	\$61,788.70	\$848.72	\$2,848.72
10	\$37.2819	\$59,054.50	\$882.00	\$38.2707	\$60,620.76	\$882.00	\$39.2492	\$62,170.70	\$882.00	10	\$500	\$37.5975	\$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	\$39.8060	\$63,052.70	\$882.00	11	\$500	\$38.1544	\$60,436.50	\$882.00	\$1,500	\$2,882.00	\$39.1432	\$62,002.76	\$882.00	\$2,882.00	\$40.1217	\$63,552.70	\$882.00	\$2,882.00
12	\$38.3955	\$60,818.50	\$882.00	\$39.3843	\$62,384.76	\$882.00	\$40.3628	\$63,934.70	\$882.00	12	\$500	\$38.7112	\$61,318.50	\$882.00	\$1,500	\$2,882.00	\$39.7000	\$62,884.76	\$882.00	\$2,882.00	\$40.6785	\$64,434.70	\$882.00	\$2,882.00
13	\$38.9628	\$61,717.14	\$898.64	\$39.9516	\$63,283.40	\$898.64	\$40.9301	\$64,833.34	\$898.64	13	\$500	\$39.2785	\$62,217.14	\$898.64	\$1,500	\$2,898.64	\$40.2673	\$63,783.40	\$898.64	\$2,898.64	\$41.2458	\$65,333.34	\$898.64	\$2,898.64
14	\$39.5512	\$62,649.06	\$931.92	\$40.5400	\$64,215.32	\$931.92	\$41.5185	\$65,765.27	\$931.93	14	\$500	\$39.8668	\$63,149.06	\$931.92	\$1,500	\$2,931.92	\$40.8556	\$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	\$40.4657	\$64,097.63	\$948.57	\$1,500	\$2,948.57	\$41.4545	\$65,663.89	\$948.57	\$2,948.57	\$42.4330	\$67,213.83	\$948.56	\$2,948.56
16	\$40.7594	\$64,562.84	\$965.21	\$41.7482	\$66,129.09	\$965.20	\$42.7267	\$67,679.04	\$965.21	16	\$500	\$41.0750	\$65,062.84	\$965.21	\$1,500	\$2,965.21	\$42.0638	\$66,629.09	\$965.20	\$2,965.20	\$43.0423	\$68,179.04	\$965.21	\$2,965.21
17	\$41.3687	\$65,528.04	\$965.20	\$42.3575	\$67,094.30	\$965.21	\$43.3360	\$68,644.25	\$965.21	17	\$500	\$41.6844	\$66,028.04	\$965.20	\$1,500	\$2,965.20	\$42.6732	\$67,594.30	\$965.21	\$2,965.21	\$43.6517	\$69,144.25	\$965.21	\$2,965.21
18	\$41.9886	\$66,509.89	\$981.85	\$42.9774	\$68,076.15	\$981.85	\$43.9559	\$69,626.09	\$981.84	18	\$500	\$42.3042	\$67,009.89	\$981.85	\$1,500	\$2,981.85	\$43.2930	\$68,576.15	\$981.85	\$2,981.85	\$44.2715	\$70,126.09	\$981.84	\$2,981.84
19	\$42.6184	\$67,507.57	\$997.68	\$43.6072	\$69,073.83	\$997.68	\$44.5857	\$70,623.77	\$997.68	19	\$500	\$42.9341	\$68,007.57	\$997.68	\$1,500	\$2,997.68	\$43.9229	\$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	\$44.2465	\$70,086.51	\$1,012.68	\$45.2250	\$71,636.45	\$1,012.68	20	\$500	\$43.5734	\$69,020.25	\$1,012.68	\$2,500	\$4,012.68	\$44.5622	\$70,586.51	\$1,012.68	\$4,012.68	\$45.5407	\$72,136.45	\$1,012.68	\$4,012.68
21	\$43.9066	\$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	\$45.2259	\$71,637.81	\$1,051.30	\$4,051.30	\$46.2191	\$73,211.00	\$1,074.55	\$4,074.55
