

(ATTACHMENT 1) Report with Possible Action on the 2020-2021 Salary Schedules



**MILWAUKEE
PUBLIC SCHOOLS**

Administrators & Supervisors Salary Schedule

This group includes positions ranging from administrative assistants through cabinet level and can be either classified or certificated.

Salaries range from 200 to 260 days as indicated by Grade:

A = 260; B = 260 @ 6 hours/day; C = 200; T = 220.

Grade	Job Titles	Min	Mid	Max
00A	Assistant	\$ 36,556	\$ 41,093	\$ 45,630
01A	Assistant I	\$ 45,384	\$ 53,080	\$ 60,775
02A	Assistant II, IT Technician I, Paralegal	\$ 47,086	\$ 56,200	\$ 65,314
02C	Assistant II	\$ 40,747	\$ 48,606	\$ 56,466
03A	Assistant III, Associate I, Technician I, IT Technician II, Accountant I	\$ 48,916	\$ 59,566	\$ 70,217
04A	Associate II, Technician II, Accountant II, Performance Auditor I	\$ 52,599	\$ 64,071	\$ 75,542
05A	Associate III, Analyst I, Accountant III	\$ 56,502	\$ 68,899	\$ 81,296
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$ 63,410	\$ 77,370	\$ 91,331
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$ 54,749	\$ 66,748	\$ 78,748
07A	Coordinator II, Analyst III	\$ 66,428	\$ 81,073	\$ 95,718
07C	Coordinator II, Analyst III	\$ 57,332	\$ 69,918	\$ 82,505
08A	Coordinator III, Specialist I	\$ 69,609	\$ 84,976	\$ 100,343
08B	Coordinator III, Specialist I (6 hours)	\$ 51,473	\$ 63,530	\$ 75,588
08C	Coordinator III, Specialist I	\$ 60,071	\$ 73,271	\$ 86,471
09A	Supervisor I, Specialist II	\$ 72,997	\$ 89,088	\$ 105,179
09C	Supervisor I, Specialist II	\$ 62,920	\$ 76,767	\$ 90,614
10A	Supervisor II, Specialist III	\$ 76,439	\$ 93,347	\$ 110,254
10C	AP I - Elem, Supervisor II, Specialist III	\$ 65,912	\$ 80,434	\$ 94,955
11A	Manager I, Specialist IV	\$ 80,105	\$ 97,844	\$ 115,582
11C	AP II - MS, Manager I, Specialist IV	\$ 69,054	\$ 84,287	\$ 99,520
12A	Manager II	\$ 83,959	\$ 102,570	\$ 121,180
12C	Manager II, AP III - HS	\$ 72,324	\$ 88,301	\$ 104,278
13A	Manager III	\$ 88,001	\$ 107,528	\$ 127,056
13T	Principal I - K-6, Principal I - K-8	\$ 83,365	\$ 101,830	\$ 120,295
14A	Director I, Principal I - 9-12, Principal I - K-12	\$ 92,251	\$ 112,739	\$ 133,226
14T	Principal I - 6-8, Principal II - K-8	\$ 86,761	\$ 106,433	\$ 126,104
15A	Director II, Comptroller, Principal II - 9-12, Principal II - K-12	\$ 96,705	\$ 118,204	\$ 139,703
16A	Sr. Director, Regional Superintendent	\$ 101,388	\$ 123,946	\$ 146,504
18A	Chief	\$ 143,104	\$ 157,159	\$ 171,214
19A	Deputy Superintendent	\$ 148,776	\$ 163,393	\$ 178,010
4R	Management Intern (2 year)	\$ 35,716	\$ 36,704	\$ 37,692
	Superintendent	Contract		

