

Unified Experience-Based Step Pay Scale - SY 2019-20

U04				U05													U06							
Annual Hours	→	1600	2080	Annual Hours	→	651	744	837	930	1023	1116	1209	1302	1395	1488	2080	Annual Hours	→	1027	1371	1415			
Creditable Yrs of Exp	Hourly Rate	10-mo 200 days 8 hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 3.5hr/day	10-mo 186 days 4 hr/day	10-mo 186 days 4.5hr/day	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 158 days 6.5hr/day	10-mo 187 days 7.33hr/day	10-mo 189 days 7.33hr/day			
0	10.3397	16,543	21,506	0	11.0787	7,212	8,242	9,272	10,303	11,333	12,363	13,394	14,424	15,454	16,485	23,043	0	11.8694	12,189	16,272	16,795			
1	10.3648	16,583	21,558	1	11.1056	7,229	8,262	9,295	10,328	11,361	12,393	13,426	14,459	15,492	16,525	23,099	1	11.8983	12,219	16,312	16,836			
2	10.3902	16,624	21,611	2	11.1328	7,247	8,282	9,318	10,353	11,388	12,424	13,459	14,494	15,530	16,565	23,156	2	11.9275	12,249	16,352	16,877			
3	10.4390	16,702	21,713	3	11.1851	7,281	8,321	9,361	10,402	11,442	12,482	13,522	14,563	15,603	16,643	23,265	3	11.9834	12,306	16,429	16,956			
4	10.4888	16,782	21,816	4	11.2384	7,316	8,361	9,406	10,451	11,496	12,542	13,587	14,632	15,677	16,722	23,375	4	12.0406	12,365	16,507	17,037			
5	10.5934	16,949	22,034	5	11.3508	7,389	8,444	9,500	10,556	11,611	12,667	13,723	14,778	15,834	16,889	23,609	5	12.1608	12,489	16,672	17,207			
6	10.6395	17,023	22,130	6	11.4000	7,421	8,481	9,541	10,602	11,662	12,722	13,782	14,842	15,903	16,963	23,712	6	12.2136	12,543	16,744	17,282			
7	10.7006	17,120	22,257	7	11.4656	7,464	8,530	9,596	10,663	11,729	12,795	13,861	14,928	15,994	17,060	23,848	7	12.2838	12,615	16,841	17,381			
8	10.7469	17,195	22,353	8	11.5152	7,496	8,567	9,638	10,709	11,780	12,850	13,921	14,992	16,063	17,134	23,951	8	12.3369	12,669	16,913	17,456			
9	10.7979	17,276	22,459	9	11.5699	7,532	8,608	9,684	10,760	11,836	12,912	13,988	15,064	16,140	17,216	24,065	9	12.3955	12,730	16,994	17,539			
10	10.9107	17,457	22,694	10	11.6907	7,610	8,697	9,785	10,872	11,959	13,046	14,134	15,221	16,308	17,395	24,316	10	12.5250	12,863	17,171	17,722			
11	11.0266	17,642	22,935	11	11.8149	7,691	8,790	9,889	10,987	12,086	13,185	14,284	15,382	16,481	17,580	24,574	11	12.6581	12,999	17,354	17,911			
12	11.1704	17,872	23,234	12	11.9691	7,791	8,905	10,018	11,131	12,244	13,357	14,470	15,583	16,696	17,810	24,895	12	12.8232	13,169	17,580	18,144			
13	11.3356	18,136	23,578	13	12.1460	7,907	9,036	10,166	11,295	12,425	13,554	14,684	15,814	16,943	18,073	25,263	13	13.0128	13,364	17,840	18,413			
14	11.5488	18,478	24,021	14	12.3746	8,055	9,206	10,357	11,508	12,659	13,810	14,960	16,111	17,262	18,413	25,739	14	13.2577	13,615	18,176	18,759			
15	11.8060	18,889	24,556	15	12.6501	8,235	9,411	10,588	11,764	12,941	14,117	15,293	16,470	17,646	18,823	26,312	15	13.5529	13,918	18,581	19,177			
16	12.0631	19,300	25,091	16	12.9256	8,414	9,616	10,818	12,020	13,222	14,424	15,627	16,829	18,031	19,233	26,885	16	13.8481	14,221	18,985	19,595			
17	12.3203	19,712	25,626	17	13.2012	8,593	9,821	11,049	12,277	13,504	14,732	15,960	17,187	18,415	19,643	27,458	17	14.1434	14,525	19,390	20,012			
18	12.5774	20,123	26,160	18	13.4768	8,773	10,026	11,280	12,533	13,786	15,040	16,293	17,546	18,800	20,053	28,031	18	14.4386	14,828	19,795	20,430			
19	12.8345	20,535	26,695	19	13.7523	8,952	10,231	11,510	12,789	14,068	15,347	16,626	17,905	19,184	20,463	28,604	19	14.7338	15,131	20,200	20,848			
20	13.0917	20,946	27,230	20	14.0278	9,132	10,436	11,741	13,045	14,350	15,655	16,959	18,264	19,568	20,873	29,177	20	15.0290	15,434	20,604	21,266			
21	13.3488	21,358	27,765	21	14.3034	9,311	10,641	11,971	13,302	14,632	15,962	17,292	18,623	19,953	21,283	29,751	21	15.3242	15,737	21,009	21,683			
22	13.6058	21,769	28,300	22	14.5789	9,490	10,846	12,202	13,558	14,914	16,270	17,625	18,981	20,337	21,693	30,324	22	15.6194	16,041	21,414	22,101			
23	13.8630	22,180	28,835	23	14.8544	9,670	11,051	12,433	13,814	15,196	16,577	17,958	19,340	20,721	22,103	30,897	23	15.9147	16,344	21,819	22,519			
24	14.1201	22,592	29,369	24	15.1299	9,849	11,256	12,663	14,070	15,477	16,884	18,292	19,699	21,106	22,513	31,470	24	16.2099	16,647	22,223	22,937			
25	14.3772	23,003	29,904	25	15.4055	10,028	11,461	12,894	14,327	15,759	17,192	18,625	20,057	21,490	22,923	32,043	25	16.5051	16,950	22,628	23,354			
26	14.6344	23,415	30,439	26	15.6810	10,208	11,666	13,124	14,583	16,041	17,499	18,958	20,416	21,874	23,333	32,616	26	16.7997	17,253	23,032	23,771			
27	14.8915	23,826	30,974	27	15.9565	10,387	11,871	13,355	14,839	16,323	17,807	19,291	20,775	22,259	23,743	33,189	27	17.0949	17,556	23,437	24,189			
28	15.1486	24,237	31,509	28	16.2320	10,567	12,076	13,586	15,095	16,605	18,114	19,624	21,134	22,643	24,153	33,762	28	17.3901	17,859	23,841	24,606			
29	15.4058	24,649	32,044	29	16.5077	10,746	12,281	13,816	15,352	16,887	18,422	19,957	21,493	23,028	24,563	34,336	29	17.6853	18,162	24,246	25,024			
30	15.6629	25,060	32,578	30	16.7832	10,925	12,486	14,047	15,608	17,169	18,730	20,290	21,851	23,412	24,973	34,909	30	17.9806	18,466	24,651	25,442			
31+	*ABOVE SCALE* (2.5% COLA)			31+	*ABOVE SCALE* (2.5% COLA)													31+	*ABOVE SCALE* (2.5% COLA)					
	1600 - Custodian I 2080 - Custodian I 2080 - Fleet Shop Helper				930 - Bus Assistant @ 5 hrs 1023 - Bus Assistant @ 5.5 hrs 1116 - Bus Assistant @ 6 hrs 1209 - Bus Assistant @ 6.5 hrs 1302 - Bus Assistant @ 7 hrs 1395 - Bus Assistant @ 7.5 hrs 1488 - Bus Assistant @ 8 hrs 1768 - Bus Assistant - Plan Bee								1023 - Cafeteria Assistant @ 5.5 hrs 1116 - Cafeteria Assistant @ 6 hrs 1209 - Cafeteria Assistant @ 6.5 hrs 1302 - Cafeteria Assistant @ 7 hrs 2080 - Custodian II								1027 - ALC Assist - HD 1415 - Security Assist - HD 1371 - Teacher Assist - HD (excluding SpEd)			

