

| OAKLAND UNIFIED SCHOOL DISTRICT Printed: 9/11/2017 |              |              |              |              |              |              |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| HUMAN RESOURCES SERVICES AND SUPPORT               |              |              |              |              |              |              |
| SALARY SCHEDULE ADULT ED CONTRACT TEACHERS         |              |              |              |              |              |              |
| Periods: 10, Days/Year: 186, Hours/Day: 6          |              |              |              |              |              |              |
| AECT   | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |
|  | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |
| <b>Step 01</b>                                     |              |              |              |              |              |              |
| ANNUAL   | \$ 46,570.26 | \$ 46,946.94 | \$ 47,311.06 | \$ 48,076.98 | \$ 49,872.49 | \$ 55,221.35 |
| MONTHLY  | \$ 4,657.03  | \$ 4,694.69  | \$ 4,731.11  | \$ 4,807.70  | \$ 4,987.25  | \$ 5,522.14  |
| DAILY  | \$ 250.38    | \$ 252.40    | \$ 254.36    | \$ 258.48    | \$ 268.13    | \$ 296.89    |
| HOURLY   | \$ 41.73     | \$ 42.07     | \$ 42.39     | \$ 43.08     | \$ 44.69     | \$ 49.48     |
| <b>Step 02</b>                                     |              |              |              |              |              |              |
| ANNUAL   | \$ 47,311.06 | \$ 47,700.30 | \$ 48,076.98 | \$ 49,872.49 | \$ 51,655.44 | \$ 57,004.31 |
| MONTHLY  | \$ 4,731.11  | \$ 4,770.03  | \$ 4,807.70  | \$ 4,987.25  | \$ 5,165.54  | \$ 5,700.43  |
| DAILY  | \$ 254.36    | \$ 256.45    | \$ 258.48    | \$ 268.13    | \$ 277.72    | \$ 306.47    |
| HOURLY   | \$ 42.39     | \$ 42.74     | \$ 43.08     | \$ 44.69     | \$ 46.29     | \$ 51.08     |
| <b>Step 03</b>                                     |              |              |              |              |              |              |
| ANNUAL   | \$ 48,076.98 | \$ 48,981.01 | \$ 49,872.49 | \$ 51,655.44 | \$ 53,438.40 | \$ 58,774.70 |
| MONTHLY  | \$ 4,807.70  | \$ 4,898.10  | \$ 4,987.25  | \$ 5,165.54  | \$ 5,343.84  | \$ 5,877.47  |
| DAILY  | \$ 258.48    | \$ 263.34    | \$ 268.13    | \$ 277.72    | \$ 287.30    | \$ 315.99    |
| HOURLY   | \$ 43.08     | \$ 43.89     | \$ 44.69     | \$ 46.29     | \$ 47.88     | \$ 52.67     |
| <b>Step 04</b>                                     |              |              |              |              |              |              |
| ANNUAL   | \$ 49,872.49 | \$ 50,776.52 | \$ 51,655.44 | \$ 53,438.40 | \$ 55,221.35 | \$ 60,570.21 |
| MONTHLY  | \$ 4,987.25  | \$ 5,077.65  | \$ 5,165.54  | \$ 5,343.84  | \$ 5,522.14  | \$ 6,057.02  |
| DAILY  | \$ 268.13    | \$ 272.99    | \$ 277.72    | \$ 287.30    | \$ 296.89    | \$ 325.65    |
| HOURLY   | \$ 44.69     | \$ 45.50     | \$ 46.29     | \$ 47.88     | \$ 49.48     | \$ 54.27     |
| <b>Step 05</b>                                     |              |              |              |              |              |              |
| ANNUAL   | \$ 51,655.44 | \$ 52,546.92 | \$ 53,438.40 | \$ 55,221.35 | \$ 57,004.31 | \$ 62,340.61 |
| MONTHLY  | \$ 5,165.54  | \$ 5,254.69  | \$ 5,343.84  | \$ 5,522.14  | \$ 5,700.43  | \$ 6,234.06  |
| DAILY  | \$ 277.72    | \$ 282.51    | \$ 287.30    | \$ 296.89    | \$ 306.47    | \$ 335.16    |
