

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

Instructional E (10 Month) Salary Schedules															
CURRENT 2024-2025				HCTA PROPOSED for 2025-2026							Total Annual Increases for 2025-2026				
Years Exp*	Current Hourly Rate	2024-2025 Salary	Employee Raise with Step ONLY	Years Exp*	Add to Base Salary	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	2025-2026 Total Employee raise with Step	Proposed % Increase	% without base increase	Years Exp*	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026
E00	\$30.3030	\$48,000		E00	\$350	\$30.5240	\$48,350		\$350	0.73%	0.00%	E00	\$54,350	\$6,350	13%
E01	\$30.4609	\$48,250	\$250	E01	\$350	\$30.6818	\$48,600	\$250	\$600	1.25%	0.52%	E01	\$54,600	\$6,600	14%
E02	\$30.6187	\$48,500	\$250	E02	\$350	\$30.8396	\$48,850	\$250	\$600	1.24%	0.52%	E02	\$54,850	\$6,600	14%
E03	\$30.7765	\$48,750	\$250	E03	\$350	\$30.9975	\$49,100	\$250	\$600	1.24%	0.52%	E03	\$55,100	\$6,600	14%
E04	\$30.9343	\$49,000	\$250	E04	\$350	\$31.1553	\$49,350	\$250	\$600	1.23%	0.51%	E04	\$55,350	\$6,600	14%
E05	\$31.0922	\$49,250	\$250	E05	\$350	\$31.3131	\$49,600	\$250	\$600	1.22%	0.51%	E05	\$55,600	\$6,600	13%
E06	\$31.2500	\$49,500	\$250	E06	\$350	\$31.4710	\$49,850	\$250	\$600	1.22%	0.51%	E06	\$55,850	\$6,600	13%
E07	\$31.4236	\$49,775	\$275	E07	\$350	\$31.6446	\$50,125	\$275	\$625	1.26%	0.56%	E07	\$56,125	\$6,625	13%
E08	\$31.5972	\$50,050	\$275	E08	\$350	\$31.8182	\$50,400	\$275	\$625	1.26%	0.55%	E08	\$56,400	\$6,625	13%
E09	\$32.4400	\$51,385	\$1,335	E09	\$350	\$32.6610	\$51,735	\$1,335	\$1,685	3.37%	2.67%	E09	\$57,735	\$7,685	15%
E10	\$33.2828	\$52,720	\$1,335	E10	\$350	\$33.5038	\$53,070	\$1,335	\$1,685	3.28%	2.60%	E10	\$59,070	\$7,685	15%
E11	\$34.1256	\$54,055	\$1,335	E11	\$350	\$34.3466	\$54,405	\$1,335	\$1,685	3.20%	2.53%	E11	\$60,405	\$7,685	15%
E12	\$34.9684	\$55,390	\$1,335	E12	\$350	\$35.1894	\$55,740	\$1,335	\$1,685	3.12%	2.47%	E12	\$61,740	\$7,685	14%
E13	\$35.8112	\$56,725	\$1,335	E13	\$350	\$36.0322	\$57,075	\$1,335	\$1,685	3.04%	2.41%	E13	\$63,075	\$7,685	14%
E14	\$36.6540	\$58,060	\$1,335	E14	\$350	\$36.8750	\$58,410	\$1,335	\$1,685	2.97%	2.35%	E14	\$64,410	\$7,685	14%
E15	\$37.4968	\$59,395	\$1,335	E15	\$350	\$37.7178	\$59,745	\$1,335	\$1,685	2.90%	2.30%	E15	\$65,745	\$7,685	13%
E16	\$38.3396	\$60,730	\$1,335	E16	\$350	\$38.5606	\$61,080	\$1,335	\$1,685	2.84%	2.25%	E16	\$67,080	\$7,685	13%
E17	\$39.1824	\$62,065	\$1,335	E17	\$350	\$39.4034	\$62,415	\$1,335	\$1,685	2.77%	2.20%	E17	\$68,415	\$7,685	13%
E18	\$40.0253	\$63,400	\$1,335	E18	\$350	\$40.2462	\$63,750	\$1,335	\$1,685	2.71%	2.15%	E18	\$69,750	\$7,685	12%
E19	\$40.8681	\$64,735	\$1,335	E19	\$350	\$41.0890	\$65,085	\$1,335	\$1,685	2.66%	2.11%	E19	\$71,085	\$7,685	12%
E20	\$41.7109	\$66,070	\$1,335	E20	\$350	\$41.9318	\$66,420	\$1,335	\$1,685	2.60%	2.06%	E20	\$72,420	\$7,685	12%
E21	\$42.5537	\$67,405	\$1,335	E21	\$350	\$42.7746	\$67,755	\$1,335	\$1,685	2.55%	2.02%	E21	\$73,755	\$7,685	12%
E22	\$43.3965	\$68,740	\$1,335	E22	\$350	\$43.6174	\$69,090	\$1,335	\$1,685	2.50%	1.98%	E22	\$75,090	\$7,685	11%
E23	\$44.2487	\$70,090	\$1,350	E23	\$350	\$44.4697	\$70,440	\$1,350	\$1,700	2.47%	1.96%	E23	\$76,440	\$7,700	11%
E24	\$45.1326	\$71,490	\$1,400	E24	\$350	\$45.3535	\$71,840	\$1,400	\$1,750	2.50%	2.00%	E24	\$77,840	\$7,750	11%
E25	\$46.0795	\$72,990	\$1,500	E25	\$350	\$46.3005	\$73,340	\$1,500	\$1,850	2.59%	2.10%	E25	\$79,340	\$7,850	11%
					\$2,000	Longevity =	\$75,340		\$2,350				\$81,340	\$8,350	11%
*Completed years of creditable teaching experience				*Completed years of creditable teaching experience				Average =	2.26%	1.63%					

NOTE: Scales are for information purposes only

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

Instructional G (12 Month) Salary Schedules																		
CURRENT 2023-2024				HCTA PROPOSED for 2024-2025										Total Annual Increases for 2025-2026				
Years Exp*	Current hourly rate	2024-2025 Salary	Employee Raise with Step ONLY	Years Exp*	Add to base salary	Proposed hourly rate	Proposed NEW Scale	Proposed Step Increments	2025-2026 Employee raise with Step	Proposed % Increase	% without base increase	Years Exp*	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026			
E00	\$27.5583	\$55,778		E00	\$447	\$27.7793	\$56,225		\$447	0.80%	0.00%	E00	\$62,225	\$6,447	12%			
E01	\$27.7065	\$56,078	\$300	E01	\$447	\$27.9275	\$56,525	\$300	\$747	1.34%	0.54%	E01	\$62,525	\$6,747	12%			
E02	\$27.8547	\$56,378	\$300	E02	\$447	\$28.0757	\$56,825	\$300	\$747	1.33%	0.53%	E02	\$62,825	\$6,747	12%			
E03	\$28.0030	\$56,678	\$300	E03	\$447	\$28.2239	\$57,125	\$300	\$747	1.33%	0.53%	E03	\$63,125	\$6,747	12%			
E04	\$28.1512	\$56,978	\$300	E04	\$447	\$28.3721	\$57,425	\$300	\$747	1.32%	0.53%	E04	\$63,425	\$6,747	12%			
E05	\$28.2994	\$57,278	\$300	E05	\$447	\$28.5204	\$57,725	\$300	\$747	1.31%	0.53%	E05	\$63,725	\$6,747	12%			
E06	\$28.4476	\$57,578	\$300	E06	\$447	\$28.6686	\$58,025	\$300	\$747	1.30%	0.52%	E06	\$64,025	\$6,747	12%			
E07	\$28.6082	\$57,903	\$325	E07	\$447	\$28.8292	\$58,350	\$325	\$772	1.34%	0.56%	E07	\$64,350	\$6,772	12%			
E08	\$28.7688	\$58,228	\$325	E08	\$447	\$28.9897	\$58,675	\$325	\$772	1.33%	0.56%	E08	\$64,675	\$6,772	12%			
E09	\$29.5025	\$59,713	\$1,485	E09	\$447	\$29.7234	\$60,160	\$1,485	\$1,932	3.32%	2.55%	E09	\$66,160	\$7,932	14%			
E10	\$30.2362	\$61,198	\$1,485	E10	\$447	\$30.4571	\$61,645	\$1,485	\$1,932	3.24%	2.49%	E10	\$67,645	\$7,932	13%			
E11	\$30.9699	\$62,683	\$1,485	E11	\$447	\$31.1908	\$63,130	\$1,485	\$1,932	3.16%	2.43%	E11	\$69,130	\$7,932	13%			
E12	\$31.7036	\$64,168	\$1,485	E12	\$447	\$31.9245	\$64,615	\$1,485	\$1,932	3.08%	2.37%	E12	\$70,615	\$7,932	13%			
E13	\$32.4373	\$65,653	\$1,485	E13	\$447	\$32.6582	\$66,100	\$1,485	\$1,932	3.01%	2.31%	E13	\$72,100	\$7,932	12%			
E14	\$33.1709	\$67,138	\$1,485	E14	\$447	\$33.3919	\$67,585	\$1,485	\$1,932	2.94%	2.26%	E14	\$73,585	\$7,932	12%			
E15	\$33.9046	\$68,623	\$1,485	E15	\$447	\$34.1256	\$69,070	\$1,485	\$1,932	2.88%	2.21%	E15	\$75,070	\$7,932	12%			
E16	\$34.6383	\$70,108	\$1,485	E16	\$447	\$34.8593	\$70,555	\$1,485	\$1,932	2.82%	2.16%	E16	\$76,555	\$7,932	12%			
E17	\$35.3720	\$71,593	\$1,485	E17	\$447	\$35.5930	\$72,040	\$1,485	\$1,932	2.76%	2.12%	E17	\$78,040	\$7,932	11%			
E18	\$36.1057	\$73,078	\$1,485	E18	\$447	\$36.3267	\$73,525	\$1,485	\$1,932	2.70%	2.07%	E18	\$79,525	\$7,932	11%			
E19	\$36.8394	\$74,563	\$1,485	E19	\$447	\$37.0604	\$75,010	\$1,485	\$1,932	2.64%	2.03%	E19	\$81,010	\$7,932	11%			
E20	\$37.5731	\$76,048	\$1,485	E20	\$447	\$37.7941	\$76,495	\$1,485	\$1,932	2.59%	1.99%	E20	\$82,495	\$7,932	11%			
E21	\$38.3068	\$77,533	\$1,485	E21	\$447	\$38.5278	\$77,980	\$1,485	\$1,932	2.54%	1.95%	E21	\$83,980	\$7,932	10%			
E22	\$39.0405	\$79,018	\$1,485	E22	\$447	\$39.2615	\$79,465	\$1,485	\$1,932	2.49%	1.92%	E22	\$85,465	\$7,932	10%			
E23	\$39.7816	\$80,518	\$1,500	E23	\$447	\$40.0026	\$80,965	\$1,500	\$1,947	2.46%	1.90%	E23	\$86,965	\$7,947	10%			
E24	\$40.5474	\$82,068	\$1,550	E24	\$447	\$40.7684	\$82,515	\$1,550	\$1,997	2.48%	1.93%	E24	\$88,515	\$7,997	10%			
E25	\$41.3626	\$83,718	\$1,650	E25	\$447	\$41.5836	\$84,165	\$1,650	\$2,097	2.56%	2.01%	E25	\$90,165	\$8,097	10%			
					\$2,000	Longevity =	\$86,165		\$2,447				\$92,165	\$8,447	10%			
*Completed years of creditable teaching experience				*Completed years of creditable teaching experience						Average =	2.27%	1.58%						