22	\$44.5652	\$70,591.28	\$1,043.23	\$45.5839	\$72,204.87	\$1,067.06	\$46.5920	\$73,801.67	\$1,090.67	22	\$500	\$44.8809	\$71,091.28	\$1,043.23	\$2,500	\$4,043.23	\$45.8995	\$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	\$46.2676	\$73,287.95	\$1,083.08	\$47.2908	\$74,908.69	\$1,107.02	23	\$500	\$45.5493	\$72,150.14	\$1,058.86	\$2,500	\$4,058.86	\$46.5833	\$73,787.95	\$1,083.08	\$4,083.08	\$47.6065	\$75,408.69	\$1,107.02	\$4,107.02
24	\$45.9122	\$72,724.90	\$1,074.76	\$46.9617	\$74,387.27	\$1,099.32	\$48.0002	\$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	\$46.6009	\$73,815.77	\$1,090.87	\$47.6661	\$75,503.08	\$1,115.81	\$48.7202	\$77,172.81	\$1,140.49	25	\$500	\$46.9165	\$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
										** INCLUDES \$1,000 to Steps 20-25**					25 Add +\$2000 Longevity + \$2,500 =		Step 25 Add +\$2000 Longevity + \$2,500 =				Step 25 Add +\$2000 Longevity + \$2,500 =			
															\$5,000.00		\$5,000.00				\$5,000.00			

2023-2024 STUDENT SERVICES - 205										CORRECTED HCTA PROPOSED STUDENT SERVICES - 205 for 2024-2025 CORRECTED														
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	\$31.8503	\$52,234.46		\$32.8391	\$ 53,856.09		\$33.8176	\$ 55,460.83		0	\$518	\$32.1659	\$52,752.13		\$1,500	\$2,017.67	\$33.1547	\$54,373.77		\$2,017.68	\$34.1332	\$55,978.50		\$2,017.67
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	\$518	\$32.9434	\$54,027.14	\$1,275.01	\$1,500	\$3,292.68	\$33.9322	\$55,648.77	\$1,275.01	\$3,292.68	\$34.9107	\$57,253.51	\$1,275.01	\$3,292.68
2	\$33.1215	\$54,319.27	\$809.81	\$34.1103	\$ 55,940.90	\$809.80	\$35.0888	\$ 57,545.64	\$809.80	2	\$518	\$33.4372	\$54,836.94	\$809.80	\$1,500	\$2,827.48	\$34.4260	\$56,458.57	\$809.80	\$2,827.47	\$35.4045	\$58,063.32	\$809.81	\$2,827.48
3	\$33.6153	\$55,129.07	\$809.80	\$34.6041	\$ 56,750.70	\$809.80	\$35.5826	\$ 58,355.44	\$809.80	3	\$518	\$33.9309	\$55,646.74	\$809.81	\$1,500	\$2,827.47	\$34.9197	\$57,268.38	\$809.80	\$2,827.48	\$35.8982	\$58,873.12	\$809.80	\$2,827.48
4	\$34.0986	\$55,921.64	\$792.57	\$35.0874	\$ 57,543.27	\$792.57	\$36.0659	\$ 59,148.01	\$792.57	4	\$518	\$34.4142	\$56,439.32	\$792.57	\$1,500	\$2,810.25	\$35.4030	\$58,060.95	\$792.57	\$2,810.25	\$36.3815	\$59,665.70	\$792.57	\$2,810.26
5	\$34.6134	\$56,765.90	\$844.26	\$35.6022	\$ 58,387.54	\$844.27	\$36.5807	\$ 59,992.28	\$844.27	5	\$518	\$34.9290	\$57,283.58	\$844.27	\$1,500	\$2,861.94	\$35.9178	\$58,905.22	\$844.27	\$2,861.95	\$36.8963	\$60,509.95	\$844.26	\$2,861.94
6	\$35.1282	\$57,610.17	\$844.27	\$36.1170	\$ 59,231.80	\$844.26	\$37.0955	\$ 60,836.54	\$844.26	6	\$518	\$35.4438	\$58,127.84	\$844.26	\$1,500	\$2,861.94	\$36.4326	\$59,749.48	\$844.26	\$2,861.94	\$37.4111	\$61,354.21	\$844.26	\$2,861.93
7	\$35.6535	\$58,471.66	\$861.49	\$36.6423	\$ 60,093.29	\$861.49	\$37.6208	\$ 61,698.03	\$861.49	7	\$518	\$35.9691	\$58,989.33	\$861.49	\$1,500	\$2,879.16	\$36.9579	\$60,610.96	\$861.49	\$2,879.16	\$37.9364	\$62,215.71	\$861.50	\$2,879.17