| HOURLY   | \$ 46.29     | \$ 47.09     | \$ 47.88     | \$ 49.48     | \$ 51.08     | \$ 55.86     |
| <b>Step 06</b>                                     |              |              |              |              |              |              |
| ANNUAL   | \$ 53,438.40 | \$ 54,329.87 | \$ 55,221.35 | \$ 57,004.31 | \$ 58,774.70 | \$ 64,123.57 |
| MONTHLY  | \$ 5,343.84  | \$ 5,432.99  | \$ 5,522.14  | \$ 5,700.43  | \$ 5,877.47  | \$ 6,412.36  |
| DAILY  | \$ 287.30    | \$ 292.10    | \$ 296.89    | \$ 306.47    | \$ 315.99    | \$ 344.75    |
| HOURLY   | \$ 47.88     | \$ 48.68     | \$ 49.48     | \$ 51.08     | \$ 52.67     | \$ 57.46     |

| AECT           | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |
| <b>Step 07</b> |              |              |              |              |              |              |
| ANNUAL         | \$ 55,221.35 | \$ 56,112.83 | \$ 57,004.31 | \$ 58,774.70 | \$ 60,570.21 | \$ 65,893.96 |
| MONTHLY        | \$ 5,522.14  | \$ 5,611.28  | \$ 5,700.43  | \$ 5,877.47  | \$ 6,057.02  | \$ 6,589.40  |
| DAILY          | \$ 296.89    | \$ 301.68    | \$ 306.47    | \$ 315.99    | \$ 325.65    | \$ 354.27    |
| HOURLY         | \$ 49.48     | \$ 50.28     | \$ 51.08     | \$ 52.67     | \$ 54.27     | \$ 59.04     |
| <b>Step 08</b> |              |              |              |              |              |              |
| ANNUAL         | \$ 57,054.53 | \$ 57,895.78 | \$ 58,774.70 | \$ 60,570.21 | \$ 62,340.61 | \$ 67,689.47 |
| MONTHLY        | \$ 5,705.45  | \$ 5,789.58  | \$ 5,877.47  | \$ 6,057.02  | \$ 6,234.06  | \$ 6,768.95  |
| DAILY          | \$ 306.74    | \$ 311.27    | \$ 315.99    | \$ 325.65    | \$ 335.16    | \$ 363.92    |
| HOURLY         | \$ 51.12     | \$ 51.88     | \$ 52.67     | \$ 54.27     | \$ 55.86     | \$ 60.65     |
| <b>Step 09</b> |              |              |              |              |              |              |
| ANNUAL         | \$ 58,774.70 | \$ 59,666.18 | \$ 60,570.21 | \$ 62,340.61 | \$ 64,123.57 | \$ 69,459.87 |
| MONTHLY        | \$ 5,877.47  | \$ 5,966.62  | \$ 6,057.02  | \$ 6,234.06  | \$ 6,412.36  | \$ 6,945.99  |
| DAILY          | \$ 315.99    | \$ 320.79    | \$ 325.65    | \$ 335.16    | \$ 344.75    | \$ 373.44    |
| HOURLY         | \$ 52.67     | \$ 53.46     | \$ 54.27     | \$ 55.86     | \$ 57.46     | \$ 62.24     |
| <b>Step 10</b> |              |              |              |              |              |              |
| ANNUAL         | \$ 60,570.21 | \$ 61,449.13 | \$ 62,340.61 | \$ 64,123.57 | \$ 65,893.96 | \$ 71,242.83 |
| MONTHLY        | \$ 6,057.02  | \$ 6,144.91  | \$ 6,234.06  | \$ 6,412.36  | \$ 6,589.40  | \$ 7,124.28  |
| DAILY          | \$ 325.65    | \$ 330.37    | \$ 335.16    | \$ 344.75    | \$ 354.27    | \$ 383.03    |
| HOURLY         | \$ 54.27     | \$ 55.06     | \$ 55.86     | \$ 57.46     | \$ 59.04     | \$ 63.84     |
| <b>Step 11</b> |              |              |              |              |              |              |
| ANNUAL         | \$ 62,340.61 | \$ 63,232.09 | \$ 64,123.57 | \$ 65,893.96 | \$ 67,689.47 | \$ 73,038.34 |
| MONTHLY        | \$ 6,234.06  | \$ 6,323.21  | \$ 6,412.36  | \$ 6,589.40  | \$ 6,768.95  | \$ 7,303.83  |
| DAILY          | \$ 335.16    | \$ 339.96    | \$ 344.75    | \$ 354.27    | \$ 363.92    | \$ 392.68    |
| HOURLY         | \$ 55.86     | \$ 56.66     | \$ 57.46     | \$ 59.04     | \$ 60.65     | \$ 65.45     |