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TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

Instructional P (10 Month) Salary Schedules															
CURRENT 2024-2025				HCTA PROPOSED for 2025-2026									Total Annual Increases for 2025-2026		
Years Exp*	Current Hourly Rate	2024-2025 Salary	Employee Raise with Step ONLY	Years Exp*	Add to Base Salary	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	2025- 2026 Total Employee raise with Step	Proposed % Increase	% without base increase	Years Exp*	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026
E00	\$30.3037	\$48,001		E00	\$350	\$30.5246	\$48,351		\$350	0.73%	0.00%	E00	\$54,351	\$6,350	13%
E01	\$30.4615	\$48,251	\$250	E01	\$350	\$30.6824	\$48,601	\$250	\$600	1.25%	0.52%	E01	\$54,601	\$6,600	14%
E02	\$30.6193	\$48,501	\$250	E02	\$350	\$30.8403	\$48,851	\$250	\$600	1.24%	0.52%	E02	\$54,851	\$6,600	14%
E03	\$30.7771	\$48,751	\$250	E03	\$350	\$30.9981	\$49,101	\$250	\$600	1.24%	0.52%	E03	\$55,101	\$6,600	14%
E04	\$30.9350	\$49,001	\$250	E04	\$350	\$31.1559	\$49,351	\$250	\$600	1.23%	0.51%	E04	\$55,351	\$6,600	14%
E05	\$31.0928	\$49,251	\$250	E05	\$350	\$31.3138	\$49,601	\$250	\$600	1.22%	0.51%	E05	\$55,601	\$6,600	13%
E06	\$31.2506	\$49,501	\$250	E06	\$350	\$31.4716	\$49,851	\$250	\$600	1.22%	0.51%	E06	\$55,851	\$6,600	13%
E07	\$31.4242	\$49,776	\$275	E07	\$350	\$31.6452	\$50,126	\$275	\$625	1.26%	0.56%	E07	\$56,126	\$6,625	13%
E08	\$31.5979	\$50,051	\$275	E08	\$350	\$31.8188	\$50,401	\$275	\$625	1.26%	0.55%	E08	\$56,401	\$6,625	13%
E09	\$32.4407	\$51,386	\$1,335	E09	\$350	\$32.6616	\$51,736	\$1,335	\$1,685	3.37%	2.67%	E09	\$57,736	\$7,685	15%
E10	\$33.2835	\$52,721	\$1,335	E10	\$350	\$33.5044	\$53,071	\$1,335	\$1,685	3.28%	2.60%	E10	\$59,071	\$7,685	15%
E11	\$34.1263	\$54,056	\$1,335	E11	\$350	\$34.3472	\$54,406	\$1,335	\$1,685	3.20%	2.53%	E11	\$60,406	\$7,685	15%
E12	\$34.9691	\$55,391	\$1,335	E12	\$350	\$35.1900	\$55,741	\$1,335	\$1,685	3.12%	2.47%	E12	\$61,741	\$7,685	14%
E13	\$35.8119	\$56,726	\$1,335	E13	\$350	\$36.0328	\$57,076	\$1,335	\$1,685	3.04%	2.41%	E13	\$63,076	\$7,685	14%
E14	\$36.6547	\$58,061	\$1,335	E14	\$350	\$36.8756	\$58,411	\$1,335	\$1,685	2.97%	2.35%	E14	\$64,411	\$7,685	14%
E15	\$37.4975	\$59,396	\$1,335	E15	\$350	\$37.7184	\$59,746	\$1,335	\$1,685	2.90%	2.30%	E15	\$65,746	\$7,685	13%
E16	\$38.3403	\$60,731	\$1,335	E16	\$350	\$38.5612	\$61,081	\$1,335	\$1,685	2.84%	2.25%	E16	\$67,081	\$7,685	13%
E17	\$39.1831	\$62,066	\$1,335	E17	\$350	\$39.4040	\$62,416	\$1,335	\$1,685	2.77%	2.20%	E17	\$68,416	\$7,685	13%
E18	\$40.0259	\$63,401	\$1,335	E18	\$350	\$40.2468	\$63,751	\$1,335	\$1,685	2.71%	2.15%	E18	\$69,751	\$7,685	12%
E19	\$40.8687	\$64,736	\$1,335	E19	\$350	\$41.0896	\$65,086	\$1,335	\$1,685	2.66%	2.11%	E19	\$71,086	\$7,685	12%
E20	\$41.9009	\$66,371	\$1,635	E20	\$350	\$42.1218	\$66,721	\$1,635	\$1,985	3.07%	2.53%	E20	\$72,721	\$7,985	12%
E21	\$42.5543	\$67,406	\$1,035	E21	\$350	\$42.7753	\$67,756	\$1,035	\$1,385	2.09%	1.56%	E21	\$73,756	\$7,385	11%
E22	\$43.3971	\$68,741	\$1,335	E22	\$350	\$43.6181	\$69,091	\$1,335	\$1,685	2.50%	1.98%	E22	\$75,091	\$7,685	11%
E23	\$44.2494	\$70,091	\$1,350	E23	\$350	\$44.4703	\$70,441	\$1,350	\$1,700	2.47%	1.96%	E23	\$76,441	\$7,700	11%
E24	\$45.1332	\$71,491	\$1,400	E24	\$350	\$45.3542	\$71,841	\$1,400	\$1,750	2.50%	2.00%	E24	\$77,841	\$7,750	11%
E25	\$46.0802	\$72,991	\$1,500	E25	\$350	\$46.3011	\$73,341	\$1,500	\$1,850	2.59%	2.10%	E25	\$79,341	\$7,850	11%
					\$2,000	Longevity =	\$75,341		\$2,350				\$81,341	\$8,350	11%
*Completed years of creditable teaching experience				*Completed years of creditable teaching experience				Average =	2.26%	1.63%					

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TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

