

*** MONTHLY RATE IS BASED ON A 12 MONTH, 8 HOUR PER DAY EMPLOYEE**

Base Pay

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
003	\$17.09	\$17.94	\$18.84	\$19.78	\$20.78	\$21.80
	\$17.49	\$18.37	\$19.28	\$20.25	\$21.26	\$22.32
012	\$17.90	\$18.80	\$19.74	\$20.72	\$21.76	\$22.85
006;009;021;024	\$18.33	\$19.24	\$20.20	\$21.21	\$22.26	\$23.38
	\$18.76	\$19.69	\$20.67	\$21.70	\$22.80	\$23.94
027;028;029;030;091	\$19.19	\$20.15	\$21.16	\$22.22	\$23.33	\$24.50
033;036	\$19.64	\$20.62	\$21.66	\$22.74	\$23.88	\$25.07
042	\$20.15	\$21.16	\$22.22	\$23.33	\$24.50	\$25.73
044	\$20.58	\$21.61	\$22.70	\$23.82	\$25.01	\$26.27
048	\$21.06	\$22.11	\$23.22	\$24.38	\$25.59	\$26.89
054;057	\$21.56	\$22.63	\$23.76	\$24.96	\$26.20	\$27.51
060	\$22.06	\$23.16	\$24.33	\$25.55	\$26.82	\$28.16
039;066	\$22.58	\$23.71	\$24.90	\$26.14	\$27.45	\$28.82
090	\$23.12	\$24.27	\$25.48	\$26.76	\$28.09	\$29.50
063	\$23.65	\$24.83	\$26.08	\$27.39	\$28.75	\$30.19
069	\$24.21	\$25.42	\$26.69	\$28.02	\$29.43	\$30.90
064	\$24.78	\$26.01	\$27.32	\$28.69	\$30.12	\$31.62
	\$25.36	\$26.63	\$27.96	\$29.35	\$30.83	\$32.37
072	\$25.96	\$27.25	\$28.61	\$30.05	\$31.55	\$33.12
075	\$26.56	\$27.90	\$29.30	\$30.76	\$32.29	\$33.91
	\$27.19	\$28.55	\$29.98	\$31.48	\$33.05	\$34.70
078	\$27.83	\$29.22	\$30.69	\$32.22	\$33.83	\$35.52
070	\$28.49	\$29.91	\$31.41	\$32.97	\$34.63	\$36.36
	\$29.16	\$30.61	\$32.15	\$33.75	\$35.44	\$37.22
081	\$29.84	\$31.33	\$32.90	\$34.55	\$36.27	\$38.08
	\$30.54	\$32.07	\$33.67	\$35.35	\$37.12	\$38.98

LG1 = 10 YRS 0.566

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
103	\$17.66	\$18.51	\$19.41	\$20.35	\$21.35	\$22.37
	\$18.06	\$18.94	\$19.85	\$20.82	\$21.83	\$22.89
112	\$18.47	\$19.37	\$20.31	\$21.29	\$22.33	\$23.42
106;109;121;124	\$18.90	\$19.81	\$20.77	\$21.78	\$22.83	\$23.95
	\$19.33	\$20.26	\$21.24	\$22.27	\$23.37	\$24.51
127;128;129;130;191	\$19.76	\$20.72	\$21.73	\$22.79	\$23.90	\$25.07
133;136	\$20.21	\$21.19	\$22.23	\$23.31	\$24.45	\$25.64
142	\$20.72	\$21.73	\$22.79	\$23.90	\$25.07	\$26.30
144	\$21.15	\$22.18	\$23.27	\$24.39	\$25.58	\$26.84
148	\$21.63	\$22.68	\$23.79	\$24.95	\$26.16	\$27.46
154;157	\$22.13	\$23.20	\$24.33	\$25.53	\$26.77	\$28.08
160	\$22.63	\$23.73	\$24.90	\$26.12	\$27.39	\$28.73
139;166	\$23.15	\$24.28	\$25.47	\$26.71	\$28.02	\$29.39
190	\$23.69	\$24.84	\$26.05	\$27.33	\$28.66	\$30.07
163	\$24.22	\$25.40	\$26.65	\$27.96	\$29.32	\$30.76
169	\$24.78	\$25.99	\$27.26	\$28.59	\$30.00	\$31.47
164	\$25.35	\$26.58	\$27.89	\$29.26	\$30.69	\$32.19
	\$25.93	\$27.20	\$28.53	\$29.92	\$31.40	\$32.94
172	\$26.53	\$27.82	\$29.18	\$30.62	\$32.12	\$33.69
175	\$27.13	\$28.47	\$29.87	\$31.33	\$32.86	\$34.48
	\$27.76	\$29.12	\$30.55	\$32.05	\$33.62	\$35.27
178	\$28.40	\$29.79	\$31.26	\$32.79	\$34.40	\$36.09
170	\$29.06	\$30.48	\$31.98	\$33.54	\$35.20	\$36.93
	\$29.73	\$31.18	\$32.72	\$34.32	\$36.01	\$37.79
181	\$30.41	\$31.90	\$33.47	\$35.12	\$36.84	\$38.65
	\$31.11	\$32.64	\$34.24	\$35.92	\$37.69	\$39.55

Range	Position
003	Community Liaison
003	Computer Lab Specialist
003	Instructional Assistant
003	Library Assistant
003	Noon Supervisor
003	Reading Assistant
003	Science Lab Assistant
006	Inst. Assist - Sp.Ed.
009	Inst. Assist - Sp. Ed. - Severe
009	Inst. Asst. - Special Circumstances
009	Special Education Paraeducator
009	Instructional Assistant (State Preschool)
012	Curriculum Specialist
012	Instr Assist-Bilingual
012	Instr Assist-ESL
021	IMC Technician
021	Lead Curriculum Specialist
021	Library Resource Technician
021	Receptionist
021	School Office Assistant
024	Inst. Assist - Sp. Ed. - DHH I
027	Office Specialist
027	School Office Specialist
027	Technology Specialist
028	Behavioral Intervention Asst
029	School Office Assistant- Bilingual
033	Health Care Assistant
036	Groundskeeper
036	Utility Worker
039	Bus Driver
039	Transportation Office Specialist
042	Custodian
042	Senior Custodian
044	Lead Groundskeeper
048	Irrigation Specialist
048	School Office Manager
048	Secretary
054	Irrigation Technician
054	Technical Support Technician
057	Accounting Specialist
057	Bus Driver Trainee
060	Maintenance Worker
063	Lead Bus Driver
064	Bus Driver/Trainer
066	Purchasing Technician
066	Warehouse Operator
069	Interpreter/Translator
069	Multiskilled Maint Worker
070	Mechanic Shop Operator
070	Student Info. Data Specialist
072	Certified Ed Interpreter
072	Licensed Vocational Nurse
075	Media and Technology Technician
075	Tech Support Technician I
078	Maint&Ops Coordinator
081	Certified OT Assistant
081	Speech Language Path Assist
090	Site Supervisor (State Preschool)
091	Teacher (am or pm) (State Preschool)

"Unit members who perform short term and substitute assignments in a lower paid classification shall be compensated at the highest hourly rate of the classified staff member's permanent (probationary or permanent status) job classification.