Teacher Unit

Steps	Bachelor's-191 days	Master's-191 days	Physical Therapist 191 days	Occupational Therapist-191 days	Speech Language Pathlogist-191 days	Nurses-200 days	School Social Worker-200 days	Traveling Music Teacher-191 days
99	\$ 44,325	\$ 47,379	\$ 51,009	\$ 47,516	\$ 49,887	\$ 50,905	\$ 55,639	\$ 22.26
1	\$ 45,954	\$ 49,161	\$ 52,791	\$ 49,298	\$ 51,669	\$ 52,687	\$ 57,421	\$ 23.19
2	\$ 47,583	\$ 50,943	\$ 54,572	\$ 51,080	\$ 53,450	\$ 54,468	\$ 59,203	\$ 24.11
3	\$ 49,212	\$ 52,724	\$ 56,354	\$ 52,861	\$ 55,232	\$ 56,250	\$ 60,984	\$ 25.04
4	\$ 50,841	\$ 54,506	\$ 58,136	\$ 54,643	\$ 57,014	\$ 58,032	\$ 62,766	\$ 25.97
5	\$ 52,470	\$ 56,288	\$ 59,917	\$ 56,425	\$ 58,795	\$ 59,813	\$ 64,548	\$ 26.89
6	\$ 54,099	\$ 58,069	\$ 61,699	\$ 58,206	\$ 60,577	\$ 61,595	\$ 66,329	\$ 27.82
7	\$ 55,728	\$ 59,851	\$ 63,481	\$ 59,988	\$ 62,359	\$ 63,377	\$ 68,111	\$ 28.74
8	\$ 57,357	\$ 61,633	\$ 65,262	\$ 61,770	\$ 64,140	\$ 65,158	\$ 69,893	\$ 29.67
9	\$ 58,986	\$ 63,414	\$ 67,044	\$ 63,552	\$ 65,922	\$ 66,940	\$ 71,674	\$ 30.60
10	\$ 60,615	\$ 65,196	\$ 68,826	\$ 65,333	\$ 67,704	\$ 68,722	\$ 73,456	\$ 31.52
11	\$ 62,244	\$ 66,978	\$ 70,607	\$ 67,115	\$ 69,485	\$ 70,503	\$ 75,238	\$ 32.45
12	\$ 63,873	\$ 68,759	\$ 72,389	\$ 68,897	\$ 71,267	\$ 72,285	\$ 77,019	\$ 33.38
13	\$ 65,501	\$ 70,541	\$ 74,171	\$ 70,678	\$ 73,049	\$ 74,067	\$ 78,801	\$ 34.30
14	\$ 67,130	\$ 72,323	\$ 75,952	\$ 72,460	\$ 74,830	\$ 75,848	\$ 80,583	\$ 35.23
15	\$ 68,759	\$ 74,104	\$ 77,734	\$ 74,242	\$ 76,612	\$ 77,630	\$ 82,364	\$ 36.16
16	\$ 70,388	\$ 75,886	\$ 79,516	\$ 76,023	\$ 78,394	\$ 79,412	\$ 84,146	\$ 37.08
17		\$ 77,668	\$ 81,298	\$ 77,805	\$ 80,175	\$ 81,193	\$ 85,928	\$ -
18		\$ 79,449	\$ 83,079	\$ 79,587	\$ 81,957	\$ 82,975	\$ 87,709	\$ -
19		\$ 81,231	\$ 84,861	\$ 81,368	\$ 83,739	\$ 84,757	\$ 89,491	\$ -
20		\$ 83,013	\$ 86,643	\$ 83,150	\$ 85,520	\$ 86,539	\$ 91,273	\$ -

