

| 33787 | BA | BA+12 | BA+24 | BA+36* | MA | MA+18 | SPEC. | DR. |
|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| BASE | 1.0000 | 1.0400 | 1.0850 | 1.1300 | 1.1300 | 1.1750 | 1.2200 | 1.2650 |
| Salary | \$33,787 | \$35,138 | \$36,659 | \$38,179 | \$38,179 | \$39,700 | \$41,220 | \$42,741 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$42,171 | \$43,522 | \$45,043 | \$46,563 | \$46,563 | \$48,084 | \$49,604 | \$51,125 |
| Step 1 - Index | 1.0400 | 1.0800 | 1.1250 | 1.1700 | 1.1700 | 1.2150 | 1.2600 | 1.3050 |
| Salary | \$35,138 | \$36,490 | \$38,010 | \$39,531 | \$39,531 | \$41,051 | \$42,572 | \$44,092 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$43,522 | \$44,874 | \$46,394 | \$47,915 | \$47,915 | \$49,435 | \$50,956 | \$52,476 |
| Step 2 - Index | 1.0850 | 1.1250 | 1.1700 | 1.2150 | 1.2150 | 1.2600 | 1.3050 | 1.3500 |
| Salary | \$36,659 | \$38,010 | \$39,531 | \$41,051 | \$41,051 | \$42,572 | \$44,092 | \$45,612 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$45,043 | \$46,394 | \$47,915 | \$49,435 | \$49,435 | \$50,956 | \$52,476 | \$53,996 |
| Step 3 - Index | 1.1300 | 1.1700 | 1.2150 | 1.2600 | 1.2600 | 1.3050 | 1.3500 | 1.3950 |
| Salary | \$38,179 | \$39,531 | \$41,051 | \$42,572 | \$42,572 | \$44,092 | \$45,612 | \$47,133 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$46,563 | \$47,915 | \$49,435 | \$50,956 | \$50,956 | \$52,476 | \$53,996 | \$55,517 |
| Step 4 - Index | 1.1750 | 1.2150 | 1.2600 | 1.3050 | 1.3050 | 1.3500 | 1.3950 | 1.4400 |
| Salary | \$39,700 | \$41,051 | \$42,572 | \$44,092 | \$44,092 | \$45,612 | \$47,133 | \$48,653 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$48,084 | \$49,435 | \$50,956 | \$52,476 | \$52,476 | \$53,996 | \$55,517 | \$57,037 |
| Step 5 - Index | 1.2250 | 1.2650 | 1.3100 | 1.3550 | 1.3550 | 1.4000 | 1.4450 | 1.4900 |
| Salary | \$41,389 | \$42,741 | \$44,261 | \$45,781 | \$45,781 | \$47,302 | \$48,822 | \$50,343 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$49,773 | \$51,125 | \$52,645 | \$54,165 | \$54,165 | \$55,686 | \$57,206 | \$58,727 |
| Step 6 - Index | 1.2750 | 1.3150 | 1.3600 | 1.4050 | 1.4050 | 1.4500 | 1.4950 | 1.5400 |
| Salary | \$43,078 | \$44,430 | \$45,950 | \$47,471 | \$47,471 | \$48,991 | \$50,512 | \$52,032 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$51,462 | \$52,814 | \$54,334 | \$55,855 | \$55,855 | \$57,375 | \$58,896 | \$60,416 |
| Step 7 - Index | 1.3250 | 1.3650 | 1.4100 | 1.4550 | 1.4550 | 1.5000 | 1.5450 | 1.5900 |
| Salary | \$44,768 | \$46,119 | \$47,640 | \$49,160 | \$49,160 | \$50,681 | \$52,201 | \$53,721 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$53,152 | \$54,503 | \$56,024 | \$57,544 | \$57,544 | \$59,065 | \$60,585 | \$62,105 |
| Step 8 - Index | 1.3750 | 1.4150 | 1.4600 | 1.5050 | 1.5050 | 1.5500 | 1.5950 | 1.6400 |
| Salary | \$46,457 | \$47,809 | \$49,329 | \$50,849 | \$50,849 | \$52,370 | \$53,890 | \$55,411 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$54,841 | \$56,193 | \$57,713 | \$59,233 | \$59,233 | \$60,754 | \$62,274 | \$63,795 |