For the 2019/2020 school year, the School Board approved the following compensation adjustments:

- Employees with 1-30 years of creditable work experience received 3% of their 6/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.
- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.

Unified Experience-Based Step Pay Scale - SY 2019-20

U07

Annual Hours	→	1027	1371	1415	1600	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 158 day 6.5hr/days	10-mo 187 day 7.33hr/days	10-mo 193 day 7.33hr/days	10-mo 200 day 8hr/days	12-mo 260 day 8hr/days
0	12.7204	13,064	17,439	17,999	20,352	26,458
1	12.7514	13,095	17,482	18,043	20,402	26,522
2	12.7826	13,127	17,524	18,087	20,452	26,587
3	12.8426	13,189	17,607	18,172	20,548	26,712
4	12.9038	13,252	17,691	18,258	20,646	26,839
5	13.0327	13,384	17,867	18,441	20,852	27,108
6	13.0892	13,442	17,945	18,521	20,942	27,225
7	13.1645	13,519	18,048	18,627	21,063	27,382
8	13.2214	13,578	18,126	18,708	21,154	27,500
9	13.2841	13,642	18,212	18,797	21,254	27,630
10	13.4230	13,785	18,402	18,993	21,476	27,919
11	13.5656	13,931	18,598	19,195	21,704	28,216
12	13.7426	14,113	18,841	19,445	21,988	28,584
13	13.9456	14,322	19,119	19,733	22,312	29,006
14	14.2079	14,591	19,479	20,104	22,732	29,552
15	14.5243	14,916	19,912	20,551	23,238	30,210
16	14.8405	15,241	20,346	20,999	23,744	30,868
17	15.1569	15,566	20,780	21,447	24,251	31,526
18	15.4731	15,890	21,213	21,894	24,756	32,184
19	15.7894	16,215	21,647	22,342	25,263	32,841
20	16.1058	16,540	22,081	22,789	25,769	33,500
21	16.4221	16,865	22,514	23,237	26,275	34,157
22	16.7383	17,190	22,948	23,684	26,781	34,815
23	17.0547	17,515	23,381	24,132	27,287	35,473
24	17.3709	17,839	23,815	24,579	27,793	36,131
25	17.6871	18,164	24,249	25,027	28,299	36,789
26	18.0035	18,489	24,682	25,474	28,805	37,447
27	18.3197	18,814	25,116	25,922	29,311	38,104
28	18.6362	19,139	25,550	26,370	29,817	38,763
29	18.9524	19,464	25,983	26,817	30,323	39,420
30	19.2687	19,788	26,417	27,265	30,829	40,078

31+ *ABOVE SCALE* (2.5% COLA)

- 1027 - ALC Assist - HQ
- 1600 - Baker/Cook
- 1600 - Cafeteria Manager in Training
- 2080 - Custodian III
- 1415 - Library/Media Assist -HD/HQ
- 1415 - Security Assist - HQ
- 1371 - SpEd Assist - HD
- 1371 - Tchr Assist - HQ (excl SpEd)
- 2080 - Warehouse Technician

U08

Annual Hours	→	1027	1371	1386	1393	1415	1600	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 158 days 6.5hr/day	10-mo 187 days 7.33hr/day	10-mo 189 days 7.33hr/day	10-mo 190 days 7.33hr/day	10-mo 193 days 7.33hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day
0	13.6312	13,999	18,688	18,892	18,988	19,288	21,809	28,352
1	13.6643	14,033	18,733	18,938	19,034	19,334	21,862	28,421
2	13.6977	14,067	18,779	18,985	19,080	19,382	21,916	28,491
3	13.7621	14,133	18,867	19,074	19,170	19,473	22,019	28,625
4	13.8276	14,200	18,957	19,165	19,261	19,566	22,124	28,761
5	13.9657	14,342	19,146	19,356	19,454	19,761	22,345	29,048
6	14.0263	14,405	19,230	19,440	19,538	19,847	22,442	29,174
7	14.1070	14,487	19,340	19,552	19,651	19,961	22,571	29,342
8	14.1679	14,550	19,424	19,636	19,735	20,047	22,668	29,469
9	14.2353	14,619	19,516	19,730	19,829	20,142	22,776	29,609
10	14.3839	14,772	19,720	19,936	20,036	20,353	23,014	29,918
11	14.5368	14,929	19,929	20,148	20,249	20,569	23,258	30,236
12	14.7263	15,123	20,189	20,410	20,513	20,837	23,562	30,630
13	14.9439	15,347	20,488	20,712	20,816	21,145	23,910	31,083
14	15.2250	15,636	20,873	21,101	21,208	21,543	24,360	31,668
15	15.5640	15,984	21,338	21,571	21,680	22,023	24,902	32,373
16	15.9028	16,332	21,802	22,041	22,152	22,502	25,444	33,077
17	16.2417	16,680	22,267	22,510	22,624	22,982	25,986	33,782
18	16.5806	17,028	22,732	22,980	23,096	23,461	26,528	34,487
19	16.9196	17,376	23,196	23,450	23,569	23,941	27,071	35,192
20	17.2584	17,724	23,661	23,920	24,040	24,420	27,613	35,897
21	17.5973	18,072	24,125	24,389	24,513	24,900	28,155	36,602
22	17.9362	18,420	24,590	24,859	24,985	25,379	28,697	37,307
23	18.2751	18,768	25,055	25,329	25,457	25,859	29,240	38,012
24	18.6140	19,116	25,519	25,799	25,929	26,338	29,782	38,717
25	18.9529	19,464	25,984	26,268	26,401	26,818	30,324	39,422
26	19.2928	19,813	26,450	26,739	26,874	27,299	30,868	40,129
27	19.6316	20,161	26,914	27,209	27,346	27,778	31,410	40,833
28	19.9706	20,509	27,379	27,679	27,819	28,258	31,952	41,538
29	20.3095	20,857	27,844	28,148	28,291	28,737	32,495	42,243
30	20.6484	21,205	28,308	28,618	28,763	29,217	33,037	42,948