LG2 = 15 YRS 1.147

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
203	\$18.24	\$19.09	\$19.99	\$20.93	\$21.93	\$22.95
	\$18.64	\$19.52	\$20.43	\$21.40	\$22.41	\$23.47
212	\$19.05	\$19.95	\$20.89	\$21.87	\$22.91	\$24.00
206;209;221;224	\$19.48	\$20.39	\$21.35	\$22.36	\$23.41	\$24.53
	\$19.91	\$20.84	\$21.82	\$22.85	\$23.95	\$25.09
227;228;229;230;291	\$20.34	\$21.30	\$22.31	\$23.37	\$24.48	\$25.65
233;236	\$20.79	\$21.77	\$22.81	\$23.89	\$25.03	\$26.22
242	\$21.30	\$22.31	\$23.37	\$24.48	\$25.65	\$26.88
244	\$21.73	\$22.76	\$23.85	\$24.97	\$26.16	\$27.42
248	\$22.21	\$23.26	\$24.37	\$25.53	\$26.74	\$28.04
254;257	\$22.71	\$23.78	\$24.91	\$26.11	\$27.35	\$28.66
260	\$23.21	\$24.31	\$25.48	\$26.70	\$27.97	\$29.31
239;266	\$23.73	\$24.86	\$26.05	\$27.29	\$28.60	\$29.97
290	\$24.27	\$25.42	\$26.63	\$27.91	\$29.24	\$30.65
263	\$24.80	\$25.98	\$27.23	\$28.54	\$29.90	\$31.34
269	\$25.36	\$26.57	\$27.84	\$29.17	\$30.58	\$32.05
264	\$25.93	\$27.16	\$28.47	\$29.84	\$31.27	\$32.77
	\$26.51	\$27.78	\$29.11	\$30.50	\$31.98	\$33.52
272	\$27.11	\$28.40	\$29.76	\$31.20	\$32.70	\$34.27
275	\$27.71	\$29.05	\$30.45	\$31.91	\$33.44	\$35.06
	\$28.34	\$29.70	\$31.13	\$32.63	\$34.20	\$35.85
278	\$28.98	\$30.37	\$31.84	\$33.37	\$34.98	\$36.67
270	\$29.64	\$31.06	\$32.56	\$34.12	\$35.78	\$37.51
	\$30.31	\$31.76	\$33.30	\$34.90	\$36.59	\$38.37
281	\$30.99	\$32.48	\$34.05	\$35.70	\$37.42	\$39.23
	\$31.69	\$33.22	\$34.82	\$36.50	\$38.27	\$40.13

LG3 = 20 YRS 1.743

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
303	\$18.83	\$19.68	\$20.58	\$21.52	\$22.52	\$23.54
	\$19.23	\$20.11	\$21.02	\$21.99	\$23.00	\$24.06
312	\$19.64	\$20.54	\$21.48	\$22.46	\$23.50	\$24.59
306;309;321;324	\$20.07	\$20.98	\$21.94	\$22.95	\$24.00	\$25.12
	\$20.50	\$21.43	\$22.41	\$23.44	\$24.54	\$25.68
327;328;329;330;391	\$20.93	\$21.89	\$22.90	\$23.96	\$25.07	\$26.24
333;336	\$21.38	\$22.36	\$23.40	\$24.48	\$25.62	\$26.81
342	\$21.89	\$22.90	\$23.96	\$25.07	\$26.24	\$27.47
344	\$22.32	\$23.35	\$24.44	\$25.56	\$26.75	\$28.01
348	\$22.80	\$23.85	\$24.96	\$26.12	\$27.33	\$28.63
354;357	\$23.30	\$24.37	\$25.50	\$26.70	\$27.94	\$29.25
360	\$23.80	\$24.90	\$26.07	\$27.29	\$28.56	\$29.90
339;366	\$24.32	\$25.45	\$26.64	\$27.88	\$29.19	\$30.56
390	\$24.86	\$26.01	\$27.22	\$28.50	\$29.83	\$31.24
363	\$25.39	\$26.57	\$27.82	\$29.13	\$30.49	\$31.93
369	\$25.95	\$27.16	\$28.43	\$29.76	\$31.17	\$32.64
364	\$26.52	\$27.75	\$29.06	\$30.43	\$31.86	\$33.36
	\$27.10	\$28.37	\$29.70	\$31.09	\$32.57	\$34.11
372	\$27.70	\$28.99	\$30.35	\$31.79	\$33.29	\$34.86
375	\$28.30	\$29.64	\$31.04	\$32.50	\$34.03	\$35.65
	\$28.93	\$30.29	\$31.72	\$33.22	\$34.79	\$36.44
378	\$29.57	\$30.96	\$32.43	\$33.96	\$35.57	\$37.26
370	\$30.23	\$31.65	\$33.15	\$34.71	\$36.37	\$38.10
	\$30.90	\$32.35	\$33.89	\$35.49	\$37.18	\$38.96
381	\$31.58	\$33.07	\$34.64	\$36.29	\$38.01	\$39.82
	\$32.28	\$33.81	\$35.41	\$37.09	\$38.86	\$40.72

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003	Computer Lab Specialist
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003	Noon Supervisor
003	Reading Assistant
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006	Inst. Assist - Sp.Ed.
009	Inst. Assist - Sp. Ed. - Severe
009	Inst. Asst. - Special Circumstances
009	Special Education Paraeducator
009	Instructional Assistant (State Preschool)
012	Curriculum Specialist
012	Instr Assist-Bilingual
012	Instr Assist-ESL
021	IMC Technician
021	Lead Curriculum Specialist
021	Library Resource Technician
021	Receptionist
021	School Office Assistant
024	Inst. Assist - Sp. Ed. - DHH I
027	Office Specialist
027	School Office Specialist
027	Technology Specialist
028	Behavioral Intervention Asst
029	School Office Assistant- Bilingual
033	Health Care Assistant
036	Groundskeeper
036	Utility Worker
039	Bus Driver
039	Transportation Office Specialist
042	Custodian
042	Senior Custodian
044	Lead Groundskeeper
048	Irrigation Specialist
048	School Office Manager
048	Secretary
054	Irrigation Technician
054	Technical Support Technician
057	Accounting Specialist
057	Bus Driver Trainee
060	Maintenance Worker
063	Lead Bus Driver
064	Bus Driver/Trainer
066	Purchasing Technician
066	Warehouse Operator
069	Interpreter/Translator
069	Multiskilled Maint Worker
070	Mechanic Shop Operator
070	Student Info. Data Specialist
072	Certified Ed Interpreter
072	Licensed Vocational Nurse
075	Media and Technology Technician
075	Tech Support Technician I
078	Maint&Ops Coordinator
081	Certified OT Assistant
081	Speech Language Path Assist
090	Site Supervisor (State Preschool)
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LG4=25 YRS 2.354