| <b>Step 12</b> |              |              |              |              |              |              |
| ANNUAL         | \$ 64,123.57 | \$ 65,002.49 | \$ 65,893.96 | \$ 67,689.47 | \$ 69,459.87 | \$ 74,808.73 |
| MONTHLY        | \$ 6,412.36  | \$ 6,500.25  | \$ 6,589.40  | \$ 6,768.95  | \$ 6,945.99  | \$ 7,480.87  |
| DAILY          | \$ 344.75    | \$ 349.48    | \$ 354.27    | \$ 363.92    | \$ 373.44    | \$ 402.20    |
| HOURLY         | \$ 57.46     | \$ 58.25     | \$ 59.04     | \$ 60.65     | \$ 62.24     | \$ 67.03     |
| <b>Step 13</b> |              |              |              |              |              |              |
| ANNUAL         | \$ 64,123.57 | \$ 65,002.49 | \$ 65,893.96 | \$ 69,459.87 | \$ 71,242.83 | \$ 76,591.69 |
| MONTHLY        | \$ 6,412.36  | \$ 6,500.25  | \$ 6,589.40  | \$ 6,945.99  | \$ 7,124.28  | \$ 7,659.17  |
| DAILY          | \$ 344.75    | \$ 349.48    | \$ 354.27    | \$ 373.44    | \$ 383.03    | \$ 411.78    |
| HOURLY         | \$ 57.46     | \$ 58.25     | \$ 59.04     | \$ 62.24     | \$ 63.84     | \$ 68.63     |

| AECT           | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |
| <b>Step 14</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 64,123.57 | \$ 65,002.49 | \$ 65,893.96 | \$ 69,459.87 | \$ 73,038.34 | \$ 78,374.64 |
| MONTHLY        | \$ 6,412.36  | \$ 6,500.25  | \$ 6,589.40  | \$ 6,945.99  | \$ 7,303.83  | \$ 7,837.46  |
| DAILY          | \$ 344.75    | \$ 349.48    | \$ 354.27    | \$ 373.44    | \$ 392.68    | \$ 421.37    |
| HOURLY         | \$ 57.46     | \$ 58.25     | \$ 59.04     | \$ 62.24     | \$ 65.45     | \$ 70.23     |
|                |              |              |              |              |              |              |
| <b>Step 15</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 64,123.57 | \$ 65,002.49 | \$ 65,893.96 | \$ 69,459.87 | \$ 73,038.34 | \$ 80,157.60 |
| MONTHLY        | \$ 6,412.36  | \$ 6,500.25  | \$ 6,589.40  | \$ 6,945.99  | \$ 7,303.83  | \$ 8,015.76  |
| DAILY          | \$ 344.75    | \$ 349.48    | \$ 354.27    | \$ 373.44    | \$ 392.68    | \$ 430.95    |
| HOURLY         | \$ 57.46     | \$ 58.25     | \$ 59.04     | \$ 62.24     | \$ 65.45     | \$ 71.83     |
|                |              |              |              |              |              |              |
| <b>Step 16</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 64,123.57 | \$ 65,002.49 | \$ 65,893.96 | \$ 69,459.87 | \$ 73,038.34 | \$ 80,157.60 |
| MONTHLY        | \$ 6,412.36  | \$ 6,500.25  | \$ 6,589.40  | \$ 6,945.99  | \$ 7,303.83  | \$ 8,015.76  |
| DAILY          | \$ 344.75    | \$ 349.48    | \$ 354.27    | \$ 373.44    | \$ 392.68    | \$ 430.95    |
| HOURLY         | \$ 57.46     | \$ 58.25     | \$ 59.04     | \$ 62.24     | \$ 65.45     | \$ 71.83     |
|                |              |              |              |              |              |              |
| <b>Step 17</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 64,123.57 | \$ 65,002.49 | \$ 65,893.96 | \$ 69,459.87 | \$ 73,038.34 | \$ 80,157.60 |
| MONTHLY        | \$ 6,412.36  | \$ 6,500.25  | \$ 6,589.40  | \$ 6,945.99  | \$ 7,303.83  | \$ 8,015.76  |
| DAILY          | \$ 344.75    | \$ 349.48    | \$ 354.27    | \$ 373.44    | \$ 392.68    | \$ 430.95    |
| HOURLY         | \$ 57.46     | \$ 58.25     | \$ 59.04     | \$ 62.24     | \$ 65.45     | \$ 71.83     |
