

TENTATIVE 2026-2027 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

HCTA PROPOSED Instructional E (10-Month) Salary Scale for 2026-2027						
Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase
E00	\$30.5240	\$48,350	\$6,000	\$54,350		0.0%
E01	\$30.6818	\$48,600	\$6,000	\$54,600	\$250	0.5%
E02	\$30.8396	\$48,850	\$6,000	\$54,850	\$250	0.5%
E03	\$30.9975	\$49,100	\$6,000	\$55,100	\$250	0.5%
E04	\$31.1553	\$49,350	\$6,000	\$55,350	\$250	0.5%
E05	\$31.3131	\$49,600	\$6,000	\$55,600	\$250	0.5%
E06	\$31.4710	\$49,850	\$6,000	\$55,850	\$250	0.5%
E07	\$31.6446	\$50,125	\$6,000	\$56,125	\$275	0.6%
E08	\$31.8182	\$50,400	\$6,000	\$56,400	\$275	0.5%
E09	\$32.6610	\$51,735	\$6,000	\$57,735	\$1,335	2.6%
E10	\$33.5038	\$53,070	\$6,000	\$59,070	\$1,335	2.6%
E11	\$34.3466	\$54,405	\$6,000	\$60,405	\$1,335	2.5%
E12	\$35.1894	\$55,740	\$6,000	\$61,740	\$1,335	2.5%
E13	\$36.0322	\$57,075	\$6,000	\$63,075	\$1,335	2.4%
E14	\$36.8750	\$58,410	\$6,000	\$64,410	\$1,335	2.3%
E15	\$37.7178	\$59,745	\$6,000	\$65,745	\$1,335	2.3%
E16	\$38.5606	\$61,080	\$6,000	\$67,080	\$1,335	2.2%
E17	\$39.4034	\$62,415	\$6,000	\$68,415	\$1,335	2.2%
E18	\$40.2462	\$63,750	\$6,000	\$69,750	\$1,335	2.1%
E19	\$41.0890	\$65,085	\$6,000	\$71,085	\$1,335	2.1%
E20	\$41.9318	\$66,420	\$6,000	\$72,420	\$1,335	2.1%
E21	\$42.7746	\$67,755	\$6,000	\$73,755	\$1,335	2.0%
E22	\$43.6174	\$69,090	\$6,000	\$75,090	\$1,335	2.0%
E23	\$44.4697	\$70,440	\$6,000	\$76,440	\$1,350	2.0%
E24	\$45.3535	\$71,840	\$6,000	\$77,840	\$1,400	2.0%
E25	\$46.3005	\$73,340	\$6,000	\$79,340	\$1,500	2.1%
At top for 1 year	\$1,500	\$74,840	\$6,000	\$80,840	\$1,500	2.0%
At top for 2+ years	\$2,250	\$75,590	\$6,000	\$81,590	\$250	0.3%
* Completed years of creditable teaching experience						

NOTE: Scales are for information purposes only & subject to audit prior to ratification voting

TENTATIVE 2026-2027 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

HCTA PROPOSED Instructional G (12-Month) Salary Scale for 2026-2027						
Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase
E00	\$27.7790	\$56,225	\$6,000	\$62,225		0.0%
E01	\$27.9273	\$56,525	\$6,000	\$62,525	\$300	0.5%
E02	\$28.0755	\$56,825	\$6,000	\$62,825	\$300	0.5%
E03	\$28.2237	\$57,125	\$6,000	\$63,125	\$300	0.5%
E04	\$28.3719	\$57,425	\$6,000	\$63,425	\$300	0.5%
E05	\$28.5202	\$57,725	\$6,000	\$63,725	\$300	0.5%
E06	\$28.6684	\$58,025	\$6,000	\$64,025	\$300	0.5%
E07	\$28.8289	\$58,350	\$6,000	\$64,350	\$325	0.6%
E08	\$28.9895	\$58,675	\$6,000	\$64,675	\$325	0.6%
E09	\$29.7232	\$60,160	\$6,000	\$66,160	\$1,485	2.5%
E10	\$30.4569	\$61,645	\$6,000	\$67,645	\$1,485	2.5%
E11	\$31.1906	\$63,130	\$6,000	\$69,130	\$1,485	2.4%
E12	\$31.9243	\$64,615	\$6,000	\$70,615	\$1,485	2.4%
E13	\$32.6580	\$66,100	\$6,000	\$72,100	\$1,485	2.3%
E14	\$33.3917	\$67,585	\$6,000	\$73,585	\$1,485	2.2%
E15	\$34.1254	\$69,070	\$6,000	\$75,070	\$1,485	2.2%
E16	\$34.8591	\$70,555	\$6,000	\$76,555	\$1,485	2.1%
E17	\$35.5928	\$72,040	\$6,000	\$78,040	\$1,485	2.1%
E18	\$36.3265	\$73,525	\$6,000	\$79,525	\$1,485	2.1%
E19	\$37.0602	\$75,010	\$6,000	\$81,010	\$1,485	2.0%
E20	\$37.7939	\$76,495	\$6,000	\$82,495	\$1,485	2.0%
E21	\$38.5276	\$77,980	\$6,000	\$83,980	\$1,485	1.9%
E22	\$39.2613	\$79,465	\$6,000	\$85,465	\$1,485	1.9%
E23	\$40.0024	\$80,965	\$6,000	\$86,965	\$1,500	1.9%
E24	\$40.7682	\$82,515	\$6,000	\$88,515	\$1,550	1.9%
E25	\$41.5834	\$84,165	\$6,000	\$90,165	\$1,650	2.0%
At top for 1 year	\$1,500	\$85,665	\$6,000	\$91,665	\$1,500	1.8%
At top for 2+ years	\$2,250	\$86,415	\$6,000	\$92,415	\$250	0.3%
* Completed years of creditable teaching experience						

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TENTATIVE 2026-2027 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