Teacher "Plus" Schedules

Steps	Bachelor's 1A	Bachelor's 1C	Bachelor's 1E	Bachelor's 1G	Bachelor's 2F	Master's 1A	Master's 1C	Master's 1E	Master's 1G	Master's 2F
0	\$ 49,030	\$ 48,868	\$ 54,517	\$ 46,541	\$ 46,414	\$ 52,409	\$ 52,236	\$ 58,274	\$ 49,748	\$ 49,612
1	\$ 50,832	\$ 50,664	\$ 56,521	\$ 48,252	\$ 48,119	\$ 54,379	\$ 54,200	\$ 60,465	\$ 51,619	\$ 51,477
2	\$ 52,634	\$ 52,460	\$ 58,524	\$ 49,962	\$ 49,825	\$ 56,350	\$ 56,164	\$ 62,657	\$ 53,490	\$ 53,343
3	\$ 54,436	\$ 54,256	\$ 60,528	\$ 51,672	\$ 51,531	\$ 58,321	\$ 58,129	\$ 64,848	\$ 55,361	\$ 55,209
4	\$ 56,238	\$ 56,052	\$ 62,532	\$ 53,383	\$ 53,237	\$ 60,292	\$ 60,093	\$ 67,039	\$ 57,231	\$ 57,074
5	\$ 58,039	\$ 57,848	\$ 64,535	\$ 55,093	\$ 54,942	\$ 62,263	\$ 62,057	\$ 69,231	\$ 59,102	\$ 58,940
6	\$ 59,841	\$ 59,644	\$ 66,539	\$ 56,804	\$ 56,648	\$ 64,233	\$ 64,021	\$ 71,422	\$ 60,973	\$ 60,806
7	\$ 61,643	\$ 61,440	\$ 68,542	\$ 58,514	\$ 58,354	\$ 66,204	\$ 65,986	\$ 73,614	\$ 62,844	\$ 62,671
8	\$ 63,445	\$ 63,236	\$ 70,546	\$ 60,225	\$ 60,059	\$ 68,175	\$ 67,950	\$ 75,805	\$ 64,714	\$ 64,537
9	\$ 65,247	\$ 65,032	\$ 72,549	\$ 61,935	\$ 61,765	\$ 70,146	\$ 69,914	\$ 77,996	\$ 66,585	\$ 66,403
10	\$ 67,049	\$ 66,828	\$ 74,553	\$ 63,645	\$ 63,471	\$ 72,117	\$ 71,879	\$ 80,188	\$ 68,456	\$ 68,268
11	\$ 68,851	\$ 68,624	\$ 76,556	\$ 65,356	\$ 65,177	\$ 74,087	\$ 73,843	\$ 82,379	\$ 70,327	\$ 70,134
12	\$ 70,653	\$ 70,419	\$ 78,560	\$ 67,066	\$ 66,882	\$ 76,058	\$ 75,807	\$ 84,570	\$ 72,197	\$ 71,999
13	\$ 72,454	\$ 72,215	\$ 80,563	\$ 68,777	\$ 68,588	\$ 78,029	\$ 77,772	\$ 86,762	\$ 74,068	\$ 73,865
14	\$ 74,256	\$ 74,011	\$ 82,567	\$ 70,487	\$ 70,294	\$ 80,000	\$ 79,736	\$ 88,953	\$ 75,939	\$ 75,731
15	\$ 76,058	\$ 75,807	\$ 84,570	\$ 72,197	\$ 71,999	\$ 81,971	\$ 81,700	\$ 91,145	\$ 77,810	\$ 77,596
16	\$ 77,860	\$ 77,603	\$ 86,574	\$ 73,908	\$ 73,705	\$ 83,941	\$ 83,664	\$ 93,336	\$ 79,680	\$ 79,462
17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 85,912	\$ 85,629	\$ 95,527	\$ 81,551	\$ 81,328
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 87,883	\$ 87,593	\$ 97,719	\$ 83,422	\$ 83,193
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 89,854	\$ 89,557	\$ 99,910	\$ 85,293	\$ 85,059
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 91,825	\$ 91,522	\$ 102,101	\$ 87,163	\$ 86,924
	<u>This list includes:</u> District Mentor Teacher Mentor Innovation Coach Positive Behavior Interventions & Support (PBIS) Coach 200 days	<u>This list includes:</u> Emp Tr Specialist Literacy Leader Teacher Leader Math/Sci Spec 191 days	<u>This list includes:</u> 12 mo Teacher 260 days	<u>This list includes:</u> Orientation & Mobility Teacher 191 days	<u>This list includes:</u> Library Media Spec Teacher Trauma Spec 200 days	<u>This list includes:</u> District Mentor Teacher Mentor Innovation Coach Positive Behavior Interventions & Support (PBIS) Coach 200 days	<u>This list includes:</u> Emp Tr Specialist Literacy Leader Teacher Leader Math/Sci Spec 191 days	<u>This list includes:</u> 12 mo Teacher 260 days	<u>This list includes:</u> Orientation and Mobility Teacher 191 days	<u>This list includes:</u> Library Media Spec Teacher Trauma Spec 200 days

*Substitute Teachers are paid \$20.93/hr

Permit/Intern Teachers-191 days

Steps	Salary
98	\$ 43,537
99	\$ 44,325
1	\$ 45,954

New permit/intern professionals start at step 98.