8	\$36.1893	\$59,350.38	\$878.72	\$37.1781	\$ 60,972.01	\$878.72	\$38.1566	\$ 62,576.75	\$878.72	8	\$518	\$36.5049	\$59,868.06	\$878.73	\$1,500	\$2,896.40	\$37.4937	\$61,489.69	\$878.73	\$2,896.40	\$38.4722	\$63,094.42	\$878.71	\$2,896.39
9	\$36.7251	\$60,229.10	\$878.72	\$37.7139	\$ 61,850.73	\$878.72	\$38.6924	\$ 63,455.47	\$878.72	9	\$518	\$37.0407	\$60,746.78	\$878.73	\$1,500	\$2,896.40	\$38.0295	\$62,368.41	\$878.73	\$2,896.40	\$39.0080	\$63,973.15	\$878.73	\$2,896.40
10	\$37.2819	\$61,142.28	\$913.18	\$38.2707	\$ 62,763.92	\$913.19	\$39.2492	\$ 64,368.66	\$913.19	10	\$518	\$37.5975	\$61,659.96	\$913.18	\$1,500	\$2,930.86	\$38.5863	\$63,281.59	\$913.18	\$2,930.86	\$39.5648	\$64,886.33	\$913.18	\$2,930.86
11	\$37.8387	\$62,055.46	\$913.18	\$38.8275	\$ 63,677.10	\$913.18	\$39.8060	\$ 65,281.84	\$913.18	11	\$518	\$38.1544	\$62,573.14	\$913.18	\$1,500	\$2,930.86	\$39.1432	\$64,194.78	\$913.18	\$2,930.86	\$40.1217	\$65,799.51	\$913.18	\$2,930.85
12	\$38.3955	\$62,968.65	\$913.19	\$39.3843	\$ 64,590.28	\$913.18	\$40.3628	\$ 66,195.02	\$913.18	12	\$518	\$38.7112	\$63,486.33	\$913.18	\$1,500	\$2,930.87	\$39.7000	\$65,107.96	\$913.18	\$2,930.86	\$40.6785	\$66,712.69	\$913.18	\$2,930.85
13	\$38.9628	\$63,899.06	\$930.41	\$39.9516	\$ 65,520.69	\$930.41	\$40.9301	\$ 67,125.43	\$930.41	13	\$518	\$39.2785	\$64,416.74	\$930.41	\$1,500	\$2,948.09	\$40.2673	\$66,038.37	\$930.41	\$2,948.09	\$41.2458	\$67,643.10	\$930.41	\$2,948.08
14	\$39.5512	\$64,863.93	\$964.87	\$40.5400	\$ 66,485.56	\$964.87	\$41.5185	\$ 68,090.30	\$964.87	14	\$518	\$39.8668	\$65,381.60	\$964.87	\$1,500	\$2,982.54	\$40.8556	\$67,003.24	\$964.87	\$2,982.55	\$41.8341	\$68,607.98	\$964.88	\$2,982.55
15	\$40.1500	\$65,846.03	\$982.10	\$41.1388	\$ 67,467.66	\$982.10	\$42.1173	\$ 69,072.40	\$982.10	15	\$518	\$40.4657	\$66,363.71	\$982.11	\$1,500	\$2,999.78	\$41.4545	\$67,985.34	\$982.11	\$2,999.78	\$42.4330	\$69,590.08	\$982.09	\$2,999.78
16	\$40.7594	\$66,845.36	\$999.33	\$41.7482	\$ 68,466.99	\$999.33	\$42.7267	\$ 70,071.73	\$999.33	16	\$518	\$41.0750	\$67,363.04	\$999.33	\$1,500	\$3,017.01	\$42.0638	\$68,984.66	\$999.32	\$3,017.00	\$43.0423	\$70,589.41	\$999.33	\$3,017.01
17	\$41.3687	\$67,844.69	\$999.33	\$42.3575	\$ 69,466.32	\$999.33	\$43.3360	\$ 71,071.06	\$999.33	17	\$518	\$41.6844	\$68,362.36	\$999.32	\$1,500	\$3,017.00	\$42.6732	\$69,984.00	\$999.33	\$3,017.01	\$43.6517	\$71,588.74	\$999.33	\$3,017.01
18	\$41.9886	\$68,861.25	\$1,016.56	\$42.9774	\$ 70,482.88	\$1,016.56	\$43.9559	\$ 72,087.62	\$1,016.56	18	\$518	\$42.3042	\$69,378.93	\$1,016.56	\$1,500	\$3,034.24	\$43.2930	\$71,000.56	\$1,016.56	\$3,034.24	\$44.2715	\$72,605.30	\$1,016.55	\$3,034.24