HCTA PROPOSED Instructional P (10-Month) Salary Scale for 2026-2027						
Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase
E00	\$30.5246	\$48,351	\$6,000	\$54,351		0.0%
E01	\$30.6824	\$48,601	\$6,000	\$54,601	\$250	0.5%
E02	\$30.8403	\$48,851	\$6,000	\$54,851	\$250	0.5%
E03	\$30.9981	\$49,101	\$6,000	\$55,101	\$250	0.5%
E04	\$31.1559	\$49,351	\$6,000	\$55,351	\$250	0.5%
E05	\$31.3138	\$49,601	\$6,000	\$55,601	\$250	0.5%
E06	\$31.4716	\$49,851	\$6,000	\$55,851	\$250	0.5%
E07	\$31.6452	\$50,126	\$6,000	\$56,126	\$275	0.6%
E08	\$31.8188	\$50,401	\$6,000	\$56,401	\$275	0.5%
E09	\$32.6616	\$51,736	\$6,000	\$57,736	\$1,335	2.6%
E10	\$33.5044	\$53,071	\$6,000	\$59,071	\$1,335	2.6%
E11	\$34.3472	\$54,406	\$6,000	\$60,406	\$1,335	2.5%
E12	\$35.1900	\$55,741	\$6,000	\$61,741	\$1,335	2.5%
E13	\$36.0328	\$57,076	\$6,000	\$63,076	\$1,335	2.4%
E14	\$36.8756	\$58,411	\$6,000	\$64,411	\$1,335	2.3%
E15	\$37.7184	\$59,746	\$6,000	\$65,746	\$1,335	2.3%
E16	\$38.5612	\$61,081	\$6,000	\$67,081	\$1,335	2.2%
E17	\$39.4040	\$62,416	\$6,000	\$68,416	\$1,335	2.2%
E18	\$40.2468	\$63,751	\$6,000	\$69,751	\$1,335	2.1%
E19	\$41.0896	\$65,086	\$6,000	\$71,086	\$1,335	2.1%
E20	\$42.1218	\$66,721	\$6,000	\$72,721	\$1,635	2.5%
E21	\$42.7753	\$67,756	\$6,000	\$73,756	\$1,035	1.6%
E22	\$43.6181	\$69,091	\$6,000	\$75,091	\$1,335	2.0%
E23	\$44.4703	\$70,441	\$6,000	\$76,441	\$1,350	2.0%
E24	\$45.3542	\$71,841	\$6,000	\$77,841	\$1,400	2.0%
E25	\$46.3011	\$73,341	\$6,000	\$79,341	\$1,500	2.1%
At top for 1 year	\$1,500	\$74,841	\$6,000	\$80,841	\$1,500	2.0%
At top for 2+ years	\$2,250	\$75,591	\$6,000	\$81,591	\$250	0.3%
* Completed years of creditable teaching experience						

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TENTATIVE 2026-2027 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

HCTA PROPOSED Instructional Q (12-Month) Salary Scale for 2026-2027						
Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase
E00	\$27.7795	\$56,226	\$6,000	\$62,226		0.0%
E01	\$27.9278	\$56,526	\$6,000	\$62,526	\$300	0.5%
E02	\$28.0760	\$56,826	\$6,000	\$62,826	\$300	0.5%
E03	\$28.2243	\$57,126	\$6,000	\$63,126	\$300	0.5%
E04	\$28.3724	\$57,426	\$6,000	\$63,426	\$300	0.5%
E05	\$28.5207	\$57,726	\$6,000	\$63,726	\$300	0.5%
E06	\$28.6689	\$58,026	\$6,000	\$64,026	\$300	0.5%
E07	\$28.8294	\$58,351	\$6,000	\$64,351	\$325	0.6%
E08	\$28.9900	\$58,676	\$6,000	\$64,676	\$325	0.6%
E09	\$29.7237	\$60,161	\$6,000	\$66,161	\$1,485	2.5%
E10	\$30.4574	\$61,646	\$6,000	\$67,646	\$1,485	2.5%
E11	\$31.1911	\$63,131	\$6,000	\$69,131	\$1,485	2.4%
E12	\$31.9248	\$64,616	\$6,000	\$70,616	\$1,485	2.4%
E13	\$32.6585	\$66,101	\$6,000	\$72,101	\$1,485	2.3%
E14	\$33.3922	\$67,586	\$6,000	\$73,586	\$1,485	2.2%
E15	\$34.1259	\$69,070	\$6,000	\$75,070	\$1,484	2.2%
E16	\$34.8596	\$70,556	\$6,000	\$76,556	\$1,486	2.2%
E17	\$35.5933	\$72,041	\$6,000	\$78,041	\$1,485	2.1%
E18	\$36.3270	\$73,526	\$6,000	\$79,526	\$1,485	2.1%
E19	\$37.0607	\$75,011	\$6,000	\$81,011	\$1,485	2.0%
E20	\$37.7944	\$76,496	\$6,000	\$82,496	\$1,485	2.0%
E21	\$38.5281	\$77,981	\$6,000	\$83,981	\$1,485	1.9%
E22	\$39.2618	\$79,466	\$6,000	\$85,466	\$1,485	1.9%
E23	\$40.0029	\$80,966	\$6,000	\$86,966	\$1,500	1.9%
E24	\$40.7687	\$82,516	\$6,000	\$88,516	\$1,550	1.9%
E25	\$41.5839	\$84,166	\$6,000	\$90,166	\$1,650	2.0%
At top for 1 year	\$1,500	\$85,666	\$6,000	\$91,666	\$1,500	1.8%
At top for 2+ years	\$2,250	\$86,416	\$6,000	\$92,416	\$250	0.3%
* Completed years of creditable teaching experience						

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TENTATIVE 2026-2027 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