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
403	\$19.44	\$20.29	\$21.19	\$22.13	\$23.13	\$24.15
	\$19.84	\$20.72	\$21.63	\$22.60	\$23.61	\$24.67
412	\$20.25	\$21.15	\$22.09	\$23.07	\$24.11	\$25.20
406;409;421;424	\$20.68	\$21.59	\$22.55	\$23.56	\$24.61	\$25.73
	\$21.11	\$22.04	\$23.02	\$24.05	\$25.15	\$26.29
427;428;429;430;491	\$21.54	\$22.50	\$23.51	\$24.57	\$25.68	\$26.85
433;436	\$21.99	\$22.97	\$24.01	\$25.09	\$26.23	\$27.42
442	\$22.50	\$23.51	\$24.57	\$25.68	\$26.85	\$28.08
444	\$22.93	\$23.96	\$25.05	\$26.17	\$27.36	\$28.62
448	\$23.41	\$24.46	\$25.57	\$26.73	\$27.94	\$29.24
454;457	\$23.91	\$24.98	\$26.11	\$27.31	\$28.55	\$29.86
460	\$24.41	\$25.51	\$26.68	\$27.90	\$29.17	\$30.51
439;466	\$24.93	\$26.06	\$27.25	\$28.49	\$29.80	\$31.17
490	\$25.47	\$26.62	\$27.83	\$29.11	\$30.44	\$31.85
463	\$26.00	\$27.18	\$28.43	\$29.74	\$31.10	\$32.54
469	\$26.56	\$27.77	\$29.04	\$30.37	\$31.78	\$33.25
464	\$27.13	\$28.36	\$29.67	\$31.04	\$32.47	\$33.97
	\$27.71	\$28.98	\$30.31	\$31.70	\$33.18	\$34.72
472	\$28.31	\$29.60	\$30.96	\$32.40	\$33.90	\$35.47
475	\$28.91	\$30.25	\$31.65	\$33.11	\$34.64	\$36.26
	\$29.54	\$30.90	\$32.33	\$33.83	\$35.40	\$37.05
478	\$30.18	\$31.57	\$33.04	\$34.57	\$36.18	\$37.87
470	\$30.84	\$32.26	\$33.76	\$35.32	\$36.98	\$38.71
	\$31.51	\$32.96	\$34.50	\$36.10	\$37.79	\$39.57
481	\$32.19	\$33.68	\$35.25	\$36.90	\$38.62	\$40.43
	\$32.89	\$34.42	\$36.02	\$37.70	\$39.47	\$41.33

LG5=30 YRS 2.978

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
503	\$20.07	\$20.92	\$21.82	\$22.76	\$23.76	\$24.78
	\$20.47	\$21.35	\$22.26	\$23.23	\$24.24	\$25.30
512	\$20.88	\$21.78	\$22.72	\$23.70	\$24.74	\$25.83
506;509;521;524	\$21.31	\$22.22	\$23.18	\$24.19	\$25.24	\$26.36
	\$21.74	\$22.67	\$23.65	\$24.68	\$25.78	\$26.92
527;528;529;530;591	\$22.17	\$23.13	\$24.14	\$25.20	\$26.31	\$27.48
533;536	\$22.62	\$23.60	\$24.64	\$25.72	\$26.86	\$28.05
542	\$23.13	\$24.14	\$25.20	\$26.31	\$27.48	\$28.71
544	\$23.56	\$24.59	\$25.68	\$26.80	\$27.99	\$29.25
548	\$24.04	\$25.09	\$26.20	\$27.36	\$28.57	\$29.87
554;557	\$24.54	\$25.61	\$26.74	\$27.94	\$29.18	\$30.49
560	\$25.04	\$26.14	\$27.31	\$28.53	\$29.80	\$31.14
539;566	\$25.56	\$26.69	\$27.88	\$29.12	\$30.43	\$31.80
590	\$26.10	\$27.25	\$28.46	\$29.74	\$31.07	\$32.48
563	\$26.63	\$27.81	\$29.06	\$30.37	\$31.73	\$33.17
569	\$27.19	\$28.40	\$29.67	\$31.00	\$32.41	\$33.88
564	\$27.76	\$28.99	\$30.30	\$31.67	\$33.10	\$34.60
	\$28.34	\$29.61	\$30.94	\$32.33	\$33.81	\$35.35
572	\$28.94	\$30.23	\$31.59	\$33.03	\$34.53	\$36.10
575	\$29.54	\$30.88	\$32.28	\$33.74	\$35.27	\$36.89
	\$30.17	\$31.53	\$32.96	\$34.46	\$36.03	\$37.68
578	\$30.81	\$32.20	\$33.67	\$35.20	\$36.81	\$38.50
570	\$31.47	\$32.89	\$34.39	\$35.95	\$37.61	\$39.34
	\$32.14	\$33.59	\$35.13	\$36.73	\$38.42	\$40.20
581	\$32.82	\$34.31	\$35.88	\$37.53	\$39.25	\$41.06
	\$33.52	\$35.05	\$36.65	\$38.33	\$40.10	\$41.96

Range	Position
003	Community Liaison
003	Computer Lab Specialist
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003	Noon Supervisor
003	Reading Assistant
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006	Inst. Assist - Sp.Ed.
009	Inst. Assist - Sp. Ed. - Severe
009	Inst. Asst. - Special Circumstances
009	Special Education Paraeducator
009	Instructional Assistant (State Preschool)
012	Curriculum Specialist
012	Instr Assist-Bilingual
012	Instr Assist-ESL
021	IMC Technician
021	Lead Curriculum Specialist
021	Library Resource Technician
021	Receptionist
021	School Office Assistant
024	Inst. Assist - Sp. Ed. - DHH I
027	Office Specialist
027	School Office Specialist
027	Technology Specialist
028	Behavioral Intervention Asst
029	School Office Assistant- Bilingual
033	Health Care Assistant
036	Groundskeeper
036	Utility Worker
039	Bus Driver
039	Transportation Office Specialist
042	Custodian
042	Senior Custodian
044	Lead Groundskeeper
048	Irrigation Specialist
048	School Office Manager
048	Secretary
054	Irrigation Technician
054	Technical Support Technician
057	Accounting Specialist
057	Bus Driver Trainee
060	Maintenance Worker
063	Lead Bus Driver
064	Bus Driver/Trainer
066	Purchasing Technician
066	Warehouse Operator
069	Interpreter/Translator
069	Multiskilled Maint Worker
070	Mechanic Shop Operator
070	Student Info. Data Specialist
072	Certified Ed Interpreter
072	Licensed Vocational Nurse
075	Media and Technology Technician
075	Tech Support Technician I
078	Maint&Ops Coordinator
081	Certified OT Assistant
081	Speech Language Path Assist
090	Site Supervisor (State Preschool)
091	Teacher (am or pm) (State Preschool)