Instructional Q (12 Month) Salary Schedules																		
CURRENT 2023-2024					HCTA PROPOSED for 2024-2025									Total Annual Increases for 2025-2026				
Years Exp*	Current hourly rate	2024-2025 Salary	Employee Raise with Step ONLY		Years Exp*	Add to base salary	Proposed hourly rate	Proposed NEW Scale	Proposed Step Increments	2025-2026 Employee raise with Step	Proposed % Increase	% without base increase		Years Exp*	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026	
E00	\$27.5588	\$55,779			E00	\$447	\$27.7798	\$56,226		\$447	0.80%	0.00%		E00	\$62,226	\$6,447	12%	
E01	\$27.7070	\$56,079	\$300		E01	\$447	\$27.9280	\$56,526	\$300	\$747	1.34%	0.54%		E01	\$62,526	\$6,747	12%	
E02	\$27.8552	\$56,379	\$300		E02	\$447	\$28.0762	\$56,826	\$300	\$747	1.33%	0.53%		E02	\$62,826	\$6,747	12%	
E03	\$28.0035	\$56,679	\$300		E03	\$447	\$28.2244	\$57,126	\$300	\$747	1.33%	0.53%		E03	\$63,126	\$6,747	12%	
E04	\$28.1517	\$56,979	\$300		E04	\$447	\$28.3726	\$57,426	\$300	\$747	1.32%	0.53%		E04	\$63,426	\$6,747	12%	
E05	\$28.2999	\$57,279	\$300		E05	\$447	\$28.5209	\$57,726	\$300	\$747	1.31%	0.53%		E05	\$63,726	\$6,747	12%	
E06	\$28.4481	\$57,579	\$300		E06	\$447	\$28.6691	\$58,026	\$300	\$747	1.30%	0.52%		E06	\$64,026	\$6,747	12%	
E07	\$28.6087	\$57,904	\$325		E07	\$447	\$28.8297	\$58,351	\$325	\$772	1.34%	0.56%		E07	\$64,351	\$6,772	12%	
E08	\$28.7693	\$58,229	\$325		E08	\$447	\$28.9902	\$58,676	\$325	\$772	1.33%	0.56%		E08	\$64,676	\$6,772	12%	
E09	\$29.5030	\$59,714	\$1,485		E09	\$447	\$29.7239	\$60,161	\$1,485	\$1,932	3.32%	2.55%		E09	\$66,161	\$7,932	14%	
E10	\$30.2367	\$61,199	\$1,485		E10	\$447	\$30.4576	\$61,646	\$1,485	\$1,932	3.24%	2.49%		E10	\$67,646	\$7,932	13%	
E11	\$30.9704	\$62,684	\$1,485		E11	\$447	\$31.1913	\$63,131	\$1,485	\$1,932	3.16%	2.43%		E11	\$69,131	\$7,932	13%	
E12	\$31.7041	\$64,169	\$1,485		E12	\$447	\$31.9250	\$64,616	\$1,485	\$1,932	3.08%	2.37%		E12	\$70,616	\$7,932	13%	
E13	\$32.4377	\$65,654	\$1,485		E13	\$447	\$32.6587	\$66,101	\$1,485	\$1,932	3.01%	2.31%		E13	\$72,101	\$7,932	12%	
E14	\$33.1714	\$67,139	\$1,485		E14	\$447	\$33.3924	\$67,586	\$1,485	\$1,932	2.94%	2.26%		E14	\$73,586	\$7,932	12%	
E15	\$33.9046	\$68,623	\$1,484		E15	\$447	\$34.1256	\$69,070	\$1,484	\$1,931	2.88%	2.21%		E15	\$75,070	\$7,931	12%	
E16	\$34.6388	\$70,109	\$1,486		E16	\$447	\$34.8598	\$70,556	\$1,486	\$1,933	2.82%	2.17%		E16	\$76,556	\$7,933	12%	
E17	\$35.3725	\$71,594	\$1,485		E17	\$447	\$35.5935	\$72,041	\$1,485	\$1,932	2.76%	2.12%		E17	\$78,041	\$7,932	11%	
E18	\$36.1062	\$73,079	\$1,485		E18	\$447	\$36.3272	\$73,526	\$1,485	\$1,932	2.70%	2.07%		E18	\$79,526	\$7,932	11%	
E19	\$36.8399	\$74,564	\$1,485		E19	\$447	\$37.0609	\$75,011	\$1,485	\$1,932	2.64%	2.03%		E19	\$81,011	\$7,932	11%	
E20	\$37.5736	\$76,049	\$1,485		E20	\$447	\$37.7946	\$76,496	\$1,485	\$1,932	2.59%	1.99%		E20	\$82,496	\$7,932	11%	
E21	\$38.3073	\$77,534	\$1,485		E21	\$447	\$38.5283	\$77,981	\$1,485	\$1,932	2.54%	1.95%		E21	\$83,981	\$7,932	10%	
E22	\$39.0410	\$79,019	\$1,485		E22	\$447	\$39.2620	\$79,466	\$1,485	\$1,932	2.49%	1.92%		E22	\$85,466	\$7,932	10%	
E23	\$39.7821	\$80,519	\$1,500		E23	\$447	\$40.0031	\$80,966	\$1,500	\$1,947	2.46%	1.90%		E23	\$86,966	\$7,947	10%	
E24	\$40.5479	\$82,069	\$1,550		E24	\$447	\$40.7689	\$82,516	\$1,550	\$1,997	2.48%	1.93%		E24	\$88,516	\$7,997	10%	
E25	\$41.3631	\$83,719	\$1,650		E25	\$447	\$41.5841	\$84,166	\$1,650	\$2,097	2.56%	2.01%		E25	\$90,166	\$8,097	10%	
						\$2,000	dd longevity :	\$86,166		\$2,447					\$92,166	\$8,447	10%	
*Completed years of creditable teaching experience					*Completed years of creditable teaching experience					Average =	2.27%	1.58%						

NOTE: Scales are for information purposes only

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

STUDENT SERVICES - MASTER's DEGREE 198																
CURRENT 2024-2025 Master's Degree 198					HCTA PROPOSED MASTER'S DEGREE 198 for 2025-2026									Total Annual Increases for 2025-2026		
Level	Current Hourly Rate	2024-2025 Annual Rate	Employee Raise with Step ONLY		Level	Add to base salary	Proposed Hourly Rate	Proposed Annual Rate	Proposed Step Increments	2025-2026 Employee raise with Step	Proposed % Increase	% without base increase	Level	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026
0	\$32.1659	\$50,951			0	\$350	\$32.3869	\$51,301		\$350	0.69%	0.00%	0	\$57,301	\$6,350	12%
1	\$32.9434	\$52,182	\$1,232		1	\$350	\$33.1644	\$52,532	\$1,232	\$1,582	3.10%	2.42%	1	\$58,532	\$7,582	15%
2	\$33.4372	\$52,965	\$782		2	\$350	\$33.6582	\$53,315	\$782	\$1,132	2.17%	1.50%	2	\$59,315	\$7,132	14%
3	\$33.9309	\$53,747	\$782		3	\$350	\$34.1519	\$54,097	\$782	\$1,132	2.14%	1.48%	3	\$60,097	\$7,132	13%
4	\$34.4142	\$54,512	\$766		4	\$350	\$34.6352	\$54,862	\$766	\$1,116	2.08%	1.42%	4	\$60,862	\$7,116	13%
5	\$34.9290	\$55,328	\$815		5	\$350	\$35.1500	\$55,678	\$815	\$1,165	2.14%	1.50%	5	\$61,678	\$7,165	13%
6	\$35.4438	\$56,143	\$815		6	\$350	\$35.6648	\$56,493	\$815	\$1,165	2.11%	1.47%	6	\$62,493	\$7,165	13%
7	\$35.9691	\$56,975	\$832		7	\$350	\$36.1901	\$57,325	\$832	\$1,182	2.11%	1.48%	7	\$63,325	\$7,182	13%
8	\$36.5049	\$57,824	\$849		8	\$350	\$36.7259	\$58,174	\$849	\$1,199	2.10%	1.49%	8	\$64,174	\$7,199	13%
9	\$37.0407	\$58,672	\$849		9	\$350	\$37.2617	\$59,022	\$849	\$1,199	2.07%	1.47%	9	\$65,022	\$7,199	12%
10	\$37.5975	\$59,554	\$882		10	\$350	\$37.8185	\$59,904	\$882	\$1,232	2.10%	1.50%	10	\$65,904	\$7,232	12%
11	\$38.1544	\$60,437	\$882		11	\$350	\$38.3754	\$60,787	\$882	\$1,232	2.07%	1.48%	11	\$66,787	\$7,232	12%
12	\$38.7112	\$61,319	\$882		12	\$350	\$38.9322	\$61,669	\$882	\$1,232	2.04%	1.46%	12	\$67,669	\$7,232	12%
13	\$39.2785	\$62,217	\$899		13	\$350	\$39.4995	\$62,567	\$899	\$1,249	2.04%	1.47%	13	\$68,567	\$7,249	12%
14	\$39.8668	\$63,149	\$932		14	\$350	\$40.0878	\$63,499	\$932	\$1,282	2.06%	1.50%	14	\$69,499	\$7,282	12%
15	\$40.4657	\$64,098	\$949		15	\$350	\$40.6867	\$64,448	\$949	\$1,299	2.06%	1.50%	15	\$70,448	\$7,299	12%
16	\$41.0750	\$65,063	\$965		16	\$350	\$41.2960	\$65,413	\$965	\$1,315	2.05%	1.51%	16	\$71,413	\$7,315	11%
17	\$41.6844	\$66,028	\$965		17	\$350	\$41.9054	\$66,378	\$965	\$1,315	2.02%	1.48%	17	\$72,378	\$7,315	11%
18	\$42.3042	\$67,010	\$982		18	\$350	\$42.5252	\$67,360	\$982	\$1,332	2.02%	1.49%	18	\$73,360	\$7,332	11%
19	\$42.9341	\$68,008	\$998		19	\$350	\$43.1551	\$68,358	\$998	\$1,348	2.01%	1.49%	19	\$74,358	\$7,348	11%
20	\$43.5734	\$69,020	\$1,013		20	\$1,350	\$44.4257	\$70,370	\$2,013	\$2,363	3.47%	1.49%	20	\$76,370	\$8,363	12%
21	\$44.2223	\$70,048	\$1,028		21	\$1,350	\$45.0746	\$71,398	\$1,028	\$2,378	3.45%	1.49%	21	\$77,398	\$8,378	12%
22	\$44.8809	\$71,091	\$1,043		22	\$1,350	\$45.7332	\$72,441	\$1,043	\$2,393	3.42%	1.49%	22	\$78,441	\$8,393	12%
23	\$45.5493	\$72,150	\$1,059		23	\$1,350	\$46.4016	\$73,500	\$1,059	\$2,409	3.39%	1.49%	23	\$79,500	\$8,409	12%
24	\$46.2278	\$73,225	\$1,075		24	\$1,350	\$47.0801	\$74,575	\$1,075	\$2,425	3.36%	1.49%	24	\$80,575	\$8,425	12%
25	\$46.9165	\$74,316	\$1,091		25	\$1,350	\$47.7688	\$75,666	\$1,091	\$2,441	3.33%	1.49%	25	\$81,666	\$8,441	12%
					\$2,000	longevity =			\$77,666	\$3,350				\$83,666	\$9,350	13%
*Completed years of creditable experience					*Completed years of creditable experience											
\$1,000 base supplement added to steps 20-25										Average =	2.37%	1.46%				