|                |              |              |              |              |              |              |
| <b>Step 18</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 64,123.57 | \$ 65,002.49 | \$ 65,893.96 | \$ 69,459.87 | \$ 73,038.34 | \$ 80,157.60 |
| MONTHLY        | \$ 6,412.36  | \$ 6,500.25  | \$ 6,589.40  | \$ 6,945.99  | \$ 7,303.83  | \$ 8,015.76  |
| DAILY          | \$ 344.75    | \$ 349.48    | \$ 354.27    | \$ 373.44    | \$ 392.68    | \$ 430.95    |
| HOURLY         | \$ 57.46     | \$ 58.25     | \$ 59.04     | \$ 62.24     | \$ 65.45     | \$ 71.83     |
|                |              |              |              |              |              |              |
| <b>Step 19</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 64,123.57 | \$ 65,002.49 | \$ 65,893.96 | \$ 69,459.87 | \$ 73,038.34 | \$ 80,157.60 |
| MONTHLY        | \$ 6,412.36  | \$ 6,500.25  | \$ 6,589.40  | \$ 6,945.99  | \$ 7,303.83  | \$ 8,015.76  |
| DAILY          | \$ 344.75    | \$ 349.48    | \$ 354.27    | \$ 373.44    | \$ 392.68    | \$ 430.95    |
| HOURLY         | \$ 57.46     | \$ 58.25     | \$ 59.04     | \$ 62.24     | \$ 65.45     | \$ 71.83     |
|                |              |              |              |              |              |              |
| <b>Step 20</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 64,123.57 | \$ 65,002.49 | \$ 65,893.96 | \$ 69,459.87 | \$ 73,038.34 | \$ 80,157.60 |
| MONTHLY        | \$ 6,412.36  | \$ 6,500.25  | \$ 6,589.40  | \$ 6,945.99  | \$ 7,303.83  | \$ 8,015.76  |
| DAILY          | \$ 344.75    | \$ 349.48    | \$ 354.27    | \$ 373.44    | \$ 392.68    | \$ 430.95    |
| HOURLY         | \$ 57.46     | \$ 58.25     | \$ 59.04     | \$ 62.24     | \$ 65.45     | \$ 71.83     |
|                |              |              |              |              |              |              |

| AECT           | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |
| <b>Step 21</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 65,893.96 | \$ 66,798.00 | \$ 67,689.47 | \$ 71,242.83 | \$ 74,808.73 | \$ 81,927.99 |
| MONTHLY        | \$ 6,589.40  | \$ 6,679.80  | \$ 6,768.95  | \$ 7,124.28  | \$ 7,480.87  | \$ 8,192.80  |
| DAILY          | \$ 354.27    | \$ 359.13    | \$ 363.92    | \$ 383.03    | \$ 402.20    | \$ 440.47    |
| HOURLY         | \$ 59.04     | \$ 59.85     | \$ 60.65     | \$ 63.84     | \$ 67.03     | \$ 73.41     |
|                |              |              |              |              |              |              |
| <b>Step 22</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 65,893.96 | \$ 66,798.00 | \$ 67,689.47 | \$ 71,242.83 | \$ 74,808.73 | \$ 81,927.99 |
| MONTHLY        | \$ 6,589.40  | \$ 6,679.80  | \$ 6,768.95  | \$ 7,124.28  | \$ 7,480.87  | \$ 8,192.80  |
| DAILY          | \$ 354.27    | \$ 359.13    | \$ 363.92    | \$ 383.03    | \$ 402.20    | \$ 440.47    |
| HOURLY         | \$ 59.04     | \$ 59.85     | \$ 60.65     | \$ 63.84     | \$ 67.03     | \$ 73.41     |
|                |              |              |              |              |              |              |
| <b>Step 23</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 65,893.96 | \$ 66,798.00 | \$ 67,689.47 | \$ 71,242.83 | \$ 74,808.73 | \$ 81,927.99 |
| MONTHLY        | \$ 6,589.40  | \$ 6,679.80  | \$ 6,768.95  | \$ 7,124.28  | \$ 7,480.87  | \$ 8,192.80  |