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LG6=35 YRS 3.617

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
903	\$20.71	\$21.56	\$22.46	\$23.40	\$24.40	\$25.42
	\$21.11	\$21.99	\$22.90	\$23.87	\$24.88	\$25.94
912	\$21.52	\$22.42	\$23.36	\$24.34	\$25.38	\$26.47
906;909;921;924	\$21.95	\$22.86	\$23.82	\$24.83	\$25.88	\$27.00
	\$22.38	\$23.31	\$24.29	\$25.32	\$26.42	\$27.56
927;928;929;930;991	\$22.81	\$23.77	\$24.78	\$25.84	\$26.95	\$28.12
933;936	\$23.26	\$24.24	\$25.28	\$26.36	\$27.50	\$28.69
942	\$23.77	\$24.78	\$25.84	\$26.95	\$28.12	\$29.35
944	\$24.20	\$25.23	\$26.32	\$27.44	\$28.63	\$29.89
948	\$24.68	\$25.73	\$26.84	\$28.00	\$29.21	\$30.51
954;957	\$25.18	\$26.25	\$27.38	\$28.58	\$29.82	\$31.13
960	\$25.68	\$26.78	\$27.95	\$29.17	\$30.44	\$31.78
939;966	\$26.20	\$27.33	\$28.52	\$29.76	\$31.07	\$32.44
990	\$26.74	\$27.89	\$29.10	\$30.38	\$31.71	\$33.12
963	\$27.27	\$28.45	\$29.70	\$31.01	\$32.37	\$33.81
969	\$27.83	\$29.04	\$30.31	\$31.64	\$33.05	\$34.52
964	\$28.40	\$29.63	\$30.94	\$32.31	\$33.74	\$35.24
	\$28.98	\$30.25	\$31.58	\$32.97	\$34.45	\$35.99
972	\$29.58	\$30.87	\$32.23	\$33.67	\$35.17	\$36.74
975	\$30.18	\$31.52	\$32.92	\$34.38	\$35.91	\$37.53
	\$30.81	\$32.17	\$33.60	\$35.10	\$36.67	\$38.32
978	\$31.45	\$32.84	\$34.31	\$35.84	\$37.45	\$39.14
970	\$32.11	\$33.53	\$35.03	\$36.59	\$38.25	\$39.98
	\$32.78	\$34.23	\$35.77	\$37.37	\$39.06	\$40.84
981	\$33.46	\$34.95	\$36.52	\$38.17	\$39.89	\$41.70
	\$34.16	\$35.69	\$37.29	\$38.97	\$40.74	\$42.60

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
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Professional Growth = 3%

634	Behavioral Intervention Asst	\$19.77	\$20.76	\$21.80	\$22.89	\$24.03	\$25.24
635	Behavioral Intervention Asst	\$20.34	\$21.33	\$22.37	\$23.46	\$24.60	\$25.81
636	Behavioral Intervention Asst	\$20.92	\$21.91	\$22.95	\$24.04	\$25.18	\$26.39
637	Behavioral Intervention Asst	\$21.51	\$22.50	\$23.54	\$24.63	\$25.77	\$26.98
638	Behavioral Intervention Asst	\$22.12	\$23.11	\$24.15	\$25.24	\$26.38	\$27.59
639	Behavioral Intervention Asst	\$22.75	\$23.74	\$24.78	\$25.87	\$27.01	\$28.22
640	Behavioral Intervention Asst	\$23.39	\$24.38	\$25.42	\$26.51	\$27.65	\$28.86
690	Groundskeeper	\$20.23	\$21.24	\$22.31	\$23.42	\$24.60	\$25.82
691	Groundskeeper	\$20.80	\$21.81	\$22.88	\$23.99	\$25.17	\$26.39
692	Groundskeeper	\$21.38	\$22.39	\$23.46	\$24.57	\$25.75	\$26.97
693	Groundskeeper	\$21.97	\$22.98	\$24.05	\$25.16	\$26.34	\$27.56
694	Groundskeeper	\$22.58	\$23.59	\$24.66	\$25.77	\$26.95	\$28.17
695	Groundskeeper	\$23.21	\$24.22	\$25.29	\$26.40	\$27.58	\$28.80
696	Groundskeeper	\$23.85	\$24.86	\$25.93	\$27.04	\$28.22	\$29.44

Professional Growth = 3%

720	Custodian	\$20.76	\$21.80	\$22.89	\$24.03	\$25.24	\$26.50
721	Custodian	\$21.33	\$22.37	\$23.46	\$24.60	\$25.81	\$27.07
722	Custodian	\$21.91	\$22.95	\$24.04	\$25.18	\$26.39	\$27.65
723	Custodian	\$22.50	\$23.54	\$24.63	\$25.77	\$26.98	\$28.24
724	Custodian	\$23.11	\$24.15	\$25.24	\$26.38	\$27.59	\$28.85
725	Custodian	\$23.74	\$24.78	\$25.87	\$27.01	\$28.22	\$29.48
726	Custodian	\$24.38	\$25.42	\$26.51	\$27.65	\$28.86	\$30.12

Range	Position
003	Community Liaison
003	Computer Lab Specialist
003	Instructional Assistant
003	Library Assistant
003	Noon Supervisor
003	Reading Assistant
003	Science Lab Assistant
006	Inst. Assist - Sp.Ed.
009	Inst. Assist - Sp. Ed. - Severe
009	Inst. Asst. - Special Circumstances
009	Special Education Paraeducator
009	Instructional Assistant (State Preschool)
012	Curriculum Specialist
012	Instr Assist-Bilingual
012	Instr Assist-ESL
021	IMC Technician
021	Lead Curriculum Specialist
021	Library Resource Technician
021	Receptionist
021	School Office Assistant
024	Inst. Assist - Sp. Ed. - DHH I
027	Office Specialist
027	School Office Specialist
027	Technology Specialist
028	Behavioral Intervention Asst
029	School Office Assistant- Bilingual
033	Health Care Assistant
036	Groundskeeper
036	Utility Worker
039	Bus Driver
039	Transportation Office Specialist
042	Custodian
042	Senior Custodian
044	Lead Groundskeeper
048	Irrigation Specialist
048	School Office Manager
048	Secretary
054	Irrigation Technician
054	Technical Support Technician
057	Accounting Specialist
057	Bus Driver Trainee
060	Maintenance Worker
063	Lead Bus Driver
064	Bus Driver/Trainer
066	Purchasing Technician
066	Warehouse Operator
069	Interpreter/Translator
069	Multiskilled Maint Worker
070	Mechanic Shop Operator
070	Student Info. Data Specialist
072	Certified Ed Interpreter
072	Licensed Vocational Nurse
075	Media and Technology Technician
075	Tech Support Technician I
078	Maint&Ops Coordinator
081	Certified OT Assistant
081	Speech Language Path Assist
090	Site Supervisor (State Preschool)
091	Teacher (am or pm) (State Preschool)

"Unit members who perform short term and substitute assignments in a lower paid classification shall be compensated at the highest hourly rate of the classified staff member's permanent (probationary or permanent status) job classification.