31+ *ABOVE SCALE* (2.5% COLA)

- 1027 - ALC Assist - AD
- 1600 - Assist Cafeteria Manager
- 1488 - Auxiliary Driver
- 1768 - Auxiliary Driver - Plan Bee
- 2080 - Circulation Clerk
- 1371 - Clinic Assist - "CNA"
- 1393 - Driver Ed Instructor
- 1415 - Library/Media Assist - AD
- 2080 - Office Assoc II
- 1600 - School Office Assoc II
- 2080 - School Office Assoc II - Data Tech
- 1415 - Security Assist - AD
- 1371 - SpEd Assist - HQ
- 1371 - Tchr Assist - AD (excl SpEd)

For the 2019/2020 school year, the School Board approved the following compensation adjustments:

-- Employees with 1-30 years of creditable work experience received 3% of their 6/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.

-- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.

Unified Experience-Based Step Pay Scale - SY 2019-20

U09															U10				
Annual Hours	→	930	1023	1116	1209	1302	1371	1386	1395	1415	1488	1544	1768	2080	Annual Hours	→	1371	1600	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 5.5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 187 days 7.33hr/day	10-mo 189 days 7.33hr/day	10-mo 186 days 7.5hr/day	10-mo 193 days 7.33hr/day	10-mo 186 days 8hr/day	10-mo 193 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day
0	14.6022	13,580	14,938	16,296	17,654	19,012	20,019	20,238	20,370	20,662	21,728	22,545	25,816	30,372	0	15.6503	21,456	25,040	32,552
1	14.6377	13,613	14,974	16,335	17,696	19,058	20,068	20,287	20,419	20,712	21,780	22,600	25,879	30,446	1	15.6884	21,508	25,101	32,631
2	14.6734	13,646	15,010	16,375	17,740	19,104	20,117	20,337	20,469	20,762	21,834	22,655	25,942	30,520	2	15.7268	21,561	25,162	32,711
3	14.7423	13,710	15,081	16,452	17,823	19,194	20,211	20,432	20,565	20,860	21,936	22,762	26,064	30,663	3	15.8006	21,662	25,280	32,865
4	14.8126	13,775	15,153	16,530	17,908	19,286	20,308	20,530	20,663	20,959	22,041	22,870	26,188	30,810	4	15.8759	21,765	25,401	33,021
5	14.9606	13,913	15,304	16,696	18,087	19,478	20,510	20,735	20,870	21,169	22,261	23,099	26,450	31,118	5	16.0346	21,983	25,655	33,351
6	15.0255	13,973	15,371	16,768	18,165	19,563	20,599	20,825	20,960	21,261	22,357	23,199	26,565	31,253	6	16.1041	22,078	25,766	33,496
7	15.1119	14,054	15,459	16,864	18,270	19,675	20,718	20,945	21,081	21,383	22,486	23,332	26,717	31,432	7	16.1967	22,205	25,914	33,689
8	15.1772	14,114	15,526	16,937	18,349	19,760	20,807	21,035	21,172	21,475	22,583	23,433	26,833	31,568	8	16.2667	22,301	26,026	33,834
9	15.2492	14,181	15,599	17,018	18,436	19,854	20,906	21,135	21,272	21,577	22,690	23,544	26,960	31,718	9	16.3440	22,407	26,150	33,995
10	15.4086	14,329	15,762	17,195	18,628	20,061	21,125	21,356	21,494	21,803	22,927	23,790	27,242	32,049	10	16.5148	22,641	26,423	34,350
11	15.5723	14,482	15,930	17,378	18,826	20,275	21,349	21,583	21,723	22,034	23,171	24,043	27,531	32,390	11	16.6902	22,882	26,704	34,715
12	15.7755	14,671	16,138	17,605	19,072	20,539	21,628	21,864	22,006	22,322	23,473	24,357	27,891	32,813	12	16.9079	23,180	27,052	35,168
13	16.0086	14,887	16,376	17,865	19,354	20,843	21,947	22,187	22,331	22,652	23,820	24,717	28,303	33,297	13	17.1578	23,523	27,452	35,688
14	16.3099	15,168	16,685	18,201	19,718	21,235	22,360	22,605	22,752	23,078	24,269	25,182	28,835	33,924	14	17.4806	23,965	27,968	36,359
15	16.6731	15,505	17,056	18,607	20,157	21,708	22,858	23,108	23,258	23,592	24,809	25,743	29,478	34,680	15	17.8698	24,499	28,591	37,169
16	17.0363	15,843	17,428	19,012	20,596	22,181	23,356	23,612	23,765	24,106	25,350	26,304	30,120	35,435	16	18.2590	25,033	29,214	37,978
17	17.3993	16,181	17,799	19,417	21,035	22,653	23,854	24,115	24,272	24,620	25,890	26,864	30,761	36,190	17	18.6481	25,566	29,836	38,788
18	17.7625	16,519	18,171	19,822	21,474	23,126	24,352	24,618	24,778	25,133	26,430	27,425	31,404	36,946	18	19.0373	26,100	30,459	39,597
19	18.1257	16,856	18,542	20,228	21,913	23,599	24,850	25,122	25,285	25,647	26,971	27,986	32,046	37,701	19	19.4265	26,633	31,082	40,407
20	18.4888	17,194	18,914	20,633	22,352	24,072	25,348	25,625	25,791	26,161	27,511	28,546	32,688	38,456	20	19.8157	27,167	31,705	41,216
21	18.8519	17,532	19,285	21,038	22,791	24,545	25,845	26,128	26,298	26,675	28,051	29,107	33,330	39,211	21	20.2048	27,700	32,327	42,025
22	19.2151	17,870	19,657	21,444	23,231	25,018	26,343	26,632	26,805	27,189	28,592	29,668	33,972	39,967	22	20.5941	28,234	32,950	42,835
23	19.5782	18,207	20,028	21,849	23,670	25,490	26,841	27,135	27,311	27,703	29,132	30,228	34,614	40,722	23	20.9832	28,767	33,573	43,645
24	19.9414	18,545	20,400	22,254	24,109	25,963	27,339	27,638	27,818	28,217	29,672	30,789	35,256	41,478	24	21.3723	29,301	34,195	44,454
25	20.3045	18,883	20,771	22,659	24,548	26,436	27,837	28,142	28,324	28,730	30,213	31,350	35,898	42,233	25	21.7616	29,835	34,818	45,264
26	20.6675	19,220	21,142	23,064	24,987	26,909	28,335	28,645	28,831	29,244	30,753	31,910	36,540	42,988	26	22.1507	30,368	35,441	46,073
27	21.0307	19,558	21,514	23,470	25,426	27,381	28,833	29,148	29,337	29,758	31,293	32,471	37,182	43,743	27	22.5400	30,902	36,064	46,883
28	21.3939	19,896	21,885	23,875	25,865	27,854	29,331	29,651	29,844	30,272	31,834	33,032	37,824	44,499	28	22.9291	31,435	36,686	47,692
29	21.7569	20,233	22,257	24,280	26,304	28,327	29,828	30,155	30,350	30,786	32,374	33,592	38,466	45,254	29	23.3183	31,969	37,309	48,502
30	22.1201	20,571	22,628	24,686	26,743	28,800	30,326	30,658	30,857	31,299	32,914	34,153	39,108	46,009	30	23.7075	32,502	37,932	49,311
31+		*ABOVE SCALE* (2.5% COLA)													31+		*ABOVE SCALE* (2.5% COLA)		
1027 -	ALC Assist - BD					1371 -	Tchr Assist - BD (excl SpEd)								1600 -	Cafeteria Manager I			
1371 -	Clinic Assist - EMT					2080 -	Transportation Dispatcher								2080 -	Carpentry Craftsman I			
2080 -	Custodian IV					930 -	Bus Driver @ 5 hrs								1371 -	Clinic Assist - LPN			
2080 -	Distribution Driver					1023 -	Bus Driver @ 5.5 hrs								2080 -	Fleet Technician I			
2080 -	Duplication Technician					1116 -	Bus Driver @ 6 hrs								2080 -	Maintenance Craftsman I			
1386 -	ISS Coordinator					1209 -	Bus Driver @ 6.5 hrs								2080 -	Painter Craftsman I			
1415 -	Library/Media Assist - BD					1302 -	Bus Driver @ 7 hrs								2080 -	School Rentals Assist			
1415 -	Security Assist - BD					1395 -	Bus Driver @ 7.5 hrs								1371 -	SpEd Assist - BD			
1544 -	Security Officer					1488 -	Bus Driver @ 8 hrs												
2080 -	Security Officer					1768 -	Bus Driver - Plan Bee												
1371 -	SpEd Assist - AD																		
1768 -	Student Residency Verifier																		