HCTA PROPOSED Student Services (Masters - 198) for 2026-2027							HCTA PROPOSED Student Services (Specialist - 198) for 2026-2027							HCTA PROPOSED Student Services (Doctorate - 198) for 2026-2027						
Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase	Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase	Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase
E00	\$32.3869	\$51,301	\$6,000	\$57,301		0.0%	E00	\$33.3757	\$52,867	\$6,000	\$58,867		0.0%	E00	\$34.3542	\$54,417	\$6,000	\$60,417		0.0%
E01	\$33.1644	\$52,532	\$6,000	\$58,532	\$1,232	2.4%	E01	\$34.1532	\$54,099	\$6,000	\$60,099	\$1,232	2.3%	E01	\$35.1317	\$55,649	\$6,000	\$61,649	\$1,232	2.3%
E02	\$33.6582	\$53,315	\$6,000	\$59,315	\$782	1.5%	E02	\$34.6470	\$54,881	\$6,000	\$60,881	\$782	1.4%	E02	\$35.6265	\$56,431	\$6,000	\$62,431	\$782	1.4%
E03	\$34.1519	\$54,097	\$6,000	\$60,097	\$782	1.5%	E03	\$35.1407	\$55,663	\$6,000	\$61,663	\$782	1.4%	E03	\$36.1192	\$57,213	\$6,000	\$63,213	\$782	1.4%
E04	\$34.6352	\$54,862	\$6,000	\$60,862	\$766	1.4%	E04	\$35.6240	\$56,428	\$6,000	\$62,428	\$765	1.4%	E04	\$36.6025	\$57,978	\$6,000	\$63,978	\$765	1.3%
E05	\$35.1500	\$55,678	\$6,000	\$61,678	\$815	1.5%	E05	\$36.1388	\$57,244	\$6,000	\$63,244	\$816	1.4%	E05	\$37.1173	\$58,794	\$6,000	\$64,794	\$816	1.4%
E06	\$35.6648	\$56,493	\$6,000	\$62,493	\$815	1.5%	E06	\$36.6536	\$58,059	\$6,000	\$64,059	\$815	1.4%	E06	\$37.6321	\$59,609	\$6,000	\$65,609	\$815	1.4%
E07	\$36.1901	\$57,325	\$6,000	\$63,325	\$832	1.5%	E07	\$37.1789	\$58,891	\$6,000	\$64,891	\$832	1.4%	E07	\$38.1574	\$60,441	\$6,000	\$66,441	\$832	1.4%
E08	\$36.7259	\$58,174	\$6,000	\$64,174	\$849	1.5%	E08	\$37.7147	\$59,740	\$6,000	\$65,740	\$849	1.4%	E08	\$38.6932	\$61,290	\$6,000	\$67,290	\$849	1.4%
E09	\$37.2617	\$59,023	\$6,000	\$65,023	\$849	1.5%	E09	\$38.2505	\$60,589	\$6,000	\$66,589	\$849	1.4%	E09	\$39.2290	\$62,139	\$6,000	\$68,139	\$849	1.4%
E10	\$37.8185	\$59,905	\$6,000	\$65,905	\$882	1.5%	E10	\$38.8073	\$61,471	\$6,000	\$67,471	\$882	1.5%	E10	\$39.7858	\$63,021	\$6,000	\$69,021	\$882	1.4%
E11	\$38.3754	\$60,787	\$6,000	\$66,787	\$882	1.5%	E11	\$39.3642	\$62,353	\$6,000	\$68,353	\$882	1.4%	E11	\$40.3427	\$63,903	\$6,000	\$69,903	\$882	1.4%
E12	\$38.9322	\$61,669	\$6,000	\$67,669	\$882	1.5%	E12	\$39.9210	\$63,235	\$6,000	\$69,235	\$882	1.4%	E12	\$40.8995	\$64,785	\$6,000	\$70,785	\$882	1.4%
E13	\$39.4995	\$62,567	\$6,000	\$68,567	\$899	1.5%	E13	\$40.4883	\$64,133	\$6,000	\$70,133	\$898	1.4%	E13	\$41.4668	\$65,683	\$6,000	\$71,683	\$898	1.4%
E14	\$40.0878	\$63,499	\$6,000	\$69,499	\$932	1.5%	E14	\$41.0766	\$65,065	\$6,000	\$71,065	\$932	1.5%	E14	\$42.0551	\$66,615	\$6,000	\$72,615	\$932	1.4%
E15	\$40.6867	\$64,448	\$6,000	\$70,448	\$949	1.5%	E15	\$41.6755	\$66,014	\$6,000	\$72,014	\$949	1.5%	E15	\$42.6540	\$67,564	\$6,000	\$73,564	\$949	1.4%
E16	\$41.2960	\$65,413	\$6,000	\$71,413	\$965	1.5%	E16	\$42.2848	\$66,979	\$6,000	\$72,979	\$965	1.5%	E16	\$43.2633	\$68,529	\$6,000	\$74,529	\$965	1.4%
E17	\$41.9054	\$66,378	\$6,000	\$72,378	\$965	1.5%	E17	\$42.8942	\$67,944	\$6,000	\$73,944	\$965	1.4%	E17	\$43.8727	\$69,494	\$6,000	\$75,494	\$965	1.4%
E18	\$42.5252	\$67,360	\$6,000	\$73,360	\$982	1.5%	E18	\$43.5140	\$68,926	\$6,000	\$74,926	\$982	1.4%	E18	\$44.4925	\$70,476	\$6,000	\$76,476	\$982	1.4%
E19	\$43.1551	\$68,358	\$6,000	\$74,358	\$998	1.5%	E19	\$44.1439	\$69,924	\$6,000	\$75,924	\$998	1.4%	E19	\$45.1224	\$71,474	\$6,000	\$77,474	\$998	1.4%
E20	\$44.4257	\$70,370	\$6,000	\$76,370	\$2,013	2.9%	E20	\$45.4145	\$71,937	\$6,000	\$77,937	\$2,013	2.9%	E20	\$46.3930	\$73,486	\$6,000	\$79,486	\$2,012	2.8%
E21	\$45.0746	\$71,398	\$6,000	\$77,398	\$1,028	1.5%	E21	\$46.0782	\$72,988	\$6,000	\$78,988	\$1,051	1.5%	E21	\$47.0714	\$74,561	\$6,000	\$80,561	\$1,075	1.5%
E22	\$45.7332	\$72,441	\$6,000	\$78,441	\$1,043	1.5%	E22	\$46.7518	\$74,055	\$6,000	\$80,055	\$1,067	1.5%	E22	\$47.7599	\$75,652	\$6,000	\$81,652	\$1,091	1.5%
E23	\$46.4016	\$73,500	\$6,000	\$79,500	\$1,059	1.5%	E23	\$47.4356	\$75,138	\$6,000	\$81,138	\$1,083	1.5%	E23	\$48.4588	\$76,759	\$6,000	\$82,759	\$1,107	1.5%
E24	\$47.0801	\$74,575	\$6,000	\$80,575	\$1,075	1.5%	E24	\$48.1296	\$76,237	\$6,000	\$82,237	\$1,099	1.5%	E24	\$49.1682	\$77,882	\$6,000	\$83,882	\$1,123	1.5%
E25	\$47.7688	\$75,666	\$6,000	\$81,666	\$1,091	1.5%	E25	\$48.8340	\$77,353	\$6,000	\$83,353	\$1,116	1.5%	E25	\$49.8882	\$79,023	\$6,000	\$85,023	\$1,141	1.5%
At top for 1 year	\$1,500	\$77,166	\$6,000	\$83,166	\$1,500	2.0%	At top for 1 year	\$1,500	\$78,853	\$6,000	\$84,853	\$1,500	1.9%	At top for 1 year	\$1,500	\$80,523	\$6,000	\$86,523	\$1,500	1.9%
At top for 2+ years	\$2,250	\$77,916	\$6,000	\$83,916	\$250	0.3%	At top for 2+ years	\$2,250	\$79,603	\$6,000	\$85,603	\$250	0.3%	At top for 2+ years	\$2,250	\$81,273	\$6,000	\$87,273	\$250	0.3%