*** MONTHLY RATE IS BASED ON A 12 MONTH, 8 HOUR PER DAY EMPLOYEE**

Base Pay

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
003	\$2,962	\$3,110	\$3,265	\$3,428	\$3,601	\$3,779
	\$3,031	\$3,184	\$3,342	\$3,510	\$3,685	\$3,869
012	\$3,103	\$3,258	\$3,421	\$3,592	\$3,771	\$3,960
006;009;021;024	\$3,177	\$3,335	\$3,501	\$3,676	\$3,859	\$4,053
	\$3,251	\$3,413	\$3,583	\$3,762	\$3,951	\$4,149
027;028;029;030;091	\$3,326	\$3,492	\$3,667	\$3,851	\$4,044	\$4,246
033;036	\$3,404	\$3,574	\$3,754	\$3,942	\$4,139	\$4,346
042	\$3,492	\$3,667	\$3,850	\$4,044	\$4,246	\$4,458
044	\$3,567	\$3,746	\$3,934	\$4,129	\$4,335	\$4,553
048	\$3,651	\$3,833	\$4,024	\$4,226	\$4,436	\$4,660
054;057	\$3,737	\$3,922	\$4,119	\$4,326	\$4,542	\$4,769
060	\$3,824	\$4,015	\$4,217	\$4,428	\$4,649	\$4,881
039;066	\$3,913	\$4,110	\$4,315	\$4,531	\$4,758	\$4,996
090	\$4,007	\$4,207	\$4,417	\$4,638	\$4,869	\$5,113
063	\$4,100	\$4,304	\$4,521	\$4,747	\$4,983	\$5,232
069	\$4,197	\$4,406	\$4,626	\$4,857	\$5,101	\$5,356
064	\$4,295	\$4,509	\$4,735	\$4,972	\$5,220	\$5,481
	\$4,395	\$4,615	\$4,847	\$5,088	\$5,344	\$5,611
072	\$4,499	\$4,724	\$4,959	\$5,208	\$5,468	\$5,741
075	\$4,604	\$4,835	\$5,078	\$5,331	\$5,597	\$5,877
	\$4,713	\$4,949	\$5,197	\$5,456	\$5,729	\$6,015
078	\$4,823	\$5,065	\$5,319	\$5,585	\$5,863	\$6,157
070	\$4,938	\$5,185	\$5,444	\$5,714	\$6,002	\$6,303
	\$5,054	\$5,306	\$5,572	\$5,850	\$6,143	\$6,451
081	\$5,172	\$5,431	\$5,702	\$5,988	\$6,286	\$6,600
	\$5,293	\$5,558	\$5,836	\$6,127	\$6,434	\$6,756

LG1 = 10 YRS 98.03

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
103	\$3,060	\$3,208	\$3,363	\$3,526	\$3,699	\$3,877
	\$3,129	\$3,282	\$3,440	\$3,608	\$3,783	\$3,967
112	\$3,201	\$3,356	\$3,519	\$3,690	\$3,869	\$4,058
106;109;121;124	\$3,275	\$3,433	\$3,599	\$3,774	\$3,957	\$4,151
	\$3,349	\$3,511	\$3,681	\$3,860	\$4,049	\$4,247
127;128;129;130;191	\$3,424	\$3,590	\$3,765	\$3,949	\$4,142	\$4,344
133;136	\$3,502	\$3,672	\$3,852	\$4,040	\$4,237	\$4,444
142	\$3,590	\$3,765	\$3,948	\$4,142	\$4,344	\$4,556
144	\$3,665	\$3,844	\$4,032	\$4,227	\$4,433	\$4,651
148	\$3,749	\$3,931	\$4,122	\$4,324	\$4,534	\$4,758
154;157	\$3,835	\$4,020	\$4,217	\$4,424	\$4,640	\$4,867
160	\$3,922	\$4,113	\$4,315	\$4,526	\$4,747	\$4,979
139;166	\$4,011	\$4,208	\$4,413	\$4,629	\$4,856	\$5,094
190	\$4,105	\$4,305	\$4,515	\$4,736	\$4,967	\$5,211
163	\$4,198	\$4,402	\$4,619	\$4,845	\$5,081	\$5,330
169	\$4,295	\$4,504	\$4,724	\$4,955	\$5,199	\$5,454
164	\$4,393	\$4,607	\$4,833	\$5,070	\$5,318	\$5,579
	\$4,493	\$4,713	\$4,945	\$5,186	\$5,442	\$5,709
172	\$4,597	\$4,822	\$5,057	\$5,306	\$5,566	\$5,839
175	\$4,702	\$4,933	\$5,176	\$5,429	\$5,695	\$5,975
	\$4,811	\$5,047	\$5,295	\$5,554	\$5,827	\$6,113
178	\$4,921	\$5,163	\$5,417	\$5,683	\$5,961	\$6,255
170	\$5,036	\$5,283	\$5,542	\$5,812	\$6,100	\$6,401
	\$5,152	\$5,404	\$5,670	\$5,948	\$6,241	\$6,549
181	\$5,270	\$5,529	\$5,800	\$6,086	\$6,384	\$6,698
	\$5,391	\$5,656	\$5,934	\$6,225	\$6,532	\$6,854