After one full year in that role, they will move to step 99.

Upon approved DPI licensure, will move to step 1 on the teacher schedule.

Psychologist-200 days

Steps	Salary
99	\$ 57,141
1	\$ 59,517
2	\$ 61,892
3	\$ 64,268
4	\$ 66,644
5	\$ 69,019
6	\$ 71,394
7	\$ 73,771
8	\$ 76,146
9	\$ 78,521
10	\$ 80,897
11	\$ 83,272
12	\$ 85,648
13	\$ 88,024
14	\$ 90,399
15	\$ 92,774

Psychometric Assistant
\$32.08/hr

Original Step Placement and Onboarding Schedule	
Years	Step
0	99
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12
13	13
14	14
15	15
16	15
17	15
18	15
19	15
20	15

Paraprofessional-187 days

Steps	Para Hourly Grade GEN 04E	6 Hour Para Grade GEN 4A1	6.5 Hour Para Grade GEN 4A2	7 Hour Para Grade GEN 4A3	7.5 Hour Para Grade GEN 4A8	8 Hour Para Grade GEN 4A4
99	\$ 16.62	\$ 18,642	\$ 20,196	\$ 21,750	\$ 23,303	\$ 24,857
1	\$ 17.02	\$ 19,099	\$ 20,691	\$ 22,283	\$ 23,874	\$ 25,466
2	\$ 17.63	\$ 19,785	\$ 21,434	\$ 23,082	\$ 24,731	\$ 26,380
3	\$ 18.24	\$ 20,470	\$ 22,176	\$ 23,882	\$ 25,588	\$ 27,294
4	\$ 18.86	\$ 21,156	\$ 22,919	\$ 24,681	\$ 26,444	\$ 28,207
5	\$ 19.47	\$ 21,841	\$ 23,661	\$ 25,481	\$ 27,301	\$ 29,121
6	\$ 20.08	\$ 22,526	\$ 24,404	\$ 26,281	\$ 28,158	\$ 30,035
7	\$ 20.69	\$ 23,212	\$ 25,146	\$ 27,080	\$ 29,015	\$ 30,949
8	\$ 21.30	\$ 23,897	\$ 25,889	\$ 27,880	\$ 29,871	\$ 31,863
9	\$ 21.91	\$ 24,582	\$ 26,631	\$ 28,680	\$ 30,728	\$ 32,777
10	\$ 22.52	\$ 25,268	\$ 27,374	\$ 29,479	\$ 31,585	\$ 33,690

Gen Ed Asst: \$15/hr

Child Care Worker: \$15/hr

Original Step Placement and Onboarding Schedule	
Years	Steps
0	99
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

School Nursing Associate-189 days

Step	Hourly	7.5 Hours Annual Grade MM B1A
99	\$23.43	\$ 33,207
1	\$24.19	\$ 34,289
2	\$24.95	\$ 35,372
3	\$25.72	\$ 36,454
4	\$26.48	\$ 37,537
5	\$27.24	\$ 38,619
6	\$28.01	\$ 39,701
7	\$28.77	\$ 40,784
8	\$29.54	\$ 41,866
9	\$30.30	\$ 42,948
10	\$31.06	\$ 44,031

Original Step Placement and Onboarding Schedule	
Years	Step
0	99
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

Interpreter-187 days

Steps	Salary
99	\$ 32,579
1	\$ 33,903
2	\$ 35,226
3	\$ 36,550
4	\$ 37,873
5	\$ 39,197
6	\$ 40,520
7	\$ 41,844
8	\$ 43,167
9	\$ 44,491
10	\$ 45,815
11	\$ 47,138
12	\$ 48,462

Original Step Placement and Onboarding Schedule	
Years	Step
0	99
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12