| DAILY          | \$ 354.27    | \$ 359.13    | \$ 363.92    | \$ 383.03    | \$ 402.20    | \$ 440.47    |
| HOURLY         | \$ 59.04     | \$ 59.85     | \$ 60.65     | \$ 63.84     | \$ 67.03     | \$ 73.41     |
|                |              |              |              |              |              |              |
| <b>Step 24</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 65,893.96 | \$ 66,798.00 | \$ 67,689.47 | \$ 71,242.83 | \$ 74,808.73 | \$ 81,927.99 |
| MONTHLY        | \$ 6,589.40  | \$ 6,679.80  | \$ 6,768.95  | \$ 7,124.28  | \$ 7,480.87  | \$ 8,192.80  |
| DAILY          | \$ 354.27    | \$ 359.13    | \$ 363.92    | \$ 383.03    | \$ 402.20    | \$ 440.47    |
| HOURLY         | \$ 59.04     | \$ 59.85     | \$ 60.65     | \$ 63.84     | \$ 67.03     | \$ 73.41     |
|                |              |              |              |              |              |              |
| <b>Step 25</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 65,893.96 | \$ 66,798.00 | \$ 67,689.47 | \$ 71,242.83 | \$ 74,808.73 | \$ 81,927.99 |
| MONTHLY        | \$ 6,589.40  | \$ 6,679.80  | \$ 6,768.95  | \$ 7,124.28  | \$ 7,480.87  | \$ 8,192.80  |
| DAILY          | \$ 354.27    | \$ 359.13    | \$ 363.92    | \$ 383.03    | \$ 402.20    | \$ 440.47    |
| HOURLY         | \$ 59.04     | \$ 59.85     | \$ 60.65     | \$ 63.84     | \$ 67.03     | \$ 73.41     |
|                |              |              |              |              |              |              |
| <b>Step 26</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 67,689.47 | \$ 68,568.39 | \$ 69,459.87 | \$ 73,038.34 | \$ 76,591.69 | \$ 83,723.50 |
| MONTHLY        | \$ 6,768.95  | \$ 6,856.84  | \$ 6,945.99  | \$ 7,303.83  | \$ 7,659.17  | \$ 8,372.35  |
| DAILY          | \$ 363.92    | \$ 368.65    | \$ 373.44    | \$ 392.68    | \$ 411.78    | \$ 450.13    |
| HOURLY         | \$ 60.65     | \$ 61.44     | \$ 62.24     | \$ 65.45     | \$ 68.63     | \$ 75.02     |
|                |              |              |              |              |              |              |
| <b>Step 27</b> |              |              |              |              |              |              |
|                |              |              |              |              |              |              |
| ANNUAL         | \$ 67,689.47 | \$ 68,568.39 | \$ 69,459.87 | \$ 73,038.34 | \$ 76,591.69 | \$ 83,723.50 |
| MONTHLY        | \$ 6,768.95  | \$ 6,856.84  | \$ 6,945.99  | \$ 7,303.83  | \$ 7,659.17  | \$ 8,372.35  |
| DAILY          | \$ 363.92    | \$ 368.65    | \$ 373.44    | \$ 392.68    | \$ 411.78    | \$ 450.13    |
| HOURLY         | \$ 60.65     | \$ 61.44     | \$ 62.24     | \$ 65.45     | \$ 68.63     | \$ 75.02     |
|                |              |              |              |              |              |              |

| AECT   | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
|  | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |
| <b>Step 28</b>                                     |              |              |              |              |              |              |
| ANNUAL   | \$ 67,689.47 | \$ 68,568.39 | \$ 69,459.87 | \$ 73,038.34 | \$ 76,591.69 | \$ 83,723.50 |
| MONTHLY  | \$ 6,768.95  | \$ 6,856.84  | \$ 6,945.99  | \$ 7,303.83  | \$ 7,659.17  | \$ 8,372.35  |
| DAILY  | \$ 363.92    | \$ 368.65    | \$ 373.44    | \$ 392.68    | \$ 411.78    | \$ 450.13    |