For the 2019/2020 school year, the School Board approved the following compensation adjustments:
 -- Employees with 1-30 years of creditable work experience received 3% of their 6/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.
 -- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.

Unified Experience-Based Step Pay Scale - SY 2019-20

Grade 11

Annual Hours	→	1600	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day
0	16.7679	26,828	34,877
1	16.8087	26,893	34,962
2	16.8499	26,959	35,047
3	16.9289	27,086	35,212
4	17.0096	27,215	35,379
5	17.1795	27,487	35,733
6	17.2540	27,606	35,888
7	17.3533	27,765	36,094
8	17.4283	27,885	36,250
9	17.5110	28,017	36,422
10	17.6940	28,310	36,803
11	17.8820	28,611	37,194
12	18.1152	28,984	37,679
13	18.3830	29,412	38,236
14	18.7290	29,966	38,956
15	19.1459	30,633	39,823
16	19.5628	31,300	40,690
17	19.9799	31,967	41,558
18	20.3968	32,634	42,425
19	20.8139	33,302	43,292
20	21.2308	33,969	44,160
21	21.6478	34,636	45,027
22	22.0648	35,303	45,894
23	22.4818	35,970	46,762
24	22.8987	36,637	47,629
25	23.3158	37,305	48,496
26	23.7326	37,972	49,363
27	24.1495	38,639	50,230
28	24.5666	39,306	51,098
29	24.9835	39,973	51,965
30	25.4006	40,640	52,833

ABOVE SCALE (2.5% COLA)

- | | |
|-----------------------------------|---------------------------------|
| 2080 - Admin Office Assoc I | 2080 - Food Service Craftsman I |
| 2080 - Assist Warehouse Manager | 2080 - Human Resources Assoc |
| 2080 - Bookkeeper - MS | 2080 - HVAC Craftsman I |
| 2080 - Bus Driver Trainer | 2080 - Library Cataloger |
| 1600 - Cafeteria Manager II | 2080 - Machinist Craftsman I |
| 2080 - Communications Prog Assoc. | 2080 - Pest Control Technician |
| 2080 - Customer Support Tech I | 2080 - Plumbing Craftsman I |
| 2080 - Data Processing Specialist | 2080 - Procurement Assistant II |
| 2080 - Electrical Craftsman I | 2080 - School Admin Assoc I |
| 2080 - Electronics Craftsman I | 2080 - Teacher Prod Center Tech |
| 2080 - Employee Relations Assoc | 2080 - Web Page Design Tech |
| 2080 - Financial Assistant | |

U12

Annual Hours	→	1309	1600	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day
0	17.9625	23,512	28,740	37,362
1	18.0062	23,570	28,809	37,452
2	18.0503	23,627	28,880	37,544
3	18.1351	23,738	29,016	37,721
4	18.2215	23,851	29,154	37,900
5	18.4035	24,090	29,445	38,279
6	18.4834	24,194	29,573	38,445
7	18.5896	24,333	29,743	38,666
8	18.6699	24,438	29,871	38,833
9	18.7586	24,555	30,013	39,017
10	18.9547	24,811	30,327	39,425
11	19.1560	25,075	30,649	39,844
12	19.4059	25,402	31,049	40,364
13	19.6928	25,777	31,508	40,961
14	20.0633	26,262	32,101	41,731
15	20.5100	26,847	32,816	42,660
16	20.9566	27,432	33,530	43,589
17	21.4034	28,017	34,245	44,519
18	21.8501	28,601	34,960	45,448
19	22.2968	29,186	35,674	46,377
20	22.7435	29,771	36,389	47,306
21	23.1902	30,355	37,104	48,235
22	23.6369	30,940	37,819	49,164
23	24.0835	31,525	38,533	50,093
24	24.5302	32,110	39,248	51,022
25	24.9769	32,694	39,963	51,951
26	25.4235	33,279	40,677	52,880
27	25.8703	33,864	41,392	53,810
28	26.3169	34,448	42,107	54,739
29	26.7636	35,033	42,821	55,668
30	27.2103	35,618	43,536	56,597