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TENTATIVE 2026-2027 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

HCTA PROPOSED Student Services (Masters - 205) for 2026-2027							HCTA PROPOSED Student Services (Specialist - 205) for 2026-2027							HCTA PROPOSED Student Services (Doctorate - 205) for 2026-2027						
Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase	Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase	Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase
E00	\$32.3869	\$53,115	\$6,000	\$59,115		0.0%	E00	\$33.3757	\$54,736	\$6,000	\$60,736		0.0%	E00	\$34.3542	\$56,341	\$6,000	\$62,341		0.0%
E01	\$33.1644	\$54,390	\$6,000	\$60,390	\$1,275	2.4%	E01	\$34.1532	\$56,011	\$6,000	\$62,011	\$1,275	2.3%	E01	\$35.1317	\$57,616	\$6,000	\$63,616	\$1,275	2.3%
E02	\$33.6582	\$55,199	\$6,000	\$61,199	\$810	1.5%	E02	\$34.6470	\$56,821	\$6,000	\$62,821	\$810	1.4%	E02	\$35.6265	\$58,427	\$6,000	\$64,427	\$811	1.4%
E03	\$34.1519	\$56,009	\$6,000	\$62,009	\$810	1.5%	E03	\$35.1407	\$57,631	\$6,000	\$63,631	\$810	1.4%	E03	\$36.1192	\$59,235	\$6,000	\$65,235	\$808	1.4%
E04	\$34.6352	\$56,802	\$6,000	\$62,802	\$793	1.4%	E04	\$35.6240	\$58,423	\$6,000	\$64,423	\$793	1.4%	E04	\$36.6025	\$60,028	\$6,000	\$66,028	\$793	1.3%
E05	\$35.1500	\$57,646	\$6,000	\$63,646	\$844	1.5%	E05	\$36.1388	\$59,268	\$6,000	\$65,268	\$844	1.4%	E05	\$37.1173	\$60,872	\$6,000	\$66,872	\$844	1.4%
E06	\$35.6648	\$58,490	\$6,000	\$64,490	\$844	1.5%	E06	\$36.6536	\$60,112	\$6,000	\$66,112	\$844	1.4%	E06	\$37.6321	\$61,717	\$6,000	\$67,717	\$844	1.4%
E07	\$36.1901	\$59,352	\$6,000	\$65,352	\$861	1.5%	E07	\$37.1789	\$60,973	\$6,000	\$66,973	\$861	1.4%	E07	\$38.1574	\$62,578	\$6,000	\$68,578	\$861	1.4%
E08	\$36.7259	\$60,230	\$6,000	\$66,230	\$879	1.5%	E08	\$37.7147	\$61,852	\$6,000	\$67,852	\$879	1.4%	E08	\$38.6932	\$63,457	\$6,000	\$69,457	\$879	1.4%
E09	\$37.2617	\$61,109	\$6,000	\$67,109	\$879	1.5%	E09	\$38.2505	\$62,731	\$6,000	\$68,731	\$879	1.4%	E09	\$39.2290	\$64,336	\$6,000	\$70,336	\$879	1.4%
E10	\$37.8185	\$62,022	\$6,000	\$68,022	\$913	1.5%	E10	\$38.8073	\$63,644	\$6,000	\$69,644	\$913	1.5%	E10	\$39.7858	\$65,249	\$6,000	\$71,249	\$913	1.4%
E11	\$38.3754	\$62,936	\$6,000	\$68,936	\$913	1.5%	E11	\$39.3642	\$64,557	\$6,000	\$70,557	\$913	1.4%	E11	\$40.3427	\$66,162	\$6,000	\$72,162	\$913	1.4%
E12	\$38.9322	\$63,849	\$6,000	\$69,849	\$913	1.5%	E12	\$39.9210	\$65,470	\$6,000	\$71,470	\$913	1.4%	E12	\$40.8995	\$67,075	\$6,000	\$73,075	\$913	1.4%
E13	\$39.4995	\$64,779	\$6,000	\$70,779	\$930	1.5%	E13	\$40.4883	\$66,401	\$6,000	\$72,401	\$930	1.4%	E13	\$41.4668	\$68,006	\$6,000	\$74,006	\$930	1.4%
E14	\$40.0878	\$65,744	\$6,000	\$71,744	\$965	1.5%	E14	\$41.0766	\$67,366	\$6,000	\$73,366	\$965	1.5%	E14	\$42.0551	\$68,970	\$6,000	\$74,970	\$965	1.4%
E15	\$40.6867	\$66,726	\$6,000	\$72,726	\$982	1.5%	E15	\$41.6755	\$68,348	\$6,000	\$74,348	\$982	1.5%	E15	\$42.6540	\$69,953	\$6,000	\$75,953	\$982	1.4%
E16	\$41.2960	\$67,725	\$6,000	\$73,725	\$999	1.5%	E16	\$42.2848	\$69,347	\$6,000	\$75,347	\$999	1.5%	E16	\$43.2633	\$70,952	\$6,000	\$76,952	\$999	1.4%
E17	\$41.9054	\$68,725	\$6,000	\$74,725	\$999	1.5%	E17	\$42.8942	\$70,346	\$6,000	\$76,346	\$999	1.4%	E17	\$43.8727	\$71,951	\$6,000	\$77,951	\$999	1.4%
E18	\$42.5252	\$69,741	\$6,000	\$75,741	\$1,016	1.5%	E18	\$43.5140	\$71,363	\$6,000	\$77,363	\$1,016	1.4%	E18	\$44.4925	\$72,968	\$6,000	\$78,968	\$1,016	1.4%
E19	\$43.1551	\$70,774	\$6,000	\$76,774	\$1,033	1.5%	E19	\$44.1439	\$72,396	\$6,000	\$78,396	\$1,033	1.4%	E19	\$45.1224	\$74,001	\$6,000	\$80,001	\$1,033	1.4%
E20	\$44.4257	\$72,858	\$6,000	\$78,858	\$2,084	2.9%	E20	\$45.4145	\$74,480	\$6,000	\$80,480	\$2,084	2.9%	E20	\$46.3930	\$76,085	\$6,000	\$82,085	\$2,084	2.8%
E21	\$45.0746	\$73,922	\$6,000	\$79,922	\$1,064	1.5%	E21	\$46.0782	\$75,568	\$6,000	\$81,568	\$1,088	1.5%	E21	\$47.0714	\$77,197	\$6,000	\$83,197	\$1,113	1.5%
E22	\$45.7332	\$75,002	\$6,000	\$81,002	\$1,080	1.5%	E22	\$46.7518	\$76,673	\$6,000	\$82,673	\$1,105	1.5%	E22	\$47.7599	\$78,326	\$6,000	\$84,326	\$1,129	1.5%
E23	\$46.4016	\$76,099	\$6,000	\$82,099	\$1,096	1.5%	E23	\$47.4356	\$77,794	\$6,000	\$83,794	\$1,121	1.5%	E23	\$48.4588	\$79,472	\$6,000	\$85,472	\$1,146	1.5%
E24	\$47.0801	\$77,211	\$6,000	\$83,211	\$1,113	1.5%	E24	\$48.1296	\$78,933	\$6,000	\$84,933	\$1,138	1.5%	E24	\$49.1682	\$80,636	\$6,000	\$86,636	\$1,163	1.5%
E25	\$47.7688	\$78,341	\$6,000	\$84,341	\$1,129	1.5%	E25	\$48.8340	\$80,088	\$6,000	\$86,088	\$1,155	1.5%	E25	\$49.8882	\$81,817	\$6,000	\$87,817	\$1,181	1.5%
At top for 1 year	\$1,500	\$79,841	\$6,000	\$85,841	\$1,500	1.9%	At top for 1 year	\$1,500	\$81,588	\$6,000	\$87,588	\$1,500	1.9%	At top for 1 year	\$1,500	\$83,317	\$6,000	\$89,317	\$1,500	1.8%
At top for 2+ years	\$2,250	\$80,591	\$6,000	\$86,591	\$250	0.3%	At top for 2+ years	\$2,250	\$82,338	\$6,000	\$88,338	\$250	0.3%	At top for 2+ years	\$2,250	\$84,067	\$6,000	\$90,067	\$250	0.3%