Range	Position
003	Community Liaison
003	Computer Lab Specialist
003	Instructional Assistant
003	Library Assistant
003	Noon Supervisor
003	Reading Assistant
003	Science Lab Assistant
006	Inst. Assist - Sp.Ed.
009	Inst. Assist - Sp. Ed. - Severe
009	Inst. Asst. - Special Circumstances
009	Special Education Paraeducator
009	Instructional Assistant (State Preschool)
012	Curriculum Specialist
012	Instr Assist-Bilingual
012	Instr Assist-ESL
021	IMC Technician
021	Lead Curriculum Specialist
021	Library Resource Technician
021	Receptionist
021	School Office Assistant
024	Inst. Assist - Sp. Ed. - DHH I
027	Office Specialist
027	School Office Specialist
027	Technology Specialist
028	Behavioral Intervention Asst
029	School Office Assistant - Bilingual
033	Health Care Assistant
036	Groundskeeper
036	Utility Worker
039	Bus Driver
039	Transportation Office Specialist
042	Custodian
042	Senior Custodian
044	Lead Groundskeeper
048	Irrigation Specialist
048	School Office Manager
048	Secretary
054	Irrigation Technician
054	Technical Support Technician
057	Accounting Specialist
057	Bus Driver Trainee
060	Maintenance Worker
063	Lead Bus Driver
064	Bus Driver/Trainer
066	Purchasing Technician
066	Warehouse Operator
069	Interpreter/Translator
069	Multiskilled Maint Worker
070	Mechanic Shop Operator
070	Student Info. Data Specialist
072	Certified Ed Interpreter
072	Licensed Vocational Nurse
075	Media and Technology Technician
075	Tech Support Technician I
078	Maint&Ops Coordinator
081	Certified OT Assistant
081	Speech Language Path Assist
090	Site Supervisor (State Preschool)
091	Teacher (am or pm) (State Preschool)

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LG2 = 15 YRS 198.63

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
203	\$3,161	\$3,309	\$3,464	\$3,627	\$3,800	\$3,978
	\$3,230	\$3,383	\$3,541	\$3,709	\$3,884	\$4,068
212	\$3,302	\$3,457	\$3,620	\$3,791	\$3,970	\$4,159
206;209;221;224	\$3,376	\$3,534	\$3,700	\$3,875	\$4,058	\$4,252
	\$3,450	\$3,612	\$3,782	\$3,961	\$4,150	\$4,348
227;228;229;230;291	\$3,525	\$3,691	\$3,866	\$4,050	\$4,243	\$4,445
233;236	\$3,603	\$3,773	\$3,953	\$4,141	\$4,338	\$4,545
242	\$3,691	\$3,866	\$4,049	\$4,243	\$4,445	\$4,657
244	\$3,766	\$3,945	\$4,133	\$4,328	\$4,534	\$4,752
248	\$3,850	\$4,032	\$4,223	\$4,425	\$4,635	\$4,859
254;257	\$3,936	\$4,121	\$4,318	\$4,525	\$4,741	\$4,968
260	\$4,023	\$4,214	\$4,416	\$4,627	\$4,848	\$5,080
239;266	\$4,112	\$4,309	\$4,514	\$4,730	\$4,957	\$5,195
290	\$4,206	\$4,406	\$4,616	\$4,837	\$5,068	\$5,312
263	\$4,299	\$4,503	\$4,720	\$4,946	\$5,182	\$5,431
269	\$4,396	\$4,605	\$4,825	\$5,056	\$5,300	\$5,555
264	\$4,494	\$4,708	\$4,934	\$5,171	\$5,419	\$5,680
	\$4,594	\$4,814	\$5,046	\$5,287	\$5,543	\$5,810
272	\$4,698	\$4,923	\$5,158	\$5,407	\$5,667	\$5,940
275	\$4,803	\$5,034	\$5,277	\$5,530	\$5,796	\$6,076
	\$4,912	\$5,148	\$5,396	\$5,655	\$5,928	\$6,214
278	\$5,022	\$5,264	\$5,518	\$5,784	\$6,062	\$6,356
270	\$5,137	\$5,384	\$5,643	\$5,913	\$6,201	\$6,502
	\$5,253	\$5,505	\$5,771	\$6,049	\$6,342	\$6,650
281	\$5,371	\$5,630	\$5,901	\$6,187	\$6,485	\$6,799
	\$5,492	\$5,757	\$6,035	\$6,326	\$6,633	\$6,955

LG3 = 20 YRS 301.83

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
303	\$3,264	\$3,412	\$3,567	\$3,730	\$3,903	\$4,081
	\$3,333	\$3,486	\$3,644	\$3,812	\$3,987	\$4,171
312	\$3,405	\$3,560	\$3,723	\$3,894	\$4,073	\$4,262
306;309;321;324	\$3,479	\$3,637	\$3,803	\$3,978	\$4,161	\$4,355
	\$3,553	\$3,715	\$3,885	\$4,064	\$4,253	\$4,451
327;328;329;330;391	\$3,628	\$3,794	\$3,969	\$4,153	\$4,346	\$4,548
333;336	\$3,706	\$3,876	\$4,056	\$4,244	\$4,441	\$4,648
342	\$3,794	\$3,969	\$4,152	\$4,346	\$4,548	\$4,760
344	\$3,869	\$4,048	\$4,236	\$4,431	\$4,637	\$4,855
348	\$3,953	\$4,135	\$4,326	\$4,528	\$4,738	\$4,962
354;357	\$4,039	\$4,224	\$4,421	\$4,628	\$4,844	\$5,071
360	\$4,126	\$4,317	\$4,519	\$4,730	\$4,951	\$5,183
339;366	\$4,215	\$4,412	\$4,617	\$4,833	\$5,060	\$5,298
390	\$4,309	\$4,509	\$4,719	\$4,940	\$5,171	\$5,415
363	\$4,402	\$4,606	\$4,823	\$5,049	\$5,285	\$5,534
369	\$4,499	\$4,708	\$4,928	\$5,159	\$5,403	\$5,658
364	\$4,597	\$4,811	\$5,037	\$5,274	\$5,522	\$5,783
	\$4,697	\$4,917	\$5,149	\$5,390	\$5,646	\$5,913
372	\$4,801	\$5,026	\$5,261	\$5,510	\$5,770	\$6,043
375	\$4,906	\$5,137	\$5,380	\$5,633	\$5,899	\$6,179
	\$5,015	\$5,251	\$5,499	\$5,758	\$6,031	\$6,317
378	\$5,125	\$5,367	\$5,621	\$5,887	\$6,165	\$6,459
370	\$5,240	\$5,487	\$5,746	\$6,016	\$6,304	\$6,605
	\$5,356	\$5,608	\$5,874	\$6,152	\$6,445	\$6,753
381	\$5,474	\$5,733	\$6,004	\$6,290	\$6,588	\$6,902
	\$5,595	\$5,860	\$6,138	\$6,429	\$6,736	\$7,058