ABOVE SCALE (2.5% COLA)

- | | |
|----------------------------------|-----------------------------------|
| 2080 - Accounts Payable Tech | 2080 - Painter Craftsman II |
| 2080 - Admin Office Assoc II | 2080 - Payroll Assistant |
| 2080 - Benefits Assistant | 2080 - Research/Eval/Assess Asst |
| 2080 - Bookkeeper - HS | 2080 - School Admin Assoc II - HS |
| 2080 - Building Operations Supvr | 2080 - Substitute Office Assoc |
| 1600 - Cafeteria Manager III | 2080 - Technology Support Tech |
| 2080 - Carpentry Craftsman II | |
| 2080 - Fleet Technician II | |
| 1309 - Interpreter | |
| 2080 - Inventory Technician | |
| 2080 - Licensure Analyst | |
| 2080 - Maintenance Craftsman II | |

U13

Annual Hours	→	1309	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day
0	19.2522	25,201	40,044
1	19.2991	25,262	40,142
2	19.3463	25,324	40,240
3	19.4371	25,443	40,429
4	19.5297	25,564	40,621
5	19.7249	25,819	41,027
6	19.8104	25,931	41,205
7	19.9243	26,080	41,442
8	20.0104	26,193	41,621
9	20.1054	26,317	41,819
10	20.3155	26,592	42,256
11	20.5314	26,875	42,705
12	20.7991	27,226	43,262
13	21.1065	27,628	43,901
14	21.5036	28,148	44,727
15	21.9822	28,774	45,722
16	22.4610	29,401	46,718
17	22.9396	30,027	47,714
18	23.4183	30,654	48,710
19	23.8970	31,281	49,705
20	24.3757	31,907	50,701
21	24.8544	32,534	51,697
22	25.3331	33,161	52,692
23	25.8119	33,787	53,688
24	26.2905	34,414	54,684
25	26.7692	35,040	55,679
26	27.2479	35,667	56,675
27	27.7266	36,294	57,671
28	28.2053	36,920	58,667
29	28.6840	37,547	59,662
30	29.1626	38,173	60,658

ABOVE SCALE (2.5% COLA)

- | | |
|-----------------------------------------|--------------------------------------|
| 2080 - Accounting Technician | 1309 - Interpreter I |
| 2080 - Boiler Craftsman II | 2080 - Machinist Craftsman II |
| 2080 - Culinary Development, Chef Asst. | 2080 - Plumbing Craftsman II |
| 2080 - Customer Support Tech II | 2080 - Procurement Assist III |
| 2080 - Data Management Analyst | 2080 - Testing Assistant |
| 2080 - Electrical Craftsman II | 2080 - Warehouse & Distribution Tech |
| 2080 - Electronics Craftsman II | 2080 - Warehouse Manager SP |
| 2080 - Executive Office Assoc I | 2080 - Workers Comp Claims Analyst |
| 2080 - Fleet Technician III | |
| 2080 - Food Service Craftsman II | |
| 2080 - HVAC Craftsman II | |
| 2080 - Insurance Claims Analyst | |

For the 2019/2020 school year, the School Board approved the following compensation adjustments:

-- Employees with 1-30 years of creditable work experience received 3% of their 6/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.

-- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.

Unified Experience-Based Step Pay Scale - SY 2019-20

U14				U15				U16																																				
Annual Hours	→	1309	2080	Annual Hours	→	1488	2080	Annual Hours	→	1309	2080																																	
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day																																	
0	20.6267	27,000	42,903	0	22.0967	32,879	45,961	0	23.6785	30,995	49,251																																	
1	20.6769	27,066	43,007	1	22.1505	32,959	46,073	1	23.7361	31,070	49,371																																	
2	20.7275	27,132	43,113	2	22.2047	33,040	46,185	2	23.7942	31,146	49,491																																	
3	20.8247	27,259	43,315	3	22.3090	33,195	46,402	3	23.9060	31,292	49,724																																	
4	20.9240	27,389	43,521	4	22.4153	33,353	46,623	4	24.0199	31,442	49,961																																	
5	21.1330	27,663	43,956	5	22.6392	33,687	47,089	5	24.2598	31,756	50,460																																	
6	21.2246	27,783	44,147	6	22.7374	33,833	47,293	6	24.3650	31,893	50,679																																	
7	21.3468	27,942	44,401	7	22.8682	34,027	47,565	7	24.5052	32,077	50,970																																	
8	21.4390	28,063	44,593	8	22.9669	34,174	47,771	8	24.6111	32,215	51,191																																	
9	21.5408	28,196	44,804	9	23.0760	34,337	47,998	9	24.7279	32,368	51,434																																	
10	21.7659	28,491	45,273	10	23.3171	34,695	48,499	10	24.9863	32,707	51,971																																	
11	21.9972	28,794	45,754	11	23.5649	35,064	49,014	11	25.2518	33,054	52,523																																	
12	22.2840	29,169	46,350	12	23.8723	35,521	49,654	12	25.5811	33,485	53,208																																	
13	22.6133	29,600	47,035	13	24.2250	36,046	50,388	13	25.9592	33,980	53,995																																	
14	23.0387	30,157	47,920	14	24.6807	36,724	51,335	14	26.4476	34,619	55,011																																	
15	23.5515	30,828	48,987	15	25.2301	37,542	52,478	15	27.0363	35,390	56,235																																	
16	24.0644	31,500	50,053	16	25.7795	38,359	53,621	16	27.6252	36,161	57,460																																	
17	24.5772	32,171	51,120	17	26.3290	39,177	54,764	17	28.2139	36,931	58,684																																	
18	25.0901	32,842	52,187	18	26.8784	39,995	55,907	18	28.8027	37,702	59,909																																	
19	25.6030	33,514	53,254	19	27.4278	40,812	57,049	19	29.3915	38,473	61,134																																	
20	26.1158	34,185	54,320	20	27.9772	41,630	58,192	20	29.9803	39,244	62,359																																	
21	26.6286	34,856	55,387	21	28.5266	42,447	59,335	21	30.5690	40,014	63,583																																	
22	27.1415	35,528	56,454	22	29.0760	43,265	60,478	22	31.1579	40,785	64,808																																	
23	27.6543	36,199	57,520	23	29.6255	44,082	61,621	23	31.7466	41,556	66,032																																	
24	28.1672	36,870	58,587	24	30.1749	44,900	62,763	24	32.3354	42,327	67,257																																	
25	28.6800	37,542	59,654	25	30.7243	45,717	63,906	25	32.9242	43,097	68,482																																	
26	29.1929	38,213	60,721	26	31.2741	46,535	65,050	26	33.5130	43,868	69,707																																	
27	29.7058	38,884	61,788	27	31.8236	47,353	66,193	27	34.1017	44,639	70,931																																	
28	30.2186	39,556	62,854	28	32.3730	48,171	67,335	28	34.6906	45,409	72,156																																	
29	30.7314	40,227	63,921	29	32.9224	48,988	68,478	29	35.2793	46,180	73,380																																	
30	31.2443	40,898	64,988	30	33.4718	49,806	69,621	30	35.8681	46,951	74,605																																	
31+	*ABOVE SCALE* (2.5% COLA)			31+	*ABOVE SCALE* (2.5% COLA)			31+	*ABOVE SCALE* (2.5% COLA)																																			
2080 - Asst Distrib Center Supervisor	2080 - Benefits Specialist I	2080 - Carpentry Craftsman III	2080 - Executive Office Assoc II	2080 - Graphic Designer	1309 - Interpreter II	2080 - Maintenance Craftsman III	2080 - Network Technician I	2080 - Painter Craftsman III	2080 - School Business Assistant	2080 - Asst. Accts Payable Supvrs	2080 - Boiler Craftsman III	2080 - Building Manager	2080 - Custodial Supervisor	2080 - Distrib Center Supervisor	2080 - Electrical Craftsman III	2080 - Electronics Craftsman III	2080 - Fleet Foreman	2080 - Food Service Craftsman III	2080 - HVAC Craftsman III	2080 - Machinist Craftsman III	2080 - Occupat'l Health & Safety Tech	1488 - Occupat'l Therapy Assist (COTA)	1488 - Physical Therapy Assist (LPTA)	2080 - Plumbing Craftsman III	2080 - Secretary & Clerk to the Board	2080 - Special Project Support	2080 - Accts Payable Sys Specialist	2080 - Benefits Specialist II	2080 - Boiler Specialist	2080 - Construction Inspector	2080 - Data Operations Supervisor	2080 - District Chief	2080 - Educational Data Analyst	2080 - Executive Office Assoc III	2080 - Fleet Supervisor	2080 - Food Service Prog Analyst	2080 - HVAC Specialist	1309 - Interpreter III	2080 - Network Technician II	2080 - Nutritional/Training Coordinator	2080 - Occupational Safety Specialist	2080 - Procurement Systems Specialist	2080 - Supervising Cafeteria Manager	2080 - Technical Contract Manager