| HOURLY   | \$ 60.65     | \$ 61.44     | \$ 62.24     | \$ 65.45     | \$ 68.63     | \$ 75.02     |
| <b>Step 29</b>                                     |              |              |              |              |              |              |
| ANNUAL   | \$ 67,689.47 | \$ 68,568.39 | \$ 69,459.87 | \$ 73,038.34 | \$ 76,591.69 | \$ 83,723.50 |
| MONTHLY  | \$ 6,768.95  | \$ 6,856.84  | \$ 6,945.99  | \$ 7,303.83  | \$ 7,659.17  | \$ 8,372.35  |
| DAILY  | \$ 363.92    | \$ 368.65    | \$ 373.44    | \$ 392.68    | \$ 411.78    | \$ 450.13    |
| HOURLY   | \$ 60.65     | \$ 61.44     | \$ 62.24     | \$ 65.45     | \$ 68.63     | \$ 75.02     |
| <b>Step 30</b>                                     |              |              |              |              |              |              |
| ANNUAL   | \$ 67,689.47 | \$ 68,568.39 | \$ 69,459.87 | \$ 73,038.34 | \$ 76,591.69 | \$ 83,723.50 |
| MONTHLY  | \$ 6,768.95  | \$ 6,856.84  | \$ 6,945.99  | \$ 7,303.83  | \$ 7,659.17  | \$ 8,372.35  |
| DAILY  | \$ 363.92    | \$ 368.65    | \$ 373.44    | \$ 392.68    | \$ 411.78    | \$ 450.13    |
| HOURLY   | \$ 60.65     | \$ 61.44     | \$ 62.24     | \$ 65.45     | \$ 68.63     | \$ 75.02     |
| <b>Step 31</b>                                     |              |              |              |              |              |              |
| ANNUAL   | \$ 67,689.47 | \$ 68,568.39 | \$ 69,459.87 | \$ 73,038.34 | \$ 76,591.69 | \$ 83,745.12 |
| MONTHLY  | \$ 6,768.95  | \$ 6,856.84  | \$ 6,945.99  | \$ 7,303.83  | \$ 7,659.17  | \$ 8,374.51  |
| DAILY  | \$ 363.92    | \$ 368.65    | \$ 373.44    | \$ 392.68    | \$ 411.78    | \$ 450.24    |
| HOURLY   | \$ 60.65     | \$ 61.44     | \$ 62.24     | \$ 65.45     | \$ 68.63     | \$ 75.04     |
| <b>Step 32</b>                                     |              |              |              |              |              |              |
| ANNUAL   |              |              |              |              | \$ 76,591.69 | \$ 83,745.12 |
| MONTHLY  |              |              |              |              | \$ 7,659.17  | \$ 8,374.51  |
| DAILY  |              |              |              |              | \$ 411.78    | \$ 450.24    |
| HOURLY   |              |              |              |              | \$ 68.63     | \$ 75.04     |
| <b>Step 33</b>                                     |              |              |              |              |              |              |
| ANNUAL   |              |              |              |              | \$ 76,591.69 | \$ 83,745.12 |
| MONTHLY  |              |              |              |              | \$ 7,659.17  | \$ 8,374.51  |
| DAILY  |              |              |              |              | \$ 411.78    | \$ 450.24    |
| HOURLY   |              |              |              |              | \$ 68.63     | \$ 75.04     |
| <b>Maximum Entry Level: 12 Steps.</b>              |              |              |              |              |              |              |
| <b>Implemented 08/21/2003. 4% Salary Decrease.</b> |              |              |              |              |              |              |
| <b>Effective 07/01/2005.</b>                       |              |              |              |              |              |              |
| <b>2% increase effective 7/1/2013</b>              |              |              |              |              |              |              |