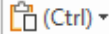
NOTE: Scales are for information purposes only

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

STUDENT SERVICES - SPECIALIST DEGREE 198																
Current 2024-2025 Specialist Degree 198				PROPOSED SPECIALIST DEGREE 198 for 2025-2026										Total Annual Increases for 2025-2026		
Level	Current Hourly Rate	2024-2025 Annual Rate	Employee Raise with Step ONLY	Level	Add to base salary	Proposed Hourly Rate	Proposed Annual Rate	Proposed Step Increments	2025-2026 Employee raise with Step	Proposed % Increase	% without base increase	Level	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026	
0	\$33.1547	\$52,517		0	\$350	\$33.3757	\$52,867		\$350	0.67%	0.00%	0	\$58,867	\$6,350	12%	
1	\$33.9322	\$53,749	\$1,232	1	\$350	\$34.1532	\$54,099	\$1,232	\$1,582	3.01%	2.35%	1	\$60,099	\$7,582	14%	
2	\$34.4260	\$54,531	\$782	2	\$350	\$34.6470	\$54,881	\$782	\$1,132	2.11%	1.46%	2	\$60,881	\$7,132	13%	
3	\$34.9197	\$55,313	\$782	3	\$350	\$35.1407	\$55,663	\$782	\$1,132	2.08%	1.43%	3	\$61,663	\$7,132	13%	
4	\$35.4030	\$56,078	\$766	4	\$350	\$35.6240	\$56,428	\$766	\$1,116	2.02%	1.38%	4	\$62,428	\$7,116	13%	
5	\$35.9178	\$56,894	\$815	5	\$350	\$36.1388	\$57,244	\$815	\$1,165	2.08%	1.45%	5	\$63,244	\$7,165	13%	
6	\$36.4326	\$57,709	\$815	6	\$350	\$36.6536	\$58,059	\$815	\$1,165	2.05%	1.43%	6	\$64,059	\$7,165	13%	
7	\$36.9579	\$58,541	\$832	7	\$350	\$37.1789	\$58,891	\$832	\$1,182	2.05%	1.44%	7	\$64,891	\$7,182	12%	
8	\$37.4937	\$59,390	\$849	8	\$350	\$37.7147	\$59,740	\$849	\$1,199	2.05%	1.45%	8	\$65,740	\$7,199	12%	
9	\$38.0295	\$60,239	\$849	9	\$350	\$38.2505	\$60,589	\$849	\$1,199	2.02%	1.43%	9	\$66,589	\$7,199	12%	
10	\$38.5863	\$61,121	\$882	10	\$350	\$38.8073	\$61,471	\$882	\$1,232	2.05%	1.46%	10	\$67,471	\$7,232	12%	
11	\$39.1432	\$62,003	\$882	11	\$350	\$39.3642	\$62,353	\$882	\$1,232	2.02%	1.44%	11	\$68,353	\$7,232	12%	
12	\$39.7000	\$62,885	\$882	12	\$350	\$39.9210	\$63,235	\$882	\$1,232	1.99%	1.42%	12	\$69,235	\$7,232	12%	
13	\$40.2673	\$63,783	\$899	13	\$350	\$40.4883	\$64,133	\$899	\$1,249	1.99%	1.43%	13	\$70,133	\$7,249	12%	
14	\$40.8556	\$64,715	\$932	14	\$350	\$41.0766	\$65,065	\$932	\$1,282	2.01%	1.46%	14	\$71,065	\$7,282	11%	
15	\$41.4545	\$65,664	\$949	15	\$350	\$41.6755	\$66,014	\$949	\$1,299	2.01%	1.47%	15	\$72,014	\$7,299	11%	
16	\$42.0638	\$66,629	\$965	16	\$350	\$42.2848	\$66,979	\$965	\$1,315	2.00%	1.47%	16	\$72,979	\$7,315	11%	
17	\$42.6732	\$67,594	\$965	17	\$350	\$42.8942	\$67,944	\$965	\$1,315	1.97%	1.45%	17	\$73,944	\$7,315	11%	
18	\$43.2930	\$68,576	\$982	18	\$350	\$43.5140	\$68,926	\$982	\$1,332	1.97%	1.45%	18	\$74,926	\$7,332	11%	
19	\$43.9229	\$69,574	\$998	19	\$350	\$44.1439	\$69,924	\$998	\$1,348	1.97%	1.45%	19	\$75,924	\$7,348	11%	
20	\$44.5622	\$70,587	\$1,013	20	\$1,350	\$45.4145	\$71,937	\$2,013	\$2,363	3.40%	1.46%	20	\$77,937	\$8,363	12%	
21	\$45.2259	\$71,638	\$1,051	21	\$1,350	\$46.0782	\$72,988	\$1,051	\$2,401	3.40%	1.49%	21	\$78,988	\$8,401	12%	
22	\$45.8995	\$72,705	\$1,067	22	\$1,350	\$46.7518	\$74,055	\$1,067	\$2,417	3.37%	1.49%	22	\$80,055	\$8,417	12%	
23	\$46.5833	\$73,788	\$1,083	23	\$1,350	\$47.4356	\$75,138	\$1,083	\$2,433	3.35%	1.49%	23	\$81,138	\$8,433	12%	
24	\$47.2773	\$74,887	\$1,099	24	\$1,350	\$48.1296	\$76,237	\$1,099	\$2,449	3.32%	1.49%	24	\$82,237	\$8,449	11%	
25	\$47.9817	\$76,003	\$1,116	25	\$1,350	\$48.8340	\$77,353	\$1,116	\$2,466	3.29%	1.49%	25	\$83,353	\$8,466	11%	
				\$2,000 add longevity =				\$79,353		\$3,350			\$85,353	\$9,350	12%	
*Completed years of creditable experience				*Completed years of creditable experience												
\$1,000 base supplement added to steps 20-25									Average =	2.32%	1.43%					