Children's Health Assistant-189 days

Step	Hourly	6 Hour Annual Grade MM B9A	6.5 Hour Annual Grade MM B9C	7 Hour Annual Grade MM B9B	8 Hour Annual Grade MM B9
99	\$15.80	\$ 17,918	\$ 19,411	\$ 20,905	\$ 23,891
1	\$16.31	\$ 18,495	\$ 20,037	\$ 21,578	\$ 24,661
2	\$16.82	\$ 19,073	\$ 20,662	\$ 22,252	\$ 25,430
3	\$17.33	\$ 19,650	\$ 21,288	\$ 22,925	\$ 26,200
4	\$17.84	\$ 20,227	\$ 21,913	\$ 23,598	\$ 26,970
5	\$18.35	\$ 20,805	\$ 22,538	\$ 24,272	\$ 27,739
6	\$18.86	\$ 21,382	\$ 23,164	\$ 24,945	\$ 28,509
7	\$19.36	\$ 21,959	\$ 23,789	\$ 25,619	\$ 29,279
8	\$19.87	\$ 22,536	\$ 24,414	\$ 26,292	\$ 30,048
9	\$20.38	\$ 23,114	\$ 25,040	\$ 26,966	\$ 30,818
10	\$20.89	\$ 23,691	\$ 25,665	\$ 27,639	\$ 31,588

Original Step Placement and Onboarding Schedule	
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Years	Step
0	99
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

School Bookkeeper

Step	10 Month Hourly Rate	10 Month Annual	12 month Hourly Rate	12 Month Annual
	200 days	Grade FLT 44	260 days	Grade FLT 43
99	\$19.99	\$31,976	\$18.45	\$38,372
1	\$20.63	\$33,003	\$19.04	\$39,600
2	\$21.26	\$34,013	\$19.62	\$40,807
3	\$21.90	\$35,039	\$20.21	\$42,035
4	\$22.53	\$36,049	\$20.80	\$43,264
5	\$23.17	\$37,075	\$21.38	\$44,471
6	\$23.80	\$38,085	\$21.97	\$45,699
7	\$24.44	\$39,111	\$22.56	\$46,927
8	\$25.08	\$40,121	\$23.15	\$48,155
9	\$25.72	\$41,148	\$23.73	\$49,362
10	\$26.35	\$42,157	\$24.32	\$50,591

Original Step Placement and Onboarding Schedule	
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Years	Step
0	99
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	10
12	10
13	10
14	10
15	10
16	10
17	10
18	10
19	10
20	10

Engineers-260 days

Steps	Boiler Attendant Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer III	School Engineer III+	School Engineer IV
99	\$ 36,652	\$ 41,742	\$ 46,833	\$ 51,923	\$ 57,014	\$ 61,086	\$ 66,177
1	\$ 37,670	\$ 42,760	\$ 47,851	\$ 52,941	\$ 58,032	\$ 62,104	\$ 67,195
2	\$ 38,688	\$ 43,778	\$ 48,869	\$ 53,959	\$ 59,050	\$ 63,122	\$ 68,213
3	\$ 39,706	\$ 44,796	\$ 49,887	\$ 54,977	\$ 60,068	\$ 64,140	\$ 69,231
4	\$ 40,724	\$ 45,815	\$ 50,905	\$ 55,996	\$ 61,086	\$ 65,158	\$ 70,249
5	\$ 41,742	\$ 46,833	\$ 51,923	\$ 57,014	\$ 62,104	\$ 66,177	\$ 71,267
6	\$ 42,760	\$ 47,851	\$ 52,941	\$ 58,032	\$ 63,122	\$ 67,195	\$ 72,285
7	\$ 43,778	\$ 48,869	\$ 53,959	\$ 59,050	\$ 64,140	\$ 68,213	\$ 73,303
8	\$ 44,796	\$ 49,887	\$ 54,977	\$ 60,068	\$ 65,158	\$ 69,231	\$ 74,321
9	\$ 45,815	\$ 50,905	\$ 55,996	\$ 61,086	\$ 66,177	\$ 70,249	\$ 75,339
10	\$ 46,833	\$ 51,923	\$ 57,014	\$ 62,104	\$ 67,195	\$ 71,267	\$ 76,358