19	\$42.6184	\$69,894.20	\$1,032.95	\$43.6072	\$ 71,515.83	\$1,032.95	\$44.5857	\$ 73,120.57	\$1,032.95	19	\$518	\$42.9341	\$70,411.88	\$1,032.95	\$1,500	\$3,050.63	\$43.9229	\$72,033.51	\$1,032.95	\$3,050.63	\$44.9014	\$73,638.25	\$1,032.95	\$3,050.63
20	\$43.2577	\$70,942.68	\$1,048.48	\$44.2465	\$72,564.32	\$1,048.49	\$45.2250	\$74,169.06	\$1,048.49	20	\$518	\$43.5734	\$71,460.36	\$1,048.48	\$2,500	\$4,066.16	\$44.5622	\$73,081.99	\$1,048.48	\$4,066.16	\$45.5407	\$74,686.73	\$1,048.48	\$4,066.16
21	\$43.9066	\$72,006.82	\$1,064.14	\$44.9102	\$73,652.78	\$1,088.46	\$45.9034	\$75,281.59	\$1,112.53	21	\$518	\$44.2223	\$72,524.50	\$1,064.14	\$2,500	\$4,081.82	\$45.2259	\$74,170.46	\$1,088.47	\$4,106.14	\$46.2191	\$75,799.27	\$1,112.54	\$4,130.21
22	\$44.5652	\$73,086.93	\$1,080.11	\$45.5839	\$74,757.57	\$1,104.79	\$46.5920	\$76,410.82	\$1,129.23	22	\$518	\$44.8809	\$73,604.61	\$1,080.11	\$2,500	\$4,097.79	\$45.8995	\$75,275.24	\$1,104.78	\$4,122.46	\$46.9076	\$76,928.50	\$1,129.23	\$4,146.91
23	\$45.2337	\$74,183.23	\$1,096.30	\$46.2676	\$75,878.94	\$1,121.37	\$47.2908	\$77,556.98	\$1,146.16	23	\$518	\$45.5493	\$74,700.90	\$1,096.29	\$2,500	\$4,113.97	\$46.5833	\$76,396.61	\$1,121.37	\$4,139.04	\$47.6065	\$78,074.65	\$1,146.16	\$4,163.83
24	\$45.9122	\$75,295.98	\$1,112.75	\$46.9617	\$77,017.12	\$1,138.18	\$48.0002	\$78,720.33	\$1,163.35	24	\$518	\$46.2278	\$75,813.66	\$1,112.76	\$2,500	\$4,130.43	\$47.2773	\$77,534.80	\$1,138.18	\$4,155.86	\$48.3159	\$79,238.01	\$1,163.35	\$4,181.03
25	\$46.6009	\$76,425.42	\$1,129.44	\$47.6661	\$78,172.38	\$1,155.26	\$48.7202	\$79,901.14	\$1,180.81	25	\$518	\$46.9165	\$76,943.10	\$1,129.44	\$2,500	\$4,147.12	\$47.9817	\$78,690.06	\$1,155.26	\$4,172.94	\$49.0359	\$80,418.82	\$1,180.81	\$4,198.49
** INCLUDES \$1,000 to Steps 20-25**																Step 25 Add +\$2000 Longevity + \$2,500 =	\$5,017.68	Step 25 Add +\$2000 Longevity + \$2,500 =	\$5,017.68	Step 25 Add +\$2000 Longevity + \$2,500 =	\$5,017.68			

TENTATIVE UNTIL RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

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 hourly rate Difference From 10-Month)	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
	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate															
0	\$28.6653	\$58,018.57	\$1,416.19	\$29.5552	\$59,819.72	\$1,416.20	\$30.4359	\$61,602.26	\$1,416.19	0	\$638.89	\$28.9810	\$58,657.46	\$1,500	\$2,138.89	\$29.8709	\$60,458.61	\$1,416.20	\$2,138.89	\$30.7516	\$62,241.15	\$1,416.19	\$2,138.89										
1	\$29.3650	\$59,434.76	\$899.47	\$30.2549	\$61,235.92	\$899.46	\$31.1356	\$63,018.45	\$899.47	1	\$638.89	\$29.6807	\$60,073.65	\$1,500	\$3,555.08	\$30.5706	\$61,874.81	\$1,416.20	\$3,555.09	\$31.4513	\$63,657.34	\$1,416.19	\$3,555.08										