For the 2019/2020 school year, the School Board approved the following compensation adjustments:

- Employees with 1-30 years of creditable work experience received 3% of their 6/30/19 base salary which included a 2.5% cost of living adjustment as well as a 0.5% experience step increase.
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Unified Experience-Based Step Pay Scale - SY 2019-20

U17

Ann Hours	→	1768	2080
Creditable Yrs of Exp	Hourly Rate	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	25.3717	44,857	52,773
1	25.4334	44,966	52,901
2	25.4956	45,076	53,030
3	25.6153	45,287	53,279
4	25.7373	45,503	53,533
5	25.9945	45,958	54,068
6	26.1073	46,157	54,303
7	26.2574	46,423	54,615
8	26.3708	46,623	54,851
9	26.4961	46,845	55,111
10	26.7730	47,334	55,687
11	27.0574	47,837	56,279
12	27.4102	48,461	57,013
13	27.8153	49,177	57,855
14	28.3384	50,102	58,943
15	28.9693	51,217	60,256
16	29.6001	52,332	61,568
17	30.2309	53,448	62,880
18	30.8617	54,563	64,192
19	31.4925	55,678	65,504
20	32.1233	56,793	66,816
21	32.7542	57,909	68,128
22	33.3849	59,024	69,440
23	34.0158	60,139	70,752
24	34.6466	61,255	72,064
25	35.2773	62,370	73,376
26	35.9100	63,488	74,692
27	36.5407	64,603	76,004
28	37.1716	65,719	77,316
29	37.8024	66,834	78,628
30	38.4332	67,949	79,941

31+ *ABOVE SCALE* (2.5% COLA)

- | | |
|-------------------------------------------|-----------------------------------------|
| 2080 - Budget Analyst | 2080 - Supervisor Maintenance |
| 2080 - Construction Inspector - Sr | 2080 - Supervisor Night Crew |
| 2080 - Geographic Info Sys (GIS) Analyst | 2080 - Supervisor Plumbing |
| 2080 - Interpreter Specialist | 2080 - Technical Services Support Supv. |
| 2080 - Network Administrator | |
| 2080 - Procurement Specialist I | |
| 2080 - School Improvement Specialist (MS) | |
| 1768 - Student Support Specialist | |
| 2080 - Supervisor Carpentry | |
| 2080 - Supervisor Electrical | |
| 2080 - Supervisor Electronics | |
| 2080 - Supervisor HVAC | |

U18

Ann Hours	1408	1600	1768	2080
Creditable Yrs of Exp	10-mo 192 days 7.33hr/day	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	38,276	43,495	48,062	56,544
1	38,369	43,601	48,179	56,682
2	38,463	43,708	48,297	56,821
3	38,643	43,913	48,524	57,087
4	38,827	44,122	48,755	57,359
5	39,216	44,563	49,242	57,932
6	39,386	44,756	49,456	58,184
7	39,612	45,014	49,740	58,518
8	39,783	45,208	49,955	58,771
9	39,972	45,423	50,192	59,050
10	40,390	45,898	50,717	59,667
11	40,819	46,385	51,256	60,301
12	41,351	46,990	51,924	61,088
13	41,963	47,685	52,692	61,990
14	42,752	48,582	53,683	63,157
15	43,704	49,664	54,878	64,563
16	44,656	50,745	56,074	65,969
17	45,608	51,827	57,269	67,375
18	46,559	52,908	58,464	68,781
19	47,511	53,990	59,659	70,187
20	48,463	55,072	60,854	71,594
21	49,415	56,153	62,050	73,000
22	50,367	57,235	63,245	74,406
23	51,319	58,317	64,440	75,812
24	52,270	59,398	65,635	77,218
25	53,222	60,480	66,830	78,624
26	54,174	61,561	68,025	80,030
27	55,126	62,643	69,221	81,436
28	56,078	63,725	70,416	82,842
29	57,030	64,806	71,611	84,248
30	57,981	65,888	72,806	85,655

31+ *ABOVE SCALE* (2.5% COLA)

- | | |
|-------------------------------------------------------|---------------------------------------|
| 2080 - Audiologist | 2080 - Transportation Area Supervisor |
| 2080 - Family Engagement Specialist | 2080 - Webmaster |
| 2080 - Foundation Transition Planner | |
| 2080 - Human Resources Marketing Specialist | |
| 2080 - Occupational Health and Safety Specialist | |
| 2080 - Hampton Roads Workforce Council Specialist | |
| 1768 - Positive Behav'l Interven & Suprt (PBIS) Coach | |
| 2080 - Programmer/Analyst | |
| 2080 - School Counselor Department Chair | |
| 2080 - School Improvement Specialist (HS) | |
| 1408 - School Nurse | |
| 1600 - Student Activities Coordinator (MS) | |

For the 2019/2020 school year, the School Board approved the following compensation adjustments:

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- All "Above Scale" employees will receive a 2.5% Cost of Living Adjustment.