NOTE: Scales are for information purposes only & subject to audit prior to ratification voting

TENTATIVE 2026-2027 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

HCTA PROPOSED Student Services (Masters - 253) for 2026-2027							HCTA PROPOSED Student Services (Specialist - 253) for 2026-2027							HCTA PROPOSED Student Services (Doctorate - 253) for 2026-2027						
Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase	Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase	Years Exp*	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase
E00	\$29.2017	\$59,104	\$6,000	\$65,104		0.0%	E00	\$30.0916	\$60,906	\$6,000	\$66,906		0.0%	E00	\$30.97	\$62,688	\$6,000	\$68,688		0.0%
E01	\$29.9014	\$60,520	\$6,000	\$66,520	\$1,416	2.4%	E01	\$30.7913	\$62,322	\$6,000	\$68,322	\$1,416	2.3%	E01	\$31.67	\$64,104	\$6,000	\$70,104	\$1,416	2.3%
E02	\$30.3458	\$61,420	\$6,000	\$67,420	\$899	1.5%	E02	\$31.2357	\$63,221	\$6,000	\$69,221	\$899	1.4%	E02	\$32.12	\$65,004	\$6,000	\$71,004	\$899	1.4%
E03	\$30.7902	\$62,319	\$6,000	\$68,319	\$899	1.5%	E03	\$31.6801	\$64,121	\$6,000	\$70,121	\$899	1.4%	E03	\$32.56	\$65,903	\$6,000	\$71,903	\$899	1.4%
E04	\$31.2252	\$63,200	\$6,000	\$69,200	\$880	1.4%	E04	\$32.1151	\$65,001	\$6,000	\$71,001	\$880	1.4%	E04	\$33.00	\$66,783	\$6,000	\$72,783	\$880	1.3%
E05	\$31.6885	\$64,138	\$6,000	\$70,138	\$938	1.5%	E05	\$32.5784	\$65,939	\$6,000	\$71,939	\$938	1.4%	E05	\$33.46	\$67,721	\$6,000	\$73,721	\$938	1.4%
E06	\$32.1518	\$65,075	\$6,000	\$71,075	\$938	1.5%	E06	\$33.0417	\$66,877	\$6,000	\$72,877	\$938	1.4%	E06	\$33.92	\$68,659	\$6,000	\$74,659	\$938	1.4%
E07	\$32.6246	\$66,032	\$6,000	\$72,032	\$957	1.5%	E07	\$33.5145	\$67,833	\$6,000	\$73,833	\$957	1.4%	E07	\$34.40	\$69,616	\$6,000	\$75,616	\$957	1.4%
E08	\$33.1068	\$67,008	\$6,000	\$73,008	\$976	1.5%	E08	\$33.9967	\$68,809	\$6,000	\$74,809	\$976	1.4%	E08	\$34.88	\$70,592	\$6,000	\$76,592	\$976	1.4%
E09	\$33.5890	\$67,984	\$6,000	\$73,984	\$976	1.5%	E09	\$34.4789	\$69,785	\$6,000	\$75,785	\$976	1.4%	E09	\$35.36	\$71,568	\$6,000	\$77,568	\$976	1.4%
E10	\$34.0901	\$68,998	\$6,000	\$74,998	\$1,014	1.5%	E10	\$34.9801	\$70,800	\$6,000	\$76,800	\$1,014	1.5%	E10	\$35.86	\$72,582	\$6,000	\$78,582	\$1,014	1.4%
E11	\$34.5913	\$70,013	\$6,000	\$76,013	\$1,014	1.5%	E11	\$35.4812	\$71,814	\$6,000	\$77,814	\$1,014	1.4%	E11	\$36.36	\$73,597	\$6,000	\$79,597	\$1,014	1.4%
E12	\$35.0924	\$71,027	\$6,000	\$77,027	\$1,014	1.4%	E12	\$35.9823	\$72,828	\$6,000	\$78,828	\$1,014	1.4%	E12	\$36.86	\$74,611	\$6,000	\$80,611	\$1,014	1.4%