2	\$29.8094	\$60,334.23	\$899.47	\$30.6993	\$62,135.38	\$899.46	\$31.5800	\$63,917.92	\$899.47	2	\$638.89	\$30.1251	\$60,973.12	\$1,500	\$3,038.36	\$31.0150	\$62,774.27	\$899.46	\$3,038.35	\$31.8957	\$64,556.81	\$899.47	\$3,038.36										
3	\$30.2538	\$61,233.69	\$899.46	\$31.1437	\$63,034.85	\$899.47	\$32.0244	\$64,817.39	\$899.47	3	\$638.89	\$30.5695	\$61,872.58	\$1,500	\$3,038.35	\$31.4594	\$63,673.74	\$899.47	\$3,038.36	\$32.3401	\$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	\$1,500	\$3,019.33	\$31.8944	\$64,554.18	\$880.44	\$3,019.33	\$32.7750	\$66,336.51	\$880.23	\$3,019.12										
5	\$31.1521	\$63,051.85	\$937.72	\$32.0420	\$64,853.01	\$937.72	\$32.9226	\$66,635.34	\$937.72	5	\$638.89	\$31.4678	\$63,690.74	\$1,500	\$3,076.61	\$32.3577	\$65,491.90	\$937.72	\$3,076.61	\$33.2383	\$67,274.23	\$937.72	\$3,076.61										
6	\$31.6154	\$63,989.57	\$937.72	\$32.5053	\$65,790.73	\$937.72	\$33.3860	\$67,573.26	\$937.92	6	\$638.89	\$31.9311	\$64,628.46	\$1,500	\$3,076.61	\$32.8210	\$66,429.62	\$937.72	\$3,076.61	\$33.7017	\$68,212.15	\$937.92	\$3,076.81										
7	\$32.0882	\$64,946.52	\$956.95	\$32.9781	\$66,747.67	\$956.94	\$33.8587	\$68,530.01	\$956.75	7	\$638.89	\$32.4039	\$65,585.41	\$1,500	\$3,095.84	\$33.2938	\$67,386.56	\$956.94	\$3,095.83	\$34.1744	\$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	\$32.8861	\$66,561.38	\$1,500	\$3,114.86	\$33.7760	\$68,362.54	\$975.98	\$3,114.87	\$34.6566	\$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	\$33.3683	\$67,537.35	\$1,500	\$3,114.86	\$34.2582	\$69,338.51	\$975.97	\$3,114.86	\$35.1389	\$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	\$3,153.12	\$34.7594	\$70,352.94	\$1,014.43	\$3,153.32	\$35.6400	\$72,135.27	\$1,014.22	\$3,153.11										
11	\$34.0549	\$68,927.12	\$1,014.43	\$34.9448	\$70,728.28	\$1,014.23	\$35.8254	\$72,510.61	\$1,014.23	11	\$638.89	\$34.3706	\$69,566.01	\$1,014.43	\$3,153.32	\$35.2605	\$71,367.17	\$1,014.23	\$3,153.12	\$36.1411	\$73,149.50	\$1,014.23	\$3,153.12										
12	\$34.5560	\$69,941.34	\$1,014.22	\$35.4459	\$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	\$3,153.11	\$35.7616	\$72,381.39	\$1,014.22	\$3,153.11	\$36.6423	\$74,163.93	\$1,014.43	\$3,153.32										
13	\$35.0666	\$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	\$35.3823	\$71,613.69	\$1,033.45	\$3,172.34	\$36.2722	\$73,414.88	\$1,033.49	\$3,172.38	\$37.1529	\$75,197.38	\$1,033.45	\$3,172.34										
14	\$35.5961	\$72,046.51	\$1,071.71	\$36.4860	\$73,847.66	\$1,071.67	\$37.3667	\$75,630.20	\$1,071.71	14	\$638.89	\$35.9118	\$72,685.40	\$1,071.71	\$3,210.60	\$36.8017	\$74,486.55	\$1,071.67	\$3,210.56	\$37.6824	\$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	\$36.4508	\$73,776.33	\$1,090.93	\$3,229.82	\$37.3407	\$75,577.49	\$1,090.94	\$3,229.83	\$38.2213	\$77,359.82	\$1,090.73	\$3,229.62										