NOTE: Scales are for information purposes only

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

STUDENT SERVICES - DOCTORATE DEGREE 198																
Current 2024-2025 Doctorate Degree 198				PROPOSED DOCTORATE DEGREE 198 for 2025-2026								Total Annual Increases for 2025-2026				
Level	Current Hourly Rate	2024-2025 Annual Rate	Employee Raise with Step ONLY	Level	Add to base salary	Proposed Hourly Rate	Proposed Annual Rate	Proposed Step Increments	Employee raise with step	Proposed % Increase	% without base increase	Level	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026	
0	\$34.1332	\$54,067		0	 (Ctrl) ▾	\$34.3542	\$54,417		\$350	0.65%	0.00%	0	\$60,417	\$6,350	12%	
1	\$34.9107	\$55,299	\$1,232	1	\$350	\$35.1317	\$55,649	\$1,232	\$1,582	2.93%	2.28%	1	\$61,649	\$7,582	14%	
2	\$35.4045	\$56,081	\$782	2	\$350	\$35.6255	\$56,431	\$782	\$1,132	2.05%	1.41%	2	\$62,431	\$7,132	13%	
3	\$35.8982	\$56,863	\$782	3	\$350	\$36.1192	\$57,213	\$782	\$1,132	2.02%	1.39%	3	\$63,213	\$7,132	13%	
4	\$36.3815	\$57,628	\$766	4	\$350	\$36.6025	\$57,978	\$766	\$1,116	1.96%	1.35%	4	\$63,978	\$7,116	13%	
5	\$36.8963	\$58,444	\$815	5	\$350	\$37.1173	\$58,794	\$815	\$1,165	2.02%	1.42%	5	\$64,794	\$7,165	12%	
6	\$37.4111	\$59,259	\$815	6	\$350	\$37.6321	\$59,609	\$815	\$1,165	1.99%	1.40%	6	\$65,609	\$7,165	12%	
7	\$37.9364	\$60,091	\$832	7	\$350	\$38.1574	\$60,441	\$832	\$1,182	1.99%	1.40%	7	\$66,441	\$7,182	12%	
8	\$38.4722	\$60,940	\$849	8	\$350	\$38.6932	\$61,290	\$849	\$1,199	1.99%	1.41%	8	\$67,290	\$7,199	12%	
9	\$39.0080	\$61,789	\$849	9	\$350	\$39.2290	\$62,139	\$849	\$1,199	1.97%	1.39%	9	\$68,139	\$7,199	12%	
10	\$39.5648	\$62,671	\$882	10	\$350	\$39.7858	\$63,021	\$882	\$1,232	1.99%	1.43%	10	\$69,021	\$7,232	12%	
11	\$40.1217	\$63,553	\$882	11	\$350	\$40.3427	\$63,903	\$882	\$1,232	1.97%	1.41%	11	\$69,903	\$7,232	12%	
12	\$40.6785	\$64,435	\$882	12	\$350	\$40.8995	\$64,785	\$882	\$1,232	1.94%	1.39%	12	\$70,785	\$7,232	11%	
13	\$41.2458	\$65,333	\$899	13	\$350	\$41.4668	\$65,683	\$899	\$1,249	1.94%	1.39%	13	\$71,683	\$7,249	11%	
14	\$41.8341	\$66,265	\$932	14	\$350	\$42.0551	\$66,615	\$932	\$1,282	1.96%	1.43%	14	\$72,615	\$7,282	11%	
15	\$42.4330	\$67,214	\$949	15	\$350	\$42.6540	\$67,564	\$949	\$1,299	1.96%	1.43%	15	\$73,564	\$7,299	11%	
16	\$43.0423	\$68,179	\$965	16	\$350	\$43.2633	\$68,529	\$965	\$1,315	1.96%	1.44%	16	\$74,529	\$7,315	11%	
17	\$43.6517	\$69,144	\$965	17	\$350	\$43.8727	\$69,494	\$965	\$1,315	1.93%	1.42%	17	\$75,494	\$7,315	11%	
18	\$44.2715	\$70,126	\$982	18	\$350	\$44.4925	\$70,476	\$982	\$1,332	1.93%	1.42%	18	\$76,476	\$7,332	11%	
19	\$44.9014	\$71,124	\$998	19	\$350	\$45.1224	\$71,474	\$998	\$1,348	1.92%	1.42%	19	\$77,474	\$7,348	10%	
20	\$45.5407	\$72,136	\$1,013	20	\$1,350	\$46.3930	\$73,486	\$2,013	\$2,363	3.32%	1.42%	20	\$79,486	\$8,363	12%	
21	\$46.2191	\$73,211	\$1,075	21	\$1,350	\$47.0714	\$74,561	\$1,075	\$2,425	3.36%	1.49%	21	\$80,561	\$8,425	12%	
22	\$46.9076	\$74,302	\$1,091	22	\$1,350	\$47.7599	\$75,652	\$1,091	\$2,441	3.33%	1.49%	22	\$81,652	\$8,441	12%	
23	\$47.6065	\$75,409	\$1,107	23	\$1,350	\$48.4588	\$76,759	\$1,107	\$2,457	3.31%	1.49%	23	\$82,759	\$8,457	11%	
24	\$48.3159	\$76,532	\$1,124	24	\$1,350	\$49.1682	\$77,882	\$1,124	\$2,474	3.28%	1.49%	24	\$83,882	\$8,474	11%	
25	\$49.0359	\$77,673	\$1,140	25	\$1,350	\$49.8882	\$79,023	\$1,140	\$2,490	3.25%	1.49%	25	\$85,023	\$8,490	11%	
				\$2,000 add longevity =				\$81,023	\$3,350				\$87,023	\$9,350	12%	
*Completed years of creditable experience				*Completed years of creditable experience												
\$1,000 base supplement added to steps 20-25									Average =	2.27%	1.40%					

NOTE: Scales are for information purposes only

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

STUDENT SERVICES - MASTER's DEGREE 205																
CURRENT 2024-2025 Master's Degree 205				PROPOSED MASTER'S DEGREE 205 for 2025-2026										Total Annual Increases for 2025-2026		
Level	Current Hourly Rate	2024-2025 Annual Rate	Employee Raise with Step ONLY	Level	Add to base salary	Proposed Hourly Rate	Proposed Annual Rate	Proposed Step Increments	2025-2026 Employee raise with Step	Proposed % Increase	% without base increase	Level	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026	
0	\$32.1659	\$52,752		0	\$362	\$32.3869	\$53,114		\$362	0.69%	0.00%	0	\$59,114	\$6,362	12%	
1	\$32.9434	\$54,027	\$1,275	1	\$362	\$33.1644	\$54,390	\$1,275	\$1,637	3.10%	2.42%	1	\$60,390	\$7,637	14%	
2	\$33.4372	\$54,837	\$810	2	\$362	\$33.6582	\$55,199	\$810	\$1,172	2.17%	1.50%	2	\$61,199	\$7,172	13%	
3	\$33.9309	\$55,647	\$810	3	\$362	\$34.1519	\$56,009	\$810	\$1,172	2.14%	1.48%	3	\$62,009	\$7,172	13%	
4	\$34.4142	\$56,439	\$793	4	\$362	\$34.6352	\$56,802	\$793	\$1,155	2.08%	1.42%	4	\$62,802	\$7,155	13%	
5	\$34.9290	\$57,284	\$844	5	\$362	\$35.1500	\$57,646	\$844	\$1,207	2.14%	1.50%	5	\$63,646	\$7,207	13%	
6	\$35.4438	\$58,128	\$844	6	\$362	\$35.6648	\$58,490	\$844	\$1,207	2.11%	1.47%	6	\$64,490	\$7,207	13%	
7	\$35.9691	\$58,989	\$861	7	\$362	\$36.1901	\$59,352	\$861	\$1,224	2.11%	1.48%	7	\$65,352	\$7,224	12%	
8	\$36.5049	\$59,868	\$879	8	\$362	\$36.7259	\$60,230	\$879	\$1,241	2.10%	1.49%	8	\$66,230	\$7,241	12%	
9	\$37.0407	\$60,747	\$879	9	\$362	\$37.2617	\$61,109	\$879	\$1,241	2.07%	1.47%	9	\$67,109	\$7,241	12%	
10	\$37.5975	\$61,660	\$913	10	\$362	\$37.8185	\$62,022	\$913	\$1,276	2.10%	1.50%	10	\$68,022	\$7,276	12%	
11	\$38.1544	\$62,573	\$913	11	\$362	\$38.3754	\$62,936	\$913	\$1,276	2.07%	1.48%	11	\$68,936	\$7,276	12%	
12	\$38.7112	\$63,486	\$913	12	\$362	\$38.9322	\$63,849	\$913	\$1,276	2.04%	1.46%	12	\$69,849	\$7,276	12%	
13	\$39.2785	\$64,417	\$930	13	\$362	\$39.4995	\$64,779	\$930	\$1,293	2.04%	1.47%	13	\$70,779	\$7,293	11%	
14	\$39.8668	\$65,382	\$965	14	\$362	\$40.0878	\$65,744	\$965	\$1,327	2.06%	1.50%	14	\$71,744	\$7,327	11%	
15	\$40.4657	\$66,364	\$982	15	\$362	\$40.6867	\$66,726	\$982	\$1,345	2.06%	1.50%	15	\$72,726	\$7,345	11%	
16	\$41.0750	\$67,363	\$999	16	\$362	\$41.2960	\$67,725	\$999	\$1,362	2.05%	1.51%	16	\$73,725	\$7,362	11%	
17	\$41.6844	\$68,362	\$999	17	\$362	\$41.9054	\$68,725	\$999	\$1,362	2.02%	1.48%	17	\$74,725	\$7,362	11%	
18	\$42.3042	\$69,379	\$1,016	18	\$362	\$42.5252	\$69,741	\$1,016	\$1,379	2.02%	1.49%	18	\$75,741	\$7,379	11%	
19	\$42.9341	\$70,412	\$1,033	19	\$362	\$43.1551	\$70,774	\$1,033	\$1,395	2.01%	1.49%	19	\$76,774	\$7,395	11%	
20	\$43.5734	\$71,460	\$1,048	20	\$1,398	\$44.4257	\$72,858	\$2,084	\$2,446	3.47%	1.49%	20	\$78,858	\$8,446	12%	
21	\$44.2223	\$72,525	\$1,064	21	\$1,398	\$45.0746	\$73,922	\$1,064	\$2,462	3.45%	1.49%	21	\$79,922	\$8,462	12%	
22	\$44.8809	\$73,605	\$1,080	22	\$1,398	\$45.7332	\$75,002	\$1,080	\$2,478	3.42%	1.49%	22	\$81,002	\$8,478	12%	
23	\$45.5493	\$74,701	\$1,096	23	\$1,398	\$46.4016	\$76,099	\$1,096	\$2,494	3.39%	1.49%	23	\$82,099	\$8,494	12%	
24	\$46.2278	\$75,814	\$1,113	24	\$1,398	\$47.0801	\$77,211	\$1,113	\$2,510	3.36%	1.49%	24	\$83,211	\$8,510	11%	
25	\$46.9165	\$76,943	\$1,129	25	\$1,398	\$47.7688	\$78,341	\$1,129	\$2,527	3.33%	1.49%	25	\$84,341	\$8,527	11%	
				Add \$2,000 Longevity =					\$80,341				\$86,341	\$9,398	12%	
*Completed years of creditable experience				*Completed years of creditable experience												
\$1,000 base supplement added to steps 20-25									Average =	2.46%	1.49%					