Range	Position
003	Community Liaison
003	Computer Lab Specialist
003	Instructional Assistant
003	Library Assistant
003	Noon Supervisor
003	Reading Assistant
003	Science Lab Assistant
006	Inst. Assist - Sp.Ed.
009	Inst. Assist - Sp. Ed. - Severe
009	Inst. Asst. - Special Circumstances
009	Special Education Paraeducator
009	Instructional Assistant (State Preschool)
012	Curriculum Specialist
012	Instr Assist-Bilingual
012	Instr Assist-ESL
021	IMC Technician
021	Lead Curriculum Specialist
021	Library Resource Technician
021	Receptionist
021	School Office Assistant
024	Inst. Assist - Sp. Ed. - DHH I
027	Office Specialist
027	School Office Specialist
027	Technology Specialist
028	Behavioral Intervention Asst
029	School Office Assistant- Bilingual
033	Health Care Assistant
036	Groundskeeper
036	Utility Worker
039	Bus Driver
039	Transportation Office Specialist
042	Custodian
042	Senior Custodian
044	Lead Groundskeeper
048	Irrigation Specialist
048	School Office Manager
048	Secretary
054	Irrigation Technician
054	Technical Support Technician
057	Accounting Specialist
057	Bus Driver Trainee
060	Maintenance Worker
063	Lead Bus Driver
064	Bus Driver/Trainer
066	Purchasing Technician
066	Warehouse Operator
069	Interpreter/Translator
069	Multiskilled Maint Worker
070	Mechanic Shop Operator
070	Student Info. Data Specialist
072	Certified Ed Interpreter
072	Licensed Vocational Nurse
075	Media and Technology Technician
075	Tech Support Technician I
078	Maint&Ops Coordinator
081	Certified OT Assistant
081	Speech Language Path Assist
090	Site Supervisor (State Preschool)
091	Teacher (am or pm) (State Preschool)

"Unit members who perform short term and substitute assignments in a lower paid classification shall be compensated at the highest hourly rate of the classified staff member's permanent (probationary or permanent status) job classification.

LG4=25 YRS 407.58

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
403	\$3,370	\$3,518	\$3,673	\$3,836	\$4,009	\$4,187
	\$3,439	\$3,592	\$3,750	\$3,918	\$4,093	\$4,277
412	\$3,511	\$3,666	\$3,829	\$4,000	\$4,179	\$4,368
406;409;421;424	\$3,585	\$3,743	\$3,909	\$4,084	\$4,267	\$4,461
	\$3,659	\$3,821	\$3,991	\$4,170	\$4,359	\$4,557
427;428;429;430;491	\$3,734	\$3,900	\$4,075	\$4,259	\$4,452	\$4,654
433;436	\$3,812	\$3,982	\$4,162	\$4,350	\$4,547	\$4,754
442	\$3,900	\$4,075	\$4,258	\$4,452	\$4,654	\$4,866
444	\$3,975	\$4,154	\$4,342	\$4,537	\$4,743	\$4,961
448	\$4,059	\$4,241	\$4,432	\$4,634	\$4,844	\$5,068
454;457	\$4,145	\$4,330	\$4,527	\$4,734	\$4,950	\$5,177
460	\$4,232	\$4,423	\$4,625	\$4,836	\$5,057	\$5,289
439;466	\$4,321	\$4,518	\$4,723	\$4,939	\$5,166	\$5,404
490	\$4,415	\$4,615	\$4,825	\$5,046	\$5,277	\$5,521
463	\$4,508	\$4,712	\$4,929	\$5,155	\$5,391	\$5,640
469	\$4,605	\$4,814	\$5,034	\$5,265	\$5,509	\$5,764
464	\$4,703	\$4,917	\$5,143	\$5,380	\$5,628	\$5,889
	\$4,803	\$5,023	\$5,255	\$5,496	\$5,752	\$6,019
472	\$4,907	\$5,132	\$5,367	\$5,616	\$5,876	\$6,149
475	\$5,012	\$5,243	\$5,486	\$5,739	\$6,005	\$6,285
	\$5,121	\$5,357	\$5,605	\$5,864	\$6,137	\$6,423
478	\$5,231	\$5,473	\$5,727	\$5,993	\$6,271	\$6,565
470	\$5,346	\$5,593	\$5,852	\$6,122	\$6,410	\$6,711
	\$5,462	\$5,714	\$5,980	\$6,258	\$6,551	\$6,859
481	\$5,580	\$5,839	\$6,110	\$6,396	\$6,694	\$7,008
	\$5,701	\$5,966	\$6,244	\$6,535	\$6,842	\$7,164

LG5=30 YRS 515.93

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
503	\$3,478	\$3,626	\$3,781	\$3,944	\$4,117	\$4,295
	\$3,547	\$3,700	\$3,858	\$4,026	\$4,201	\$4,385
512	\$3,619	\$3,774	\$3,937	\$4,108	\$4,287	\$4,476
506;509;521;524	\$3,693	\$3,851	\$4,017	\$4,192	\$4,375	\$4,569
	\$3,767	\$3,929	\$4,099	\$4,278	\$4,467	\$4,665
527;528;529;530;591	\$3,842	\$4,008	\$4,183	\$4,367	\$4,560	\$4,762
533;536	\$3,920	\$4,090	\$4,270	\$4,458	\$4,655	\$4,862
542	\$4,008	\$4,183	\$4,366	\$4,560	\$4,762	\$4,974
544	\$4,083	\$4,262	\$4,450	\$4,645	\$4,851	\$5,069
548	\$4,167	\$4,349	\$4,540	\$4,742	\$4,952	\$5,176
554;557	\$4,253	\$4,438	\$4,635	\$4,842	\$5,058	\$5,285
560	\$4,340	\$4,531	\$4,733	\$4,944	\$5,165	\$5,397
539;566	\$4,429	\$4,626	\$4,831	\$5,047	\$5,274	\$5,512
590	\$4,523	\$4,723	\$4,933	\$5,154	\$5,385	\$5,629
563	\$4,616	\$4,820	\$5,037	\$5,263	\$5,499	\$5,748
569	\$4,713	\$4,922	\$5,142	\$5,373	\$5,617	\$5,872
564	\$4,811	\$5,025	\$5,251	\$5,488	\$5,736	\$5,997
	\$4,911	\$5,131	\$5,363	\$5,604	\$5,860	\$6,127
572	\$5,015	\$5,240	\$5,475	\$5,724	\$5,984	\$6,257
575	\$5,120	\$5,351	\$5,594	\$5,847	\$6,113	\$6,393
	\$5,229	\$5,465	\$5,713	\$5,972	\$6,245	\$6,531
578	\$5,339	\$5,581	\$5,835	\$6,101	\$6,379	\$6,673
570	\$5,454	\$5,701	\$5,960	\$6,230	\$6,518	\$6,819
	\$5,570	\$5,822	\$6,088	\$6,366	\$6,659	\$6,967
581	\$5,688	\$5,947	\$6,218	\$6,504	\$6,802	\$7,116
	\$5,809	\$6,074	\$6,352	\$6,643	\$6,950	\$7,272