E13	\$35.6030	\$72,060	\$6,000	\$78,060	\$1,033	1.5%	E13	\$36.4929	\$73,862	\$6,000	\$79,862	\$1,033	1.4%	E13	\$37.37	\$75,644	\$6,000	\$81,644	\$1,033	1.4%
E14	\$36.1325	\$73,132	\$6,000	\$79,132	\$1,072	1.5%	E14	\$37.0224	\$74,933	\$6,000	\$80,933	\$1,072	1.5%	E14	\$37.90	\$76,716	\$6,000	\$82,716	\$1,072	1.4%
E15	\$36.6715	\$74,223	\$6,000	\$80,223	\$1,091	1.5%	E15	\$37.5614	\$76,024	\$6,000	\$82,024	\$1,091	1.5%	E15	\$38.44	\$77,807	\$6,000	\$83,807	\$1,091	1.4%
E16	\$37.2199	\$75,333	\$6,000	\$81,333	\$1,110	1.5%	E16	\$38.1098	\$77,134	\$6,000	\$83,134	\$1,110	1.5%	E16	\$38.99	\$78,917	\$6,000	\$84,917	\$1,110	1.4%
E17	\$37.7683	\$76,443	\$6,000	\$82,443	\$1,110	1.5%	E17	\$38.6582	\$78,244	\$6,000	\$84,244	\$1,110	1.4%	E17	\$39.54	\$80,027	\$6,000	\$86,027	\$1,110	1.4%
E18	\$38.3262	\$77,572	\$6,000	\$83,572	\$1,129	1.5%	E18	\$39.2161	\$79,373	\$6,000	\$85,373	\$1,129	1.4%	E18	\$40.10	\$81,156	\$6,000	\$87,156	\$1,129	1.4%
E19	\$38.8930	\$78,719	\$6,000	\$84,719	\$1,147	1.5%	E19	\$39.7829	\$80,521	\$6,000	\$86,521	\$1,147	1.4%	E19	\$40.66	\$82,303	\$6,000	\$88,303	\$1,147	1.4%
E20	\$39.9625	\$80,884	\$6,000	\$86,884	\$2,165	2.7%	E20	\$40.8524	\$82,685	\$6,000	\$88,685	\$2,165	2.7%	E20	\$41.73	\$84,468	\$6,000	\$90,468	\$2,165	2.6%
E21	\$40.5465	\$82,066	\$6,000	\$88,066	\$1,182	1.5%	E21	\$41.4364	\$83,867	\$6,000	\$89,867	\$1,182	1.4%	E21	\$42.32	\$85,650	\$6,000	\$91,650	\$1,182	1.4%
E22	\$41.1392	\$83,266	\$6,000	\$89,266	\$1,200	1.5%	E22	\$42.0291	\$85,067	\$6,000	\$91,067	\$1,200	1.4%	E22	\$42.91	\$86,849	\$6,000	\$92,849	\$1,200	1.4%
E23	\$41.7409	\$84,484	\$6,000	\$90,484	\$1,218	1.5%	E23	\$42.6308	\$86,285	\$6,000	\$92,285	\$1,218	1.4%	E23	\$43.51	\$88,067	\$6,000	\$94,067	\$1,218	1.4%
E24	\$42.3515	\$85,719	\$6,000	\$91,719	\$1,236	1.5%	E24	\$43.2414	\$87,521	\$6,000	\$93,521	\$1,236	1.4%	E24	\$44.12	\$89,303	\$6,000	\$95,303	\$1,236	1.4%
E25	\$42.9713	\$86,974	\$6,000	\$92,974	\$1,254	1.5%	E25	\$43.8612	\$88,775	\$6,000	\$94,775	\$1,254	1.4%	E25	\$44.74	\$90,558	\$6,000	\$96,558	\$1,254	1.4%
At top for 1 year	\$1,500	\$88,474	\$6,000	\$94,474	\$1,500	1.7%	At top for 1 year	\$1,500	\$90,275	\$6,000	\$96,275	\$1,500	1.7%	At top for 1 year	\$1,500	\$92,058	\$6,000	\$98,058	\$1,500	1.7%
At top for 2+ years	\$2,250	\$89,224	\$6,000	\$95,224	\$250	0.3%	At top for 2+ years	\$2,250	\$91,025	\$6,000	\$97,025	\$250	0.3%	At top for 2+ years	\$2,250	\$92,808	\$6,000	\$98,808	\$250	0.3%