Unified Experience-Based Step Pay Scale - SY 2019-20

U19				U20		U21	
Ann Hours	1600	1768	2080	Ann Hours	2080	Ann Hours	2080
Creditable Yrs of Exp	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	12-mo 260 days 8hr/day	Creditable Yrs of Exp	12-mo 260 days 8hr/day
0	46,616	51,511	60,602	0	64,927	0	69,576
1	46,730	51,637	60,749	1	65,085	1	69,746
2	46,844	51,763	60,898	2	65,245	2	69,916
3	47,064	52,006	61,184	3	65,551	3	70,245
4	47,289	52,254	61,475	4	65,863	4	70,580
5	47,761	52,776	62,089	5	66,521	5	71,285
6	47,968	53,005	62,359	6	66,810	6	71,594
7	48,244	53,310	62,718	7	67,194	7	72,006
8	48,452	53,540	62,988	8	67,484	8	72,317
9	48,683	53,794	63,287	9	67,805	9	72,660
10	49,191	54,356	63,949	10	68,513	10	73,419
11	49,714	54,934	64,628	11	69,241	11	74,199
12	50,362	55,650	65,471	12	70,144	12	75,167
13	51,107	56,473	66,439	13	71,181	13	76,278
14	52,068	57,536	67,689	14	72,520	14	77,713
15	53,228	58,816	69,196	15	74,135	15	79,444
16	54,387	60,097	70,703	16	75,749	16	81,174
17	55,546	61,378	72,210	17	77,364	17	82,904
18	56,705	62,659	73,717	18	78,978	18	84,634
19	57,864	63,940	75,224	19	80,593	19	86,364
20	59,024	65,221	76,731	20	82,207	20	88,094
21	60,183	66,502	78,238	21	83,822	21	89,825
22	61,342	67,783	79,745	22	85,436	22	91,555
23	62,501	69,064	81,252	23	87,051	23	93,285
24	63,660	70,345	82,759	24	88,665	24	95,015
25	64,820	71,626	84,266	25	90,279	25	96,745
26	65,978	72,906	85,772	26	91,894	26	98,474
27	67,138	74,187	87,279	27	93,509	27	100,204
28	68,297	75,468	88,786	28	95,123	28	101,934
29	69,456	76,749	90,293	29	96,738	29	103,664
30	70,615	78,030	91,800	30	98,352	30	105,394
31+	*ABOVE SCALE* (2.5% COLA)			31+	*ABOVE SCALE* (2.5% COLA)		
2080 - Accountant - Principal 2080 - Assistant Payroll Supervisor 1600 /1768 - Behavior Intervention Specialist 2080 - Benefits Program Specialist 2080 - Coordinator Distribution Services 2080 - Coordinator Maintenance 2080 - Coordinator Mechanical Systems 2080 - Coordinator Special Projects 2080 - Fleet Manager 2080 - Energy Manager 2080 - Instructional Specialist 1768 - Instructional Specialist 2080 - Internal Auditor	1600 - Occupational Therapist 1600 - Physical Therapist 2080 - Pos Behav'I Intervn & Supports Spec 2080 - Procurement Specialist II 1600 - Psychologist 1600 - School Social Worker 2080 - School-to-Work Transition Supervisor 2080 - Specialist Professional Learning 2080 - Student Activities Coordinator (HS) 2080 - Supervisor Construction 2080 - Systems Administrator 2080 - Systems Engineer	2080 - Assistant Principal ES 2080 - Contract Specialist 2080 - Educational Data Specialist 2080 - Financial Mgmt Specialist 2080 - Food Services Operations Supervisor 2080 - Grants Manager 2080 - HR Info Systems Specialist 2080 - Programmer/Analyst - Sr 2080 - Project Mgr - Construction 2080 - Project Mgr - Safe Schools 2080 - Student Info Sys Specialist 2080 - Sustainability Officer 2080 - Systems Analyst	2080 - Transportation Sys Spec 2080 - Project Manager-Info Serv 2080 - Risk Manager 2080 - Staff Architect 2080 - Systems Engineer Supervisor				

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Unified Experience-Based Step Pay Scale - SY 2019-20