Original Step Placement and Onboarding Schedule

Years	Step
0	99
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

Building Service Helper (BSH) I and II-260 Days

Step	BSH I Hourly Rate Grade FLT E9	BSH I Annual	BSH II Hourly Rate	BSH II Annual Grade FLT E1
99	\$ 13.36	\$ 27,783.54	\$ 16.54	\$ 34,412
1	\$ 13.87	\$ 28,842.37	\$ 17.05	\$ 35,471
2	\$ 14.38	\$ 29,901.19	\$ 17.56	\$ 36,529
3	\$ 14.88	\$ 30,960.01	\$ 18.07	\$ 37,588
4	\$ 15.39	\$ 32,018.84	\$ 18.58	\$ 38,647
5	\$ 15.90	\$ 33,077.66	\$ 19.09	\$ 39,706
6	\$ 16.41	\$ 34,136.49	\$ 19.60	\$ 40,765
7	\$ 16.92	\$ 35,195.31	\$ 20.11	\$ 41,824
8	\$ 17.43	\$ 36,254.13	\$ 20.62	\$ 42,882
9	\$ 17.94	\$ 37,312.96	\$ 21.13	\$ 43,941
10	\$ 18.45	\$ 38,371.78	\$ 21.63	\$ 45,000

Original Step Placement and Onboarding Schedule	
Years	Step
0	99
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

Safety Assistant-187 days

Step	Hourly Rate	Annual Grade MM Q3
99	\$15.53	\$ 23,227
1	\$15.91	\$ 23,806
2	\$16.50	\$ 24,689
3	\$17.09	\$ 25,572
4	\$17.68	\$ 26,456
5	\$18.27	\$ 27,339
6	\$18.87	\$ 28,223
7	\$19.46	\$ 29,106
8	\$20.05	\$ 29,989
9	\$20.64	\$ 30,873
10	\$21.23	\$ 31,756

Safety Asst II
\$29,114-\$37,848

Original Step Placement and Onboarding Schedule	
Years	Steps
0	99
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

Food Service Assistant (FSA), School Kitchen Manager (SKM), Central Kitchen Manager (CKM)-191 days

Step	FSA Hourly Rate Grade GEN B5	FSA IC Hourly Rate Grade GEN B5A	SKM Trainee Hourly Rate Grade GEN B6	SKM I Hourly Rate	SKM I Annual Grade FLT B1
99	\$ 13.17	\$13.58	\$13.68	\$15.27	\$23,335
1	\$ 13.68	\$14.09	\$14.19	\$15.78	\$24,113
2	\$ 14.19	\$14.60	\$14.70	\$16.29	\$24,891
3	\$ 14.70	\$15.11	\$15.21	\$16.80	\$25,668
4	\$ 15.21	\$15.62	\$15.72	\$17.31	\$26,446
5	\$ 15.72	\$16.13	\$16.23	\$17.82	\$27,224
6	\$ 16.23	\$16.64	\$16.74	\$18.33	\$28,002
7	\$ 16.74	\$17.14	\$17.25	\$18.83	\$28,780
8	\$ 17.25	\$17.65	\$17.76	\$19.34	\$29,557
9	\$ 17.76	\$18.16	\$18.26	\$19.85	\$30,335
10	\$ 18.26	\$18.67	\$18.77	\$20.36	\$31,113

Step	SKM II Hourly Rate	SKM II Annual Grade FLT B3	SKM III Hourly Rate	SKM III Annual Grade FLT B5	CKM II Hourly Rate	CKM II Annual Grade FLT B6
99	\$ 16.29	\$24,891	\$17.82	\$27,224	\$19.34	\$29,557
1	\$ 16.82	\$25,707	\$18.35	\$28,041	\$19.88	\$30,374
2	\$ 17.36	\$26,524	\$18.89	\$28,857	\$20.41	\$31,191
3	\$ 17.89	\$27,341	\$19.42	\$29,674	\$20.95	\$32,008
4	\$ 18.43	\$28,157	\$19.95	\$30,491	\$21.48	\$32,824
5	\$ 18.96	\$28,974	\$20.49	\$31,308	\$22.02	\$33,641
6	\$ 19.50	\$29,791	\$21.02	\$32,124	\$22.55	\$34,458
7	\$ 20.03	\$30,608	\$21.56	\$32,941	\$23.09	\$35,275
8	\$ 20.57	\$31,424	\$22.09	\$33,758	\$23.62	\$36,091
9	\$ 21.10	\$32,241	\$22.63	\$34,574	\$24.15	\$36,908
10	\$ 21.63	\$33,058	\$23.16	\$35,391	\$24.69	\$37,725