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TENTATIVE 2026-2027 SALARY SCALES – MUST BE RATIFIED BY EMPLOYEES AND APPROVED BY THE SCHOOL BOARD

HCTA PROPOSED School Psychologist (Masters - 205) for 2026-2027									HCTA PROPOSED School Psychologist (Specialist - 205) for 2026-2027									HCTA PROPOSED School Psychologist (Doctorate - 205) for 2026-2027								
Years Exp*	2025-2026 Hourly Rate	2025-2026 Scale	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase	Years Exp*	2025-2026 Hourly Rate	2025-2026 Scale	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase	Years Exp*	2025-2026 Hourly Rate	2025-2026 Scale	Proposed Hourly Rate	Proposed Scale	2026-2027 \$6,000 Millage Supplement	2026-2027 Total Salary	2026-2027 Employee step/raise	Proposed % Increase
E00	\$32.3869	\$53,115	\$34.1463	\$56,000	\$6,000	\$62,000	\$2,885	5.4%	E00	\$33.3757	\$54,736	\$35.1707	\$57,680	\$6,000	\$63,680	\$2,944	5.4%	E00	\$34.3542	\$56,341	\$36.2259	\$59,410	\$6,000	\$65,410	\$3,070	5.4%
E01	\$33.1644	\$54,390	\$34.6585	\$56,840	\$6,000	\$62,840	\$3,725	7.0%	E01	\$34.1532	\$56,011	\$35.6983	\$58,545	\$6,000	\$64,545	\$3,809	7.0%	E01	\$35.1317	\$57,616	\$36.7692	\$60,302	\$6,000	\$66,302	\$3,961	7.0%
E02	\$33.6582	\$55,199	\$35.1784	\$57,693	\$6,000	\$63,693	\$3,303	6.1%	E02	\$34.6470	\$56,821	\$36.2338	\$59,423	\$6,000	\$65,423	\$3,412	6.1%	E02	\$35.6265	\$58,427	\$37.3208	\$61,206	\$6,000	\$67,206	\$3,590	6.2%
E03	\$34.1519	\$56,009	\$35.7061	\$58,558	\$6,000	\$64,558	\$3,359	6.1%	E03	\$35.1407	\$57,631	\$36.7773	\$60,315	\$6,000	\$66,315	\$3,494	6.1%	E03	\$36.1192	\$59,235	\$37.8806	\$62,124	\$6,000	\$68,124	\$3,697	6.3%
E04	\$34.6352	\$56,802	\$36.2417	\$59,436	\$6,000	\$65,436	\$3,427	6.1%	E04	\$35.6240	\$58,423	\$37.3289	\$61,219	\$6,000	\$67,219	\$3,589	6.2%	E04	\$36.6025	\$60,028	\$37.4488	\$63,056	\$6,000	\$69,056	\$3,821	6.4%
E05	\$35.1500	\$57,646	\$36.7853	\$60,328	\$6,000	\$66,328	\$3,526	6.2%	E05	\$36.1388	\$59,268	\$37.8889	\$62,138	\$6,000	\$68,138	\$3,714	6.4%	E05	\$37.1173	\$60,872	\$39.0255	\$64,002	\$6,000	\$70,002	\$3,974	6.6%
E06	\$35.6648	\$58,490	\$37.3371	\$61,233	\$6,000	\$67,233	\$3,587	6.2%	E06	\$36.6536	\$60,112	\$38.4572	\$63,070	\$6,000	\$69,070	\$3,802	6.4%	E06	\$37.6321	\$61,717	\$39.6109	\$64,962	\$6,000	\$70,962	\$4,089	6.7%
E07	\$36.1901	\$59,352	\$37.8971	\$62,151	\$6,000	\$68,151	\$3,661	6.3%	E07	\$37.1789	\$60,973	\$39.0341	\$64,016	\$6,000	\$70,016	\$3,904	6.5%	E07	\$38.1574	\$62,578	\$40.2051	\$65,936	\$6,000	\$71,936	\$4,220	6.8%
E08	\$36.7259	\$60,230	\$38.4656	\$63,084	\$6,000	\$69,084	\$3,732	6.3%	E08	\$37.7147	\$61,852	\$39.6196	\$64,976	\$6,000	\$70,976	\$4,003	6.6%	E08	\$38.6932	\$63,457	\$40.8082	\$66,925	\$6,000	\$72,925	\$4,347	6.9%
E09	\$37.2617	\$61,109	\$39.0426	\$64,030	\$6,000	\$70,030	\$3,799	6.3%	E09	\$38.2505	\$62,731	\$40.2139	\$65,951	\$6,000	\$71,951	\$4,099	6.6%	E09	\$39.2290	\$64,336	\$41.4203	\$67,929	\$6,000	\$73,929	\$4,472	7.0%
E10	\$37.8185	\$62,022	\$39.6282	\$64,990	\$6,000	\$70,990	\$3,881	6.4%	E10	\$38.8073	\$63,644	\$40.8171	\$66,940	\$6,000	\$72,940	\$4,209	6.7%	E10	\$39.7858	\$65,249	\$42.0416	\$68,948	\$6,000	\$74,948	\$4,613	7.2%
E11	\$38.3754	\$62,936	\$40.2226	\$65,965	\$6,000	\$71,965	\$3,943	6.4%	E11	\$39.3642	\$64,557	\$41.4293	\$67,944	\$6,000	\$73,944	\$4,300	6.8%	E11	\$40.3427	\$66,162	\$42.6722	\$69,982	\$6,000	\$75,982	\$4,734	7.3%