| 33787 | BA | BA+12 | BA+24 | BA+36* | MA | MA+18 | SPEC. | DR. |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Step 9 - Index | 1.4250 | 1.4650 | 1.5100 | 1.5550 | 1.5550 | 1.6000 | 1.6450 | 1.6900 |
| Salary | \$48,146 | \$49,498 | \$51,018 | \$52,539 | \$52,539 | \$54,059 | \$55,580 | \$57,100 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$56,530 | \$57,882 | \$59,402 | \$60,923 | \$60,923 | \$62,443 | \$63,964 | \$65,484 |
| Step 10 - Index | 1.4750 | 1.5150 | 1.5600 | 1.6050 | 1.6050 | 1.6500 | 1.6950 | 1.7400 |
| Salary | \$49,836 | \$51,187 | \$52,708 | \$54,228 | \$54,228 | \$55,749 | \$57,269 | \$58,789 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$58,220 | \$59,571 | \$61,092 | \$62,612 | \$62,612 | \$64,133 | \$65,653 | \$67,173 |
| Step 11 - Index | 1.5250 | 1.5650 | 1.6100 | 1.6550 | 1.6550 | 1.7000 | 1.7450 | 1.7900 |
| Salary | \$51,525 | \$52,877 | \$54,397 | \$55,917 | \$55,917 | \$57,438 | \$58,958 | \$60,479 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$59,909 | \$61,261 | \$62,781 | \$64,301 | \$64,301 | \$65,822 | \$67,342 | \$68,863 |
| Step 12 - Index | 1.5750 | 1.6150 | 1.6600 | 1.7050 | 1.7050 | 1.7500 | 1.7950 | 1.8400 |
| Salary | \$53,215 | \$54,566 | \$56,086 | \$57,607 | \$57,607 | \$59,127 | \$60,648 | \$62,168 |
| Ins. Ben. | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | \$61,599 | \$62,950 | \$64,470 | \$65,991 | \$65,991 | \$67,511 | \$69,032 | \$70,552 |
| Step 13 - Index | | 1.6650 | 1.7100 | 1.7550 | 1.7550 | 1.8000 | 1.8450 | 1.8900 |
| Salary | | \$56,255 | \$57,776 | \$59,296 | \$59,296 | \$60,817 | \$62,337 | \$63,857 |
| Ins. Ben. | | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | | \$64,639 | \$66,160 | \$67,680 | \$67,680 | \$69,201 | \$70,721 | \$72,241 |
| Step 14 - Index | | | 1.7600 | 1.8050 | 1.8050 | 1.8500 | 1.8950 | 1.9400 |
| Salary | | | \$59,465 | \$60,986 | \$60,986 | \$62,506 | \$64,026 | \$65,547 |
| Ins. Ben. | | | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | | | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | | | \$67,849 | \$69,370 | \$69,370 | \$70,890 | \$72,410 | \$73,931 |
| Step 15 - Index | | | 1.8100 | 1.8550 | 1.8550 | 1.9000 | 1.9450 | 1.9900 |
| Salary | | | \$61,154 | \$62,675 | \$62,675 | \$64,195 | \$65,716 | \$67,236 |
| Ins. Ben. | | | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | | | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | | | \$69,538 | \$71,059 | \$71,059 | \$72,579 | \$74,100 | \$75,620 |
| Step 16 - Index | | | | 1.9050 | 1.9050 | 1.9500 | 1.9950 | 2.0400 |
| Salary | | | | \$64,364 | \$64,364 | \$65,885 | \$67,405 | \$68,925 |
| Ins. Ben. | | | | \$1,793 | \$1,793 | \$1,793 | \$1,793 | \$1,793 |
| TSS | | | | \$6,591 | \$6,591 | \$6,591 | \$6,591 | \$6,591 |
| Total | | | | \$72,748 | \$72,748 | \$74,269 | \$75,789 | \$77,309 |
| Step 17 - Index | | | | lane closed | | 2.0000 | 2.0450 | 2.0900 |
| Salary | | | | | | \$67,574 | \$69,094 | \$70,615 |
| Ins. Ben. | | | | | | \$1,793 | \$1,793 | \$1,793 |
| TSS | | | | | | \$6,591 | \$6,591 | \$6,591 |
| Total | | | | | | \$75,958 | \$77,478 | \$78,999 |