Years	Step
0	99
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

1616 -Support Staff

Steps	IT Technician I 260 days	IT Technician II 260 days	Social Work Aide II 187 days	Truck Driver/ Inventory/ Supply Clerk 260 days	Groundskeeper 260 days	Instrument Spec / Small Engine Mechanic 260 days	Information Specialist 260 days	Kitchen Driver 260 days
99	\$ 50,689	\$ 51,955	\$ 17,183	\$ 47,280	\$ 45,705	\$ 41,309	\$ 37,894	\$ 21.39
1	\$ 51,693	\$ 52,985	\$ 17,683	\$ 48,219	\$ 46,612	\$ 42,136	\$ 39,145	\$ 21.82
2	\$ 52,698	\$ 54,015	\$ 18,183	\$ 49,157	\$ 47,520	\$ 42,962	\$ 40,395	\$ 22.25
3	\$ 53,703	\$ 55,045	\$ 18,683	\$ 50,095	\$ 48,427	\$ 43,788	\$ 41,646	\$ 22.68
4	\$ 54,708	\$ 56,075	\$ 19,183	\$ 51,033	\$ 49,335	\$ 44,614	\$ 42,896	\$ 23.10
5	\$ 55,713	\$ 57,105	\$ 19,684	\$ 51,972	\$ 50,242	\$ 45,440	\$ 44,147	\$ 23.53
6	\$ 56,717	\$ 58,135	\$ 20,184	\$ 52,910	\$ 51,150	\$ 46,267	\$ 45,397	\$ 23.96
7	\$ 57,722	\$ 59,165	\$ 20,684	\$ 53,848	\$ 52,057	\$ 47,093	\$ 46,648	\$ 24.39
8	\$ 58,727	\$ 60,195	\$ 21,184	\$ 54,786	\$ 52,965	\$ 47,919	\$ 47,898	\$ 24.82
9	\$ 59,732	\$ 61,224	\$ 21,684	\$ 55,725	\$ 53,872	\$ 48,745	\$ 49,149	\$ 25.25
10	\$ 60,736	\$ 62,254	\$ 22,184	\$ 56,663	\$ 54,780	\$ 49,571	\$ 50,399	\$ 25.68

Original Step Placement
and Onboarding
Schedule

Years	Step
0	99
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

Steps	Nutrition Tech 260 days	Nutrition Tech 6 hour 260 days	Seasonal Laborer 260 days	Engine Mechanic 260 days	Auto Mechanic 260 days	Auto Mechanic Foreman 260 days
99	\$ 29,733	\$ 18,112	\$ 16.74	\$ 42,926	\$ 48,523	\$ 53,375
1	\$ 30,606	\$ 18,609	\$ 17.07	\$ 44,207	\$ 49,969	\$ 54,965
2	\$ 31,479	\$ 19,105	\$ 17.41	\$ 45,487	\$ 51,415	\$ 56,556
3	\$ 32,352	\$ 19,602	\$ 17.74	\$ 46,768	\$ 52,860	\$ 58,146
4	\$ 33,224	\$ 20,098	\$ 18.08	\$ 48,049	\$ 54,306	\$ 59,736
5	\$ 34,097	\$ 20,594	\$ 18.41	\$ 49,330	\$ 55,752	\$ 61,327
6	\$ 34,970	\$ 21,091	\$ 18.75	\$ 50,611	\$ 57,198	\$ 62,917
7	\$ 35,843	\$ 21,587	\$ 19.08	\$ 51,891	\$ 58,644	\$ 64,508
8	\$ 36,715	\$ 22,084	\$ 19.42	\$ 53,172	\$ 60,089	\$ 66,098
9	\$ 37,588	\$ 22,580	\$ 19.75	\$ 54,453	\$ 61,535	\$ 67,688
10	\$ 38,461	\$ 23,077	\$ 20.09	\$ 55,734	\$ 62,981	\$ 69,279

Clerical Staff (non ASC)