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	\$36.9992	\$74,886.29	\$1,109.96	\$3,248.85	\$37.8891	\$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	\$37.5476	\$75,996.26	\$1,109.97	\$3,248.86	\$38.4375	\$77,797.41	\$1,109.96	\$3,248.85	\$39.3182	\$79,579.95	\$1,110.16	\$3,249.05										
18	\$37.7898	\$76,486.56	\$1,129.19	\$38.6797	\$78,287.71	\$1,129.19	\$39.5603	\$80,070.05	\$1,128.99	18	\$638.89	\$38.1055	\$77,125.45	\$1,129.19	\$3,268.08	\$38.9954	\$78,926.60	\$1,129.19	\$3,268.08	\$39.8760	\$80,708.94	\$1,128.99	\$3,267.88										
19	\$38.3566	\$77,633.76	\$1,147.20	\$39.2465	\$79,434.92	\$1,147.21	\$40.1272	\$81,217.45	\$1,147.40	19	\$638.89	\$38.6723	\$78,272.65	\$1,147.20	\$3,286.09	\$39.5622	\$80,073.81	\$1,147.21	\$3,286.10	\$40.4429	\$81,856.34	\$1,147.40	\$3,286.29										
20	\$39.4261	\$78,798.37	\$1,164.61	\$39.8219	\$80,599.53	\$1,164.61	\$40.7026	\$82,382.06	\$1,164.61	20	\$638.89	\$39.2477	\$79,437.26	\$1,164.61	\$2,500	\$4,303.50	\$40.1376	\$81,238.42	\$1,164.61	\$4,303.50	\$41.0183	\$83,020.95	\$1,164.61	\$4,303.50									
21	\$40.0101	\$79,980.38	\$1,182.01	\$40.4059	\$81,781.54	\$1,182.01	\$41.2866	\$83,564.08	\$1,182.02	21	\$638.89	\$39.8317	\$80,619.27	\$1,182.01	\$2,500	\$4,320.90	\$40.7216	\$82,420.43	\$1,182.01	\$4,320.90	\$41.6023	\$84,202.97	\$1,182.02	\$4,320.91									
22	\$40.6028	\$81,180.01	\$1,199.63	\$40.9986	\$82,981.17	\$1,199.63	\$41.8793	\$84,763.70	\$1,199.62	22	\$638.89	\$40.4244	\$81,818.90	\$1,199.63	\$2,500	\$4,338.52	\$41.3143	\$83,620.06	\$1,199.63	\$4,338.52	\$42.1950	\$85,402.59	\$1,199.62	\$4,338.51									
23	\$41.2045	\$82,397.85	\$1,217.84	\$41.6003	\$84,199.01	\$1,217.84	\$42.4810	\$85,981.54	\$1,217.84	23	\$638.89	\$41.0261	\$83,036.74	\$1,217.84	\$2,500	\$4,356.73	\$41.9160	\$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	\$1,235.85	\$42.2109	\$85,434.86	\$1,235.85	\$43.0916	\$87,217.40	\$1,235.86	24	\$638.89	\$41.6367	\$84,272.59	\$1,235.85	\$2,500	\$4,374.74	\$42.5266	\$86,073.75	\$1,235.85	\$4,374.74	\$43.4073	\$87,856.29	\$1,235.86	\$4,374.75									
25	\$42.4349	\$84,888.18	\$1,254.48	\$42.8307	\$86,689.34	\$1,254.48	\$43.7114	\$88,471.87	\$1,254.47	25	\$638.89	\$42.2565	\$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									
** INCLUDES \$1,000 to Steps 20-25**											Step 25 Add +\$2000 Longevity + \$2,500 =					Step 25 Add +\$2000 Longevity + \$2,500 =				Step 25 Add +\$2000 Longevity + \$2,500 =													
											\$5,138.89					\$5,138.89				\$5,138.89													