NOTE: Scales are for information purposes only

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

STUDENT SERVICES - SPECIALIST DEGREE 205															
CURRENT 2024-2025 Specialist Degree 205				PROPOSED SPECIALIST DEGREE 205 for 2025-2026									Total Annual Increases for 2025-2026		
Level	Current Hourly Rate	2024-2025 Annual Rate	Employee Raise with Step ONLY	Level	Add to base salary	Proposed Hourly Rate	Proposed Annual Rate	Proposed Step Increments	2025-2026 Employee raise with Step	Proposed % Increase	% without base increase	Level	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026
0	\$33.1547	\$54,374		0	\$362	\$33.3757	\$54,736		\$362	0.67%	0.00%	0	\$60,736	\$6,362	12%
1	\$33.9322	\$55,649	\$1,275	1	\$362	\$34.1532	\$56,011	\$1,275	\$1,637	3.01%	2.35%	1	\$62,011	\$7,637	14%
2	\$34.4260	\$56,459	\$810	2	\$362	\$34.6470	\$56,821	\$810	\$1,172	2.11%	1.46%	2	\$62,821	\$7,172	13%
3	\$34.9197	\$57,268	\$810	3	\$362	\$35.1407	\$57,631	\$810	\$1,172	2.08%	1.43%	3	\$63,631	\$7,172	13%
4	\$35.4030	\$58,061	\$793	4	\$362	\$35.6240	\$58,423	\$793	\$1,155	2.02%	1.38%	4	\$64,423	\$7,155	12%
5	\$35.9178	\$58,905	\$844	5	\$362	\$36.1388	\$59,268	\$844	\$1,207	2.08%	1.45%	5	\$65,268	\$7,207	12%
6	\$36.4326	\$59,749	\$844	6	\$362	\$36.6536	\$60,112	\$844	\$1,207	2.05%	1.43%	6	\$66,112	\$7,207	12%
7	\$36.9579	\$60,611	\$861	7	\$362	\$37.1789	\$60,973	\$861	\$1,224	2.05%	1.44%	7	\$66,973	\$7,224	12%
8	\$37.4937	\$61,490	\$879	8	\$362	\$37.7147	\$61,852	\$879	\$1,241	2.05%	1.45%	8	\$67,852	\$7,241	12%
9	\$38.0295	\$62,368	\$879	9	\$362	\$38.2505	\$62,731	\$879	\$1,241	2.02%	1.43%	9	\$68,731	\$7,241	12%
10	\$38.5863	\$63,282	\$913	10	\$362	\$38.8073	\$63,644	\$913	\$1,276	2.05%	1.46%	10	\$69,644	\$7,276	12%
11	\$39.1432	\$64,195	\$913	11	\$362	\$39.3642	\$64,557	\$913	\$1,276	2.02%	1.44%	11	\$70,557	\$7,276	11%
12	\$39.7000	\$65,108	\$913	12	\$362	\$39.9210	\$65,470	\$913	\$1,276	1.99%	1.42%	12	\$71,470	\$7,276	11%
13	\$40.2673	\$66,038	\$930	13	\$362	\$40.4883	\$66,401	\$930	\$1,293	1.99%	1.43%	13	\$72,401	\$7,293	11%
14	\$40.8556	\$67,003	\$965	14	\$362	\$41.0766	\$67,366	\$965	\$1,327	2.01%	1.46%	14	\$73,366	\$7,327	11%
15	\$41.4545	\$67,985	\$982	15	\$362	\$41.6755	\$68,348	\$982	\$1,345	2.01%	1.47%	15	\$74,348	\$7,345	11%
16	\$42.0638	\$68,985	\$999	16	\$362	\$42.2848	\$69,347	\$999	\$1,362	2.00%	1.47%	16	\$75,347	\$7,362	11%
17	\$42.6732	\$69,984	\$999	17	\$362	\$42.8942	\$70,346	\$999	\$1,362	1.97%	1.45%	17	\$76,346	\$7,362	11%
18	\$43.2930	\$71,001	\$1,016	18	\$362	\$43.5140	\$71,363	\$1,016	\$1,379	1.97%	1.45%	18	\$77,363	\$7,379	11%
19	\$43.9229	\$72,034	\$1,033	19	\$362	\$44.1439	\$72,396	\$1,033	\$1,395	1.97%	1.45%	19	\$78,396	\$7,395	10%
20	\$44.5622	\$73,082	\$1,048	20	\$1,398	\$45.4145	\$74,480	\$2,084	\$2,446	3.40%	1.46%	20	\$80,480	\$8,446	12%
21	\$45.2259	\$74,170	\$1,088	21	\$1,398	\$46.0782	\$75,568	\$1,088	\$2,486	3.40%	1.49%	21	\$81,568	\$8,486	12%
22	\$45.8995	\$75,275	\$1,105	22	\$1,398	\$46.7518	\$76,673	\$1,105	\$2,502	3.37%	1.49%	22	\$82,673	\$8,502	11%
23	\$46.5833	\$76,397	\$1,121	23	\$1,398	\$47.4356	\$77,794	\$1,121	\$2,519	3.35%	1.49%	23	\$83,794	\$8,519	11%
24	\$47.2773	\$77,535	\$1,138	24	\$1,398	\$48.1296	\$78,932	\$1,138	\$2,536	3.32%	1.49%	24	\$84,932	\$8,536	11%
25	\$47.9817	\$78,690	\$1,155	25	\$1,398	\$48.8340	\$80,088	\$1,155	\$2,553	3.29%	1.49%	25	\$86,088	\$8,553	11%
				Add \$2,000 Longevity =				\$82,088		\$3,398			\$88,088	\$9,398	12%
*Completed years of creditable experience				*Completed years of creditable experience											
\$1,000 base supplement added to steps 20-25										Average =	2.41%	1.46%			

NOTE: Scales are for information purposes only

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

STUDENT SERVICES - DOCTORATE DEGREE 205																	
CURRENT 2024-2025 Doctorate Degree 205				PROPOSED DOCTORATE DEGREE 205 for 2025-2026										Total Annual Increases for 2025-2026			
Level	Current Hourly Rate	2024-2025 Annual Rate	Employee Raise with Step ONLY	Level	Add to base salary	Proposed Hourly Rate	Employee raise with step	Proposed Step Increments	2025-2026 Employee raise with Step	Proposed % Increase	% without base increase	Level	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026		
0	\$34.1333	\$55,979		0	\$362	\$34.3543	\$56,341		\$362	0.65%	0.00%	0	\$62,341	\$6,362	11%		
1	\$34.9107	\$57,254	\$1,275	1	\$362	\$35.1317	\$57,616	\$1,275	\$1,637	2.92%	2.28%	1	\$63,616	\$7,637	14%		
2	\$35.4054	\$58,065	\$811	2	\$362	\$35.6264	\$58,427	\$811	\$1,174	2.05%	1.42%	2	\$64,427	\$7,174	13%		
3	\$35.8982	\$58,873	\$808	3	\$362	\$36.1192	\$59,235	\$808	\$1,171	2.02%	1.39%	3	\$65,235	\$7,171	12%		
4	\$36.3815	\$59,666	\$793	4	\$362	\$36.6025	\$60,028	\$793	\$1,155	1.96%	1.35%	4	\$66,028	\$7,155	12%		
5	\$36.8963	\$60,510	\$844	5	\$362	\$37.1173	\$60,872	\$844	\$1,207	2.02%	1.42%	5	\$66,872	\$7,207	12%		
6	\$37.4111	\$61,354	\$844	6	\$362	\$37.6321	\$61,717	\$844	\$1,207	1.99%	1.40%	6	\$67,717	\$7,207	12%		
7	\$37.9364	\$62,216	\$861	7	\$362	\$38.1574	\$62,578	\$861	\$1,224	1.99%	1.40%	7	\$68,578	\$7,224	12%		
8	\$38.4722	\$63,094	\$879	8	\$362	\$38.6932	\$63,457	\$879	\$1,241	1.99%	1.41%	8	\$69,457	\$7,241	12%		
9	\$39.0080	\$63,973	\$879	9	\$362	\$39.2290	\$64,335	\$879	\$1,241	1.97%	1.39%	9	\$70,335	\$7,241	11%		
10	\$39.5648	\$64,886	\$913	10	\$362	\$39.7858	\$65,249	\$913	\$1,276	1.99%	1.43%	10	\$71,249	\$7,276	11%		
11	\$40.1217	\$65,800	\$913	11	\$362	\$40.3427	\$66,162	\$913	\$1,276	1.97%	1.41%	11	\$72,162	\$7,276	11%		
12	\$40.6785	\$66,713	\$913	12	\$362	\$40.8995	\$67,075	\$913	\$1,276	1.94%	1.39%	12	\$73,075	\$7,276	11%		
13	\$41.2458	\$67,643	\$930	13	\$362	\$41.4668	\$68,005	\$930	\$1,293	1.94%	1.39%	13	\$74,005	\$7,293	11%		
14	\$41.8341	\$68,608	\$965	14	\$362	\$42.0551	\$68,970	\$965	\$1,327	1.96%	1.43%	14	\$74,970	\$7,327	11%		
15	\$42.4330	\$69,590	\$982	15	\$362	\$42.6540	\$69,952	\$982	\$1,345	1.96%	1.43%	15	\$75,952	\$7,345	11%		
16	\$43.0423	\$70,589	\$999	16	\$362	\$43.2633	\$70,952	\$999	\$1,362	1.96%	1.44%	16	\$76,952	\$7,362	11%		
17	\$43.6517	\$71,589	\$999	17	\$362	\$43.8727	\$71,951	\$999	\$1,362	1.93%	1.42%	17	\$77,951	\$7,362	10%		
18	\$44.2715	\$72,605	\$1,016	18	\$362	\$44.4925	\$72,968	\$1,016	\$1,379	1.93%	1.42%	18	\$78,968	\$7,379	10%		
19	\$44.9014	\$73,638	\$1,033	19	\$362	\$45.1224	\$74,001	\$1,033	\$1,395	1.92%	1.42%	19	\$80,001	\$7,395	10%		
20	\$45.5407	\$74,687	\$1,048	20	\$1,398	\$46.3930	\$76,084	\$2,084	\$2,446	3.32%	1.42%	20	\$82,084	\$8,446	11%		
21	\$46.2191	\$75,799	\$1,113	21	\$1,398	\$47.0714	\$77,197	\$1,113	\$2,510	3.36%	1.49%	21	\$83,197	\$8,510	11%		
22	\$46.9076	\$76,928	\$1,129	22	\$1,398	\$47.7599	\$78,326	\$1,129	\$2,527	3.33%	1.49%	22	\$84,326	\$8,527	11%		
23	\$47.6065	\$78,075	\$1,146	23	\$1,398	\$48.4588	\$79,472	\$1,146	\$2,544	3.31%	1.49%	23	\$85,472	\$8,544	11%		
24	\$48.3159	\$79,238	\$1,163	24	\$1,398	\$49.1682	\$80,636	\$1,163	\$2,561	3.28%	1.49%	24	\$86,636	\$8,561	11%		
25	\$49.0359	\$80,419	\$1,181	25	\$1,398	\$49.8882	\$81,817	\$1,181	\$2,579	3.25%	1.49%	25	\$87,817	\$8,579	11%		
				Add \$2,000 Longevity =				\$83,817		\$3,398			\$89,817	\$9,398	12%		
*Completed years of creditable experience				*Completed years of creditable experience													
\$1,000 base supplement added to steps 20-25									Average =	2.37%	1.43%						