E12	\$38.9322	\$63,849	\$40.8260	\$66,955	\$6,000	\$72,955	\$4,019	6.4%	E12	\$39.9210	\$65,470	\$42.0508	\$68,963	\$6,000	\$74,963	\$4,406	6.8%	E12	\$40.8995	\$67,075	\$43.3123	\$71,032	\$6,000	\$77,032	\$4,870	7.4%
E13	\$39.4995	\$64,779	\$41.4384	\$67,959	\$6,000	\$73,959	\$4,110	6.4%	E13	\$40.4883	\$66,401	\$42.6815	\$69,998	\$6,000	\$75,998	\$4,527	6.9%	E13	\$41.4668	\$68,006	\$43.9620	\$72,098	\$6,000	\$78,098	\$5,022	7.5%
E14	\$40.0878	\$65,744	\$42.0600	\$68,978	\$6,000	\$74,978	\$4,199	6.5%	E14	\$41.0766	\$67,366	\$43.3218	\$71,048	\$6,000	\$77,048	\$4,647	7.0%	E14	\$42.0551	\$68,970	\$44.6214	\$73,179	\$6,000	\$79,179	\$5,174	7.6%
E15	\$40.6867	\$66,726	\$42.6909	\$70,013	\$6,000	\$76,013	\$4,269	6.5%	E15	\$41.6755	\$68,348	\$43.9716	\$72,113	\$6,000	\$78,113	\$4,748	7.0%	E15	\$42.6540	\$69,953	\$45.2907	\$74,277	\$6,000	\$80,277	\$5,306	7.7%
E16	\$41.2960	\$67,725	\$43.3312	\$71,063	\$6,000	\$77,063	\$4,337	6.5%	E16	\$42.2848	\$69,347	\$44.6312	\$73,195	\$6,000	\$79,195	\$4,847	7.1%	E16	\$43.2633	\$70,952	\$45.9701	\$75,391	\$6,000	\$81,391	\$5,438	7.8%
E17	\$41.9054	\$68,725	\$43.9812	\$72,129	\$6,000	\$78,129	\$4,404	6.5%	E17	\$42.8942	\$70,346	\$45.3006	\$74,293	\$6,000	\$80,293	\$4,946	7.1%	E17	\$43.8727	\$71,951	\$46.6596	\$76,522	\$6,000	\$82,522	\$5,570	7.9%
E18	\$42.5252	\$69,741	\$44.6409	\$73,211	\$6,000	\$79,211	\$4,486	6.5%	E18	\$43.5140	\$71,363	\$45.9801	\$75,407	\$6,000	\$81,407	\$5,061	7.2%	E18	\$44.4925	\$72,968	\$47.3595	\$77,670	\$6,000	\$83,670	\$5,718	7.9%
E19	\$43.1551	\$70,774	\$45.3105	\$74,309	\$6,000	\$80,309	\$4,568	6.5%	E19	\$44.1439	\$72,396	\$46.6698	\$76,539	\$6,000	\$82,539	\$5,176	7.3%	E19	\$45.1224	\$74,001	\$48.0699	\$78,835	\$6,000	\$84,835	\$5,867	8.0%
E20	\$44.4257	\$72,858	\$45.9902	\$75,424	\$6,000	\$81,424	\$4,650	6.6%	E20	\$45.4145	\$74,480	\$47.3699	\$77,687	\$6,000	\$83,687	\$5,291	7.3%	E20	\$46.3930	\$76,085	\$48.7910	\$80,017	\$6,000	\$86,017	\$6,016	8.1%
E21	\$45.0746	\$73,922	\$46.6800	\$76,555	\$6,000	\$82,555	\$3,697	5.1%	E21	\$46.0782	\$75,568	\$48.0804	\$78,852	\$6,000	\$84,852	\$4,372	5.9%	E21	\$47.0714	\$77,197	\$49.5228	\$81,217	\$6,000	\$87,217	\$5,133	6.7%
E22	\$45.7332	\$75,002	\$47.3802	\$77,704	\$6,000	\$83,704	\$3,781	5.1%	E22	\$46.7518	\$76,673	\$48.8016	\$80,035	\$6,000	\$86,035	\$4,466	5.9%	E22	\$47.7599	\$78,326	\$50.2657	\$82,436	\$6,000	\$88,436	\$5,239	6.8%
E23	\$46.4016	\$76,099	\$48.0909	\$78,869	\$6,000	\$84,869	\$3,867	5.2%	E23	\$47.4356	\$77,794	\$49.5337	\$81,235	\$6,000	\$87,235	\$4,562	6.0%	E23	\$48.4588	\$79,472	\$51.0197	\$83,672	\$6,000	\$89,672	\$5,346	6.8%
E24	\$47.0801	\$77,211	\$48.8123	\$80,052	\$6,000	\$86,052	\$3,954	5.2%	E24	\$48.1296	\$78,933	\$50.2767	\$82,454	\$6,000	\$88,454	\$4,659	6.0%	E24	\$49.1682	\$80,636	\$51.7850	\$84,927	\$6,000	\$90,927	\$5,455	6.9%
E25	\$47.7688	\$78,341	\$49.5445	\$81,253	\$6,000	\$84,341	\$4,042	5.2%	E25	\$48.8340	\$80,088	\$51.0308	\$83,691	\$6,000	\$89,691	\$4,758	6.0%	E25	\$49.8882	\$81,817	\$52.5617	\$86,201	\$6,000	\$92,201	\$5,565	6.9%
		At top for 1 year	\$1,500	\$82,753	\$6,000	\$88,753	\$4,412	5.6%			At top for 1 year	\$1,500	\$85,191	\$6,000	\$91,191	\$5,103	6.4%			At top for 1 year	\$1,500	\$87,701	\$6,000	\$93,701	\$5,885	7.2%
		At top for 2+ years	\$2,250	\$83,503	\$6,000	\$89,503	\$3,162	3.9%			At top for 2+ years	\$2,250	\$85,941	\$6,000	\$91,941	\$3,853	4.7%			At top for 2+ years	\$2,250	\$88,451	\$6,000	\$94,451	\$4,635	5.5%

NOTE: Scales are for information purposes only & subject to audit prior to ratification voting