U22		U23	
Ann Hours	2080	Ann Hours	2080
Creditable Yrs of Exp	12-mo 260 days 8hr/day	Creditable Yrs of Exp	12-mo 260 days 8hr/day
0	74,546	0	79,873
1	74,727	1	80,067
2	74,910	2	80,263
3	75,262	3	80,640
4	75,621	4	81,024
5	76,376	5	81,834
6	76,707	6	82,189
7	77,149	7	82,662
8	77,482	8	83,019
9	77,850	9	83,413
10	78,663	10	84,284
11	79,499	11	85,180
12	80,536	12	86,291
13	81,726	13	87,566
14	83,263	14	89,214
15	85,117	15	91,200
16	86,970	16	93,186
17	88,824	17	95,172
18	90,677	18	97,158
19	92,531	19	99,144
20	94,384	20	101,130
21	96,238	21	103,116
22	98,091	22	105,102
23	99,945	23	107,088
24	101,798	24	109,074
25	103,652	25	111,060
26	105,506	26	113,047
27	107,360	27	115,033
28	109,213	28	117,019
29	111,067	29	119,005
30	112,920	30	120,991
31+	*ABOVE SCALE* (2.5% COLA)	31+	*ABOVE SCALE* (2.5% COLA)
2080 - Academic Dean 2080 - Administrative Coordinator 2080 - Assistant Director ATC 2080 - Assistant Principal HS 2080 - Coord Accounting 2080 - Coord Adult Academic Programs 2080 - Coord Athletics 2080 - Coord Benefits 2080 - Coord Budget Development 2080 - Coord Business and Info Tech 2080 - Coord Cust Support/QA 2080 - Coord Educational Foundation	2080 - Coord Engineering/Tech 2080 - Coord Food Services 2080 - Coord Guidance 2080 - Coord Health Services 2080 - Coordinators of Instruction 2080 - Coord K-12 Programs and Grants 2080 - Coord Mil Connected & Acad Suppt Prog 2080 - Coord Parent and Stakeholder Svcs 2080 - Coord Planetarium 2080 - Coord Policy & Constituent Services 2080 - Coord Professional Learning 2080 - Coord Psychological Services 2080 - Coord Public Relations 2080 - Coord Recruitment & Retention 2080 - Coord School/Community Partnerships 2080 - Coord School Social Work Services 2080 - Coord Special Education 2080 - Coord Student Activities 2080 - Coord Student Leadership 2080 - Coord Student Conduct/Services 2080 - Coord TCE Admin and Marketing Prog. 2080 - Coord Technical and Career Ed. 2080 - Coord Technical Applications 2080 - Coord Telecommunications 2080 - Database Administrator 2080 - Dean of Students (HS) 2080 - Neuropsychologist 2080 - Educat'l Measure & Asmnt Specialist 2080 - Specialist Employee Relations 2080 - Specialist Human Resources 2080 - Specialist Program Evaluation 2080 - Specialist Research 2080 - Specialist Testing	2080 - Coordinator Information Services 2080 - Coordinator Technical Services 2080 - Director Advanced Technology Center 2080 - Director Custodial Services 2080 - Director Distribution Services 2080 - Director Family and Community Engagement 2080 - Director Internal Audit 2080 - Director Opportunity & Achievement 2080 - Director Research, Eval and Assessment 2080 - Director Safe Schools 2080 - Director Strategic Communication 2080 - Director Testing 2080 - Dir Transportation 2080 - Principal ES	

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Unified Experience-Based Step Pay Scale - SY 2019-20

U24		U25		U26	
Ann Hours	2080	Ann Hours	2080	Ann Hours	2080
Creditable Yrs of Exp	12-mo 260 days 8hr/day	Creditable Yrs of Exp	12-mo 260 days 8hr/day	Creditable Yrs of Exp	12-mo 260 days 8hr/day
0	85,594	0	91,708	0	98,268
1	85,802	1	91,931	1	98,508
2	86,012	2	92,156	2	98,749
3	86,416	3	92,588	3	99,212
4	86,827	4	93,030	4	99,685
5	87,695	5	93,959	5	100,681
6	88,075	6	94,366	6	101,117
7	88,582	7	94,909	7	101,699
8	88,965	8	95,319	8	102,139
9	89,387	9	95,772	9	102,624
10	90,321	10	96,773	10	103,696
11	91,281	11	97,801	11	104,798
12	92,471	12	99,076	12	106,165
13	93,838	13	100,541	13	107,734
14	95,603	14	102,432	14	109,760
15	97,732	15	104,712	15	112,204
16	99,860	16	106,993	16	114,647
17	101,989	17	109,273	17	117,091
18	104,117	18	111,553	18	119,534
19	106,246	19	113,834	19	121,978
20	108,374	20	116,114	20	124,421
21	110,502	21	118,394	21	126,865
22	112,631	22	120,674	22	129,309
23	114,759	23	122,955	23	131,752
24	116,888	24	125,235	24	134,196
25	119,016	25	127,515	25	136,639
26	121,143	26	129,797	26	139,083
27	123,272	27	132,077	27	141,527
28	125,400	28	134,357	28	143,971
29	127,529	29	136,638	29	146,414
30	129,657	30	138,918	30	148,858
31+	*ABOVE SCALE* (2.5% COLA)	31+	*ABOVE SCALE* (2.5% COLA)	31+	*ABOVE SCALE* (2.5% COLA)
2080 - Director Adult Learning Center 2080 - Director Benefits 2080 - Director Business Services 2080 - Director Compliance and SpEd Services 2080 - Director Employee Relations 2080 - Director Employment Services 2080 - Director Food Services 2080 - Director Instructional Technology 2080 - Director K-12 and Gifted Programs 2080 - Director Maintenance Services 2080 - Director Professional Growth and Innov. 2080 - Director Purchasing Services	2080 - Director Student Leadership 2080 - Director Student Services 2080 - Director Technical & Career Education 2080 - Director Technical & Career Ed Center 2080 - Director Technology 2080 - Director Title I Programs 2080 - Head of School (GRC) 2080 - Principal MS	2080 - Director Alternative Education 2080 - Director Elementary Schools 2080 - Exec Director Elem Teaching & Learning 2080 - Exec Director Facilities Services 2080 - Exec Director Office of Prog for Except'l Child 2080 - Exec Director Planning, Innov.&Accountability 2080 - Exec Director Secondary Teaching & Learning 2080 - Exec Director Student Support Services 2080 - Exec Director Transportation Fleet Mgmt. Svcs. 2080 - Principal HS	2080 - Sr Exec Director, Elementary Schools 2080 - Sr Exec Director, Middle Schools 2080 - Sr Exec Director, High Schools		

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Unified Experience-Based Step Pay Scale SY 2019-20

U27		U28	
Ann Hrs	2080	Ann Hrs	2080
Creditable Yrs of Exp	12-mo 260 days 8hr/day	Creditable Yrs of Exp	12-mo 260 days 8hr/day
0	105,294	0	112,821
1	105,550	1	113,095
2	105,808	2	113,372
3	106,305	3	113,904
4	106,811	4	114,447
5	107,879	5	115,591
6	108,346	6	116,092
7	108,970	7	116,759
8	109,440	8	117,264
9	109,960	9	117,821
10	111,109	10	119,052
11	112,290	11	120,317
12	113,754	12	121,886
13	115,435	13	123,688
14	117,607	14	126,014
15	120,225	15	128,820
16	122,843	16	131,625
17	125,461	17	134,430
18	128,079	18	137,236
19	130,697	19	140,041
20	133,315	20	142,846
21	135,933	21	145,652
22	138,551	22	148,457
23	141,170	23	151,263
24	143,788	24	154,068
25	146,406	25	156,873
26	149,024	26	159,678
27	151,642	27	162,484
28	154,260	28	165,289
29	156,878	29	168,094
30	159,496	30	170,900
31+	*ABOVE SCALE* (2.5% COLA)	31+	*ABOVE SCALE* (2.5% COLA)
2080 - Chief Academic Officer Tch & Lmg 2080 - Communications and Community Engagement Officer 2080 - Chief Financial Officer 2080 - Chief Human Resources Officer 2080 - Chief Information Officer 2080 - Chief Operations Officer 2080 - Chief Schools Officer		2080 - Chief of Staff	

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