NOTE: Scales are for information purposes only

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

STUDENT SERVICES - MASTER's DEGRE 253															
CURRENT 2024-2025 Master's Degree 253				PROPOSED MASTER's DEGREE 253 for 2025-2026								Total Annual Increases for 2025-2026			
Level	Current Hourly Rate	2024-2025 Annual Rate	Employee Raise with Step ONLY	Level	Add to base salary	Proposed Hourly Rate	Employee raise with step	Proposed Step Increments	2025-2026 Employee raise with Step	Proposed % Increase	% without base increase	Level	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026
0	\$28.9809	\$58,657		0	\$447	\$29.2019	\$59,105		\$447	0.76%	0.00%	0	\$65,105	\$6,447	11%
1	\$29.6806	\$60,074	\$1,416	1	\$447	\$29.9016	\$60,521	\$1,416	\$1,863	3.18%	2.41%	1	\$66,521	\$7,863	13%
2	\$30.1250	\$60,973	\$899	2	\$447	\$30.3460	\$61,420	\$899	\$1,347	2.24%	1.50%	2	\$67,420	\$7,347	12%
3	\$30.5694	\$61,872	\$899	3	\$447	\$30.7904	\$62,320	\$899	\$1,347	2.21%	1.48%	3	\$68,320	\$7,347	12%
4	\$31.0044	\$62,753	\$880	4	\$447	\$31.2254	\$63,200	\$880	\$1,328	2.15%	1.42%	4	\$69,200	\$7,328	12%
5	\$31.4677	\$63,691	\$938	5	\$447	\$31.6887	\$64,138	\$938	\$1,385	2.21%	1.49%	5	\$70,138	\$7,385	12%
6	\$31.9310	\$64,628	\$938	6	\$447	\$32.1520	\$65,076	\$938	\$1,385	2.17%	1.47%	6	\$71,076	\$7,385	12%
7	\$32.4038	\$65,585	\$957	7	\$447	\$32.6248	\$66,033	\$957	\$1,404	2.17%	1.48%	7	\$72,033	\$7,404	11%
8	\$32.8860	\$66,561	\$976	8	\$447	\$33.1070	\$67,008	\$976	\$1,423	2.17%	1.49%	8	\$73,008	\$7,423	11%
9	\$33.3682	\$67,537	\$976	9	\$447	\$33.5892	\$67,984	\$976	\$1,423	2.14%	1.47%	9	\$73,984	\$7,423	11%
10	\$33.8693	\$68,551	\$1,014	10	\$447	\$34.0903	\$68,999	\$1,014	\$1,461	2.16%	1.50%	10	\$74,999	\$7,461	11%
11	\$34.3705	\$69,566	\$1,014	11	\$447	\$34.5915	\$70,013	\$1,014	\$1,462	2.13%	1.48%	11	\$76,013	\$7,462	11%
12	\$34.8716	\$70,580	\$1,014	12	\$447	\$35.0926	\$71,027	\$1,014	\$1,461	2.10%	1.46%	12	\$77,027	\$7,461	11%
13	\$35.3822	\$71,614	\$1,033	13	\$447	\$35.6032	\$72,061	\$1,033	\$1,481	2.10%	1.46%	13	\$78,061	\$7,481	11%
14	\$35.9117	\$72,685	\$1,072	14	\$447	\$36.1327	\$73,133	\$1,072	\$1,519	2.12%	1.50%	14	\$79,133	\$7,519	10%
15	\$36.4507	\$73,776	\$1,091	15	\$447	\$36.6717	\$74,223	\$1,091	\$1,538	2.12%	1.50%	15	\$80,223	\$7,538	10%
16	\$36.9991	\$74,886	\$1,110	16	\$447	\$37.2201	\$75,333	\$1,110	\$1,557	2.11%	1.50%	16	\$81,333	\$7,557	10%
17	\$37.5475	\$75,996	\$1,110	17	\$447	\$37.7685	\$76,443	\$1,110	\$1,557	2.08%	1.48%	17	\$82,443	\$7,557	10%
18	\$38.1054	\$77,125	\$1,129	18	\$447	\$38.3264	\$77,573	\$1,129	\$1,576	2.07%	1.49%	18	\$83,573	\$7,576	10%
19	\$38.6722	\$78,273	\$1,147	19	\$447	\$38.8932	\$78,720	\$1,147	\$1,594	2.07%	1.49%	19	\$84,720	\$7,594	10%
20	\$39.2476	\$79,437	\$1,165	20	\$1,447	\$39.9626	\$80,884	\$2,165	\$2,612	3.34%	1.49%	20	\$86,884	\$8,612	11%
21	\$39.8316	\$80,619	\$1,182	21	\$1,447	\$40.5466	\$82,066	\$1,182	\$2,629	3.31%	1.49%	21	\$88,066	\$8,629	11%
22	\$40.4243	\$81,819	\$1,200	22	\$1,447	\$41.1393	\$83,266	\$1,200	\$2,647	3.28%	1.49%	22	\$89,266	\$8,647	11%
23	\$41.0260	\$83,037	\$1,218	23	\$1,447	\$41.7410	\$84,484	\$1,218	\$2,665	3.26%	1.49%	23	\$90,484	\$8,665	11%
24	\$41.6366	\$84,272	\$1,236	24	\$1,447	\$42.3516	\$85,720	\$1,236	\$2,683	3.23%	1.49%	24	\$91,720	\$8,683	10%
25	\$42.2564	\$85,527	\$1,254	25	\$1,447	\$42.9714	\$86,974	\$1,254	\$2,702	3.21%	1.49%	25	\$92,974	\$8,702	10%
				Add \$2,000 Longevity =					\$88,974				\$94,974	\$9,447	11%
*Completed years of creditable experience				*Completed years of creditable experience											
\$1,000 base supplement added to steps 20-25									Average =	2.39%	1.46%				