Original Step Placement and Onboarding Schedule

Step	22C Hourly Rate	A3B 10 Month Annual 200 days	A3E 11 Month Annual 220 days	A3A Hourly Rate	A3A Annual 260 days	A4E Hrly	A4E Annual 260 days
99	\$ 15.53	\$ 24,841.64	\$ 27,325.80	\$ 15.00	\$ 31,200.00	\$ 16.63	\$ 34,581.19
1	\$ 16.12	\$ 25,786.44	\$ 28,365.08	\$ 15.35	\$ 31,934.13	\$ 17.30	\$ 35,985.19
2	\$ 16.71	\$ 26,731.23	\$ 29,404.36	\$ 15.94	\$ 33,162.37	\$ 17.98	\$ 37,389.19
3	\$ 17.30	\$ 27,676.03	\$ 30,443.63	\$ 16.53	\$ 34,390.60	\$ 18.65	\$ 38,793.19
4	\$ 17.89	\$ 28,620.83	\$ 31,482.91	\$ 17.12	\$ 35,618.84	\$ 19.33	\$ 40,197.19
5	\$ 18.48	\$ 29,565.62	\$ 32,522.19	\$ 17.71	\$ 36,847.08	\$ 20.00	\$ 41,601.19
6	\$ 19.07	\$ 30,510.42	\$ 33,561.46	\$ 18.31	\$ 38,075.31	\$ 20.68	\$ 43,005.20
7	\$ 19.66	\$ 31,455.22	\$ 34,600.74	\$ 18.90	\$ 39,303.55	\$ 21.35	\$ 44,409.20
8	\$ 20.25	\$ 32,400.01	\$ 35,640.02	\$ 19.49	\$ 40,531.78	\$ 22.03	\$ 45,813.20
9	\$ 20.84	\$ 33,344.81	\$ 36,679.29	\$ 20.08	\$ 41,760.02	\$ 22.70	\$ 47,217.20
10	\$ 21.43	\$ 34,289.61	\$ 37,718.57	\$ 20.67	\$ 42,988.25	\$ 23.38	\$ 48,621.20
This group includes: Sch Secretary (Hourly)-10 MO Sch Secretary I - 10 MO Sch Secretary I - 11 MO				This group includes: Sch Secretary I - 12 MO Dupl Equip Operator I Telephone Operator		This group includes: Secretary II Dupl Equip Operator II Contracts Clerk	

Years	Step
0	99
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
17	9
18	9
19	9
20	10

Step	AF3 Hourly Rate	AF3 Annual 260 days	AF5 Hourly Rate	AF5 Annual 260 days	AF7 Hrly	AF7 Annual 260 days
99	\$ 16.05	\$ 33,374.13	\$ 18.54	\$ 38,562.37	\$ 22.43	\$ 46,651.79
1	\$ 16.61	\$ 34,543.07	\$ 19.19	\$ 39,911.31	\$ 23.02	\$ 47,890.61
2	\$ 17.17	\$ 35,712.02	\$ 19.84	\$ 41,260.25	\$ 23.62	\$ 49,129.43
3	\$ 17.73	\$ 36,880.96	\$ 20.49	\$ 42,609.20	\$ 24.22	\$ 50,368.26
4	\$ 18.29	\$ 38,049.90	\$ 21.13	\$ 43,958.14	\$ 24.81	\$ 51,607.08
5	\$ 18.86	\$ 39,218.84	\$ 21.78	\$ 45,307.08	\$ 25.41	\$ 52,845.91
6	\$ 19.42	\$ 40,387.78	\$ 22.43	\$ 46,656.02	\$ 26.00	\$ 54,084.73
7	\$ 19.98	\$ 41,556.72	\$ 23.08	\$ 48,004.96	\$ 26.60	\$ 55,323.55
8	\$ 20.54	\$ 42,725.67	\$ 23.73	\$ 49,353.90	\$ 27.19	\$ 56,562.38
9	\$ 21.10	\$ 43,894.61	\$ 24.38	\$ 50,702.85	\$ 27.79	\$ 57,801.20
10	\$ 21.67	\$ 45,063.55	\$ 25.02	\$ 52,051.79	\$ 28.38	\$ 59,040.03
This group includes: Accounting Assistant I Human Resources Assistant Payroll Assistant I			This group includes: Account Clerk II Accounting Assistant II Payroll Assistant II Data Support Assistant		This group includes: Accounting Assistant III	