Range	Position
003	Community Liaison
003	Computer Lab Specialist
003	Instructional Assistant
003	Library Assistant
003	Noon Supervisor
003	Reading Assistant
003	Science Lab Assistant
006	Inst. Assist - Sp.Ed.
009	Inst. Assist - Sp. Ed. - Severe
009	Inst. Asst. - Special Circumstances
009	Special Education Paraeducator
009	Instructional Assistant (State Preschool)
012	Curriculum Specialist
012	Instr Assist-Bilingual
012	Instr Assist-ESL
021	IMC Technician
021	Lead Curriculum Specialist
021	Library Resource Technician
021	Receptionist
021	School Office Assistant
024	Inst. Assist - Sp. Ed. - DHH I
027	Office Specialist
027	School Office Specialist
027	Technology Specialist
028	Behavioral Intervention Asst
029	School Office Assistant- Bilingual
033	Health Care Assistant
036	Groundskeeper
036	Utility Worker
039	Bus Driver
039	Transportation Office Specialist
042	Custodian
042	Senior Custodian
044	Lead Groundskeeper
048	Irrigation Specialist
048	School Office Manager
048	Secretary
054	Irrigation Technician
054	Technical Support Technician
057	Accounting Specialist
057	Bus Driver Trainee
060	Maintenance Worker
063	Lead Bus Driver
064	Bus Driver/Trainer
066	Purchasing Technician
066	Warehouse Operator
069	Interpreter/Translator
069	Multiskilled Maint Worker
070	Mechanic Shop Operator
070	Student Info. Data Specialist
072	Certified Ed Interpreter
072	Licensed Vocational Nurse
075	Media and Technology Technician
075	Tech Support Technician I
078	Maint&Ops Coordinator
081	Certified OT Assistant
081	Speech Language Path Assist
090	Site Supervisor (State Preschool)
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"Unit members who perform short term and substitute assignments in a lower paid classification shall be compensated at the highest hourly rate of the classified staff member's permanent (probationary or permanent status) job classification.

LG6=35 YRS 626.86

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
903	\$3,589	\$3,737	\$3,892	\$4,055	\$4,228	\$4,406
	\$3,658	\$3,811	\$3,969	\$4,137	\$4,312	\$4,496
912	\$3,730	\$3,885	\$4,048	\$4,219	\$4,398	\$4,587
906;909;921;924	\$3,804	\$3,962	\$4,128	\$4,303	\$4,486	\$4,680
	\$3,878	\$4,040	\$4,210	\$4,389	\$4,578	\$4,776
927;928;929;930;991	\$3,953	\$4,119	\$4,294	\$4,478	\$4,671	\$4,873
933;936	\$4,031	\$4,201	\$4,381	\$4,569	\$4,766	\$4,973
942	\$4,119	\$4,294	\$4,477	\$4,671	\$4,873	\$5,085
944	\$4,194	\$4,373	\$4,561	\$4,756	\$4,962	\$5,180
948	\$4,278	\$4,460	\$4,651	\$4,853	\$5,063	\$5,287
954;957	\$4,364	\$4,549	\$4,746	\$4,953	\$5,169	\$5,396
960	\$4,451	\$4,642	\$4,844	\$5,055	\$5,276	\$5,508
939;966	\$4,540	\$4,737	\$4,942	\$5,158	\$5,385	\$5,623
990	\$4,634	\$4,834	\$5,044	\$5,265	\$5,496	\$5,740
963	\$4,727	\$4,931	\$5,148	\$5,374	\$5,610	\$5,859
969	\$4,824	\$5,033	\$5,253	\$5,484	\$5,728	\$5,983
964	\$4,922	\$5,136	\$5,362	\$5,599	\$5,847	\$6,108
	\$5,022	\$5,242	\$5,474	\$5,715	\$5,971	\$6,238
972	\$5,126	\$5,351	\$5,586	\$5,835	\$6,095	\$6,368
975	\$5,231	\$5,462	\$5,705	\$5,958	\$6,224	\$6,504
	\$5,340	\$5,576	\$5,824	\$6,083	\$6,356	\$6,642
978	\$5,450	\$5,692	\$5,946	\$6,212	\$6,490	\$6,784
970	\$5,565	\$5,812	\$6,071	\$6,341	\$6,629	\$6,930
	\$5,681	\$5,933	\$6,199	\$6,477	\$6,770	\$7,078
981	\$5,799	\$6,058	\$6,329	\$6,615	\$6,913	\$7,227
	\$5,920	\$6,185	\$6,463	\$6,754	\$7,061	\$7,383

Range	Step I	Step II	Step III	Step IV	Step V	Step VI
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Professional Growth = 3%

634	Behavioral Intervention Asst	\$3,426	\$3,597	\$3,777	\$3,967	\$4,165	\$4,373
635	Behavioral Intervention Asst	\$3,524	\$3,695	\$3,875	\$4,065	\$4,263	\$4,471
636	Behavioral Intervention Asst	\$3,625	\$3,796	\$3,976	\$4,166	\$4,364	\$4,572
637	Behavioral Intervention Asst	\$3,728	\$3,899	\$4,079	\$4,269	\$4,467	\$4,675
638	Behavioral Intervention Asst	\$3,834	\$4,005	\$4,185	\$4,375	\$4,573	\$4,781
639	Behavioral Intervention Asst	\$3,942	\$4,113	\$4,293	\$4,483	\$4,681	\$4,889
640	Behavioral Intervention Asst	\$4,053	\$4,224	\$4,404	\$4,594	\$4,792	\$5,000
690	Groundskeeper	\$3,506	\$3,681	\$3,867	\$4,060	\$4,263	\$4,476
691	Groundskeeper	\$3,604	\$3,779	\$3,965	\$4,158	\$4,361	\$4,574
692	Groundskeeper	\$3,705	\$3,880	\$4,066	\$4,259	\$4,462	\$4,675
693	Groundskeeper	\$3,808	\$3,983	\$4,169	\$4,362	\$4,565	\$4,778
694	Groundskeeper	\$3,914	\$4,089	\$4,275	\$4,468	\$4,671	\$4,884
695	Groundskeeper	\$4,022	\$4,197	\$4,383	\$4,576	\$4,779	\$4,992
696	Groundskeeper	\$4,133	\$4,308	\$4,494	\$4,687	\$4,890	\$5,103

Professional Growth = 3%

700	Custodian	\$3,597	\$3,777	\$3,966	\$4,165	\$4,373	\$4,592
701	Custodian	\$3,695	\$3,875	\$4,064	\$4,263	\$4,471	\$4,690
702	Custodian	\$3,796	\$3,976	\$4,165	\$4,364	\$4,572	\$4,791
703	Custodian	\$3,899	\$4,079	\$4,268	\$4,467	\$4,675	\$4,894
704	Custodian	\$4,005	\$4,185	\$4,374	\$4,573	\$4,781	\$5,000
705	Custodian	\$4,113	\$4,293	\$4,482	\$4,681	\$4,889	\$5,108
706	Custodian	\$4,224	\$4,404	\$4,593	\$4,792	\$5,000	\$5,219

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