NOTE: Scales are for information purposes only

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

STUDENT SERVICES - SPECIALIST DEGRE 253															
CURRENT 2024-2025 Specialist Degree 253				PROPOSED SPECIALIST DEGREE 253 for 2025-2026								Total Annual Increases for 2025-2026			
Level	Current Hourly Rate	2024-2025 Annual Rate	Employee Raise with Step ONLY	Level	Add to base salary	Proposed Hourly Rate	Employee raise with step	Proposed Step Increments	2025-2026 Employee raise with Step	Proposed % Increase	% without base increase	Level	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026
0	\$29.8708	\$60,458		0	\$447	\$30.0918	\$60,906		\$447	0.74%	0.00%	0	\$66,906	\$6,447	11%
1	\$30.5705	\$61,875	\$1,416	1	\$447	\$30.7915	\$62,322	\$1,416	\$1,863	3.08%	2.34%	1	\$68,322	\$7,863	13%
2	\$31.0149	\$62,774	\$899	2	\$447	\$31.2359	\$63,221	\$899	\$1,347	2.18%	1.45%	2	\$69,221	\$7,347	12%
3	\$31.4593	\$63,674	\$899	3	\$447	\$31.6803	\$64,121	\$899	\$1,347	2.15%	1.43%	3	\$70,121	\$7,347	12%
4	\$31.8943	\$64,554	\$880	4	\$447	\$32.1153	\$65,001	\$880	\$1,328	2.09%	1.38%	4	\$71,001	\$7,328	12%
5	\$32.3576	\$65,492	\$938	5	\$447	\$32.5786	\$65,939	\$938	\$1,385	2.15%	1.45%	5	\$71,939	\$7,385	11%
6	\$32.8209	\$66,430	\$938	6	\$447	\$33.0419	\$66,877	\$938	\$1,385	2.11%	1.43%	6	\$72,877	\$7,385	11%
7	\$33.2937	\$67,386	\$957	7	\$447	\$33.5147	\$67,834	\$957	\$1,404	2.11%	1.44%	7	\$73,834	\$7,404	11%
8	\$33.7759	\$68,362	\$976	8	\$447	\$33.9969	\$68,810	\$976	\$1,423	2.11%	1.45%	8	\$74,810	\$7,423	11%
9	\$34.2581	\$69,338	\$976	9	\$447	\$34.4791	\$69,786	\$976	\$1,423	2.08%	1.43%	9	\$75,786	\$7,423	11%
10	\$34.7593	\$70,353	\$1,014	10	\$447	\$34.9803	\$70,800	\$1,014	\$1,462	2.11%	1.46%	10	\$76,800	\$7,462	11%
11	\$35.2604	\$71,367	\$1,014	11	\$447	\$35.4814	\$71,814	\$1,014	\$1,461	2.08%	1.44%	11	\$77,814	\$7,461	11%
12	\$35.7615	\$72,381	\$1,014	12	\$447	\$35.9825	\$72,828	\$1,014	\$1,461	2.05%	1.42%	12	\$78,828	\$7,461	10%
13	\$36.2721	\$73,415	\$1,033	13	\$447	\$36.4931	\$73,862	\$1,033	\$1,481	2.05%	1.43%	13	\$79,862	\$7,481	10%
14	\$36.8016	\$74,486	\$1,072	14	\$447	\$37.0226	\$74,934	\$1,072	\$1,519	2.07%	1.46%	14	\$80,934	\$7,519	10%
15	\$37.3406	\$75,577	\$1,091	15	\$447	\$37.5616	\$76,025	\$1,091	\$1,538	2.07%	1.46%	15	\$82,025	\$7,538	10%
16	\$37.8890	\$76,687	\$1,110	16	\$447	\$38.1100	\$77,135	\$1,110	\$1,557	2.06%	1.47%	16	\$83,135	\$7,557	10%
17	\$38.4374	\$77,797	\$1,110	17	\$447	\$38.6584	\$78,245	\$1,110	\$1,557	2.03%	1.45%	17	\$84,245	\$7,557	10%
18	\$38.9953	\$78,926	\$1,129	18	\$447	\$39.2163	\$79,374	\$1,129	\$1,576	2.03%	1.45%	18	\$85,374	\$7,576	10%
19	\$39.5621	\$80,074	\$1,147	19	\$447	\$39.7831	\$80,521	\$1,147	\$1,594	2.02%	1.45%	19	\$86,521	\$7,594	10%
20	\$40.1375	\$81,238	\$1,165	20	\$1,447	\$40.8525	\$82,686	\$2,165	\$2,612	3.26%	1.45%	20	\$88,686	\$8,612	11%
21	\$40.7215	\$82,420	\$1,182	21	\$1,447	\$41.4365	\$83,868	\$1,182	\$2,629	3.24%	1.45%	21	\$89,868	\$8,629	11%
22	\$41.3142	\$83,620	\$1,200	22	\$1,447	\$42.0292	\$85,067	\$1,200	\$2,647	3.21%	1.46%	22	\$91,067	\$8,647	10%
23	\$41.9159	\$84,838	\$1,218	23	\$1,447	\$42.6309	\$86,285	\$1,218	\$2,665	3.19%	1.46%	23	\$92,285	\$8,665	10%
24	\$42.5265	\$86,074	\$1,236	24	\$1,447	\$43.2415	\$87,521	\$1,236	\$2,683	3.16%	1.46%	24	\$93,521	\$8,683	10%
25	\$43.1463	\$87,328	\$1,254	25	\$1,447	\$43.8613	\$88,775	\$1,254	\$2,702	3.14%	1.46%	25	\$94,775	\$8,702	10%
				Add \$2,000 Longevity =				\$90,775	\$3,447				\$96,775	\$9,447	11%
*Completed years of creditable experience				*Completed years of creditable experience											
\$1,000 base supplement added to steps 20-25									Average =	2.33%	1.42%				

NOTE: Scales are for information purposes only

TENTATIVE 2025-2026 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

STUDENT SERVICES - DOCTORATE DEGRE 253															
CURRENT 2024-2025 Doctorate Degree 253				PROPOSED DOCTORATE DEGREE 253 for 2025-2026								Total Annual Increases for 2025-2026			
Level	Current Hourly Rate	2024-2025 Annual Rate	Employee Raise with Step ONLY	Level	Add to base salary	Proposed Hourly Rate	Employee raise with step	Proposed Step Increments	2025-2026 Employee raise with Step	Proposed % Increase	% without base increase	Level	2025-2026 Salary	2025-2026 Raise	% Raise for 2025-2026
0	\$30.7515	\$62,241		0	\$447	\$30.9725	\$62,688		\$447	0.72%	0.00%	0	\$68,688	\$6,447	10%
1	\$31.4512	\$63,657	\$1,416	1	\$447	\$31.6722	\$64,104	\$1,416	\$1,863	2.99%	2.28%	1	\$70,104	\$7,863	13%
2	\$31.8956	\$64,557	\$899	2	\$447	\$32.1166	\$65,004	\$899	\$1,347	2.12%	1.41%	2	\$71,004	\$7,347	12%
3	\$32.3400	\$65,456	\$899	3	\$447	\$32.5610	\$65,903	\$899	\$1,347	2.09%	1.39%	3	\$71,903	\$7,347	11%
4	\$32.7749	\$66,336	\$880	4	\$447	\$32.9959	\$66,784	\$880	\$1,327	2.03%	1.34%	4	\$72,784	\$7,327	11%
5	\$33.2382	\$67,274	\$938	5	\$447	\$33.4592	\$67,721	\$938	\$1,385	2.09%	1.41%	5	\$73,721	\$7,385	11%
6	\$33.7016	\$68,212	\$938	6	\$447	\$33.9226	\$68,659	\$938	\$1,385	2.06%	1.39%	6	\$74,659	\$7,385	11%
7	\$34.1743	\$69,169	\$957	7	\$447	\$34.3953	\$69,616	\$957	\$1,404	2.06%	1.40%	7	\$75,616	\$7,404	11%
8	\$34.6566	\$70,145	\$976	8	\$447	\$34.8776	\$70,592	\$976	\$1,423	2.06%	1.41%	8	\$76,592	\$7,423	11%
9	\$35.1388	\$71,121	\$976	9	\$447	\$35.3598	\$71,568	\$976	\$1,423	2.03%	1.39%	9	\$77,568	\$7,423	11%
10	\$35.6399	\$72,135	\$1,014	10	\$447	\$35.8609	\$72,582	\$1,014	\$1,461	2.05%	1.43%	10	\$78,582	\$7,461	10%
11	\$36.1411	\$73,150	\$1,014	11	\$447	\$36.3621	\$73,597	\$1,014	\$1,462	2.03%	1.41%	11	\$79,597	\$7,462	10%
12	\$36.6422	\$74,164	\$1,014	12	\$447	\$36.8632	\$74,611	\$1,014	\$1,461	2.00%	1.39%	12	\$80,611	\$7,461	10%
13	\$37.1528	\$75,197	\$1,033	13	\$447	\$37.3738	\$75,644	\$1,033	\$1,481	2.00%	1.39%	13	\$81,644	\$7,481	10%
14	\$37.6823	\$76,269	\$1,072	14	\$447	\$37.9033	\$76,716	\$1,072	\$1,519	2.02%	1.43%	14	\$82,716	\$7,519	10%
15	\$38.2212	\$77,360	\$1,091	15	\$447	\$38.4422	\$77,807	\$1,091	\$1,538	2.02%	1.43%	15	\$83,807	\$7,538	10%
16	\$38.7697	\$78,470	\$1,110	16	\$447	\$38.9907	\$78,917	\$1,110	\$1,557	2.01%	1.44%	16	\$84,917	\$7,557	10%
17	\$39.3181	\$79,580	\$1,110	17	\$447	\$39.5391	\$80,027	\$1,110	\$1,557	1.98%	1.41%	17	\$86,027	\$7,557	10%
18	\$39.8759	\$80,709	\$1,129	18	\$447	\$40.0969	\$81,156	\$1,129	\$1,576	1.98%	1.42%	18	\$87,156	\$7,576	10%
19	\$40.4428	\$81,856	\$1,147	19	\$447	\$40.6638	\$82,303	\$1,147	\$1,595	1.98%	1.42%	19	\$88,303	\$7,595	9%
20	\$41.0182	\$83,021	\$1,165	20	\$1,447	\$41.7332	\$84,468	\$2,165	\$2,612	3.19%	1.42%	20	\$90,468	\$8,612	11%
21	\$41.6022	\$84,203	\$1,182	21	\$1,447	\$42.3172	\$85,650	\$1,182	\$2,629	3.17%	1.42%	21	\$91,650	\$8,629	10%
22	\$42.1949	\$85,402	\$1,200	22	\$1,447	\$42.9099	\$86,850	\$1,200	\$2,647	3.14%	1.42%	22	\$92,850	\$8,647	10%
23	\$42.7966	\$86,620	\$1,218	23	\$1,447	\$43.5116	\$88,068	\$1,218	\$2,665	3.12%	1.43%	23	\$94,068	\$8,665	10%
24	\$43.4072	\$87,856	\$1,236	24	\$1,447	\$44.1222	\$89,303	\$1,236	\$2,683	3.10%	1.43%	24	\$95,303	\$8,683	10%
25	\$44.0270	\$89,111	\$1,254	25	\$1,447	\$44.7420	\$90,558	\$1,254	\$2,702	3.08%	1.43%	25	\$96,558	\$8,702	10%
				Add \$2,000 Longevity =				\$92,558	\$3,447				\$98,558	\$9,447	11%
*Completed years of creditable experience				*Completed years of creditable experience											
\$1,000 base supplement added to steps 20-25									Average =	2.27%	1.39%				

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