

Unified Experience-Based Step Pay Scale - SY 2018-19 (2.4%)

| U07 | | | | | | | | U08 | | | | | | | | |
|--------------------------|----------------|--------------------------------|---------------------------------|---------------------------------|-------------------------------------|---------------------------------|------------------------------|--------------------------|----------------|---------------------------------|---------------------------------|---------------------------------|---|---------------------------------|------------------------------|------------------------------|
| Annual Hours → | | 1027 | 1371 | 1386 | 1415 | 1600 | 2080 | Annual Hours → | | 1027 | 1371 | 1386 | 1393 | 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 189 day 7.33hr/days | 10-mo 193 day 7.33hr/days | 10-mo 200 day 7.33hr/days | 12-mo 260 day 8hr/days | 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 | 12.3800 | 12,714 | 16,972 | 17,158 | 17,517 | | | 19,808 | 25,750 | 0 | 13.2664 | 13,624 | 18,188 | 18,387 |
| 1 | 12.4103 | 12,745 | 17,014 | 17,200 | 17,560 | 19,856 | 25,813 | 1 | 13.2988 | 13,657 | 18,232 | 18,432 | 18,525 | 18,817 | 21,278 | 27,661 |
| 2 | 12.4408 | 12,776 | 17,056 | 17,242 | 17,603 | 19,905 | 25,876 | 2 | 13.3315 | 13,691 | 18,277 | 18,477 | 18,570 | 18,864 | 21,330 | 27,729 |
| 3 | 12.5013 | 12,838 | 17,139 | 17,326 | 17,689 | 20,002 | 26,002 | 3 | 13.3963 | 13,758 | 18,366 | 18,567 | 18,661 | 18,955 | 21,434 | 27,864 |
| 4 | 12.5617 | 12,900 | 17,222 | 17,410 | 17,774 | 20,098 | 26,128 | 4 | 13.4610 | 13,824 | 18,455 | 18,656 | 18,751 | 19,047 | 21,537 | 27,998 |
| 5 | 12.6908 | 13,033 | 17,399 | 17,589 | 17,957 | 20,305 | 26,396 | 5 | 13.5993 | 13,966 | 18,644 | 18,848 | 18,943 | 19,243 | 21,758 | 28,286 |
| 6 | 12.7465 | 13,090 | 17,475 | 17,666 | 18,036 | 20,394 | 26,512 | 6 | 13.6590 | 14,027 | 18,726 | 18,931 | 19,026 | 19,327 | 21,854 | 28,410 |
| 7 | 12.8214 | 13,167 | 17,578 | 17,770 | 18,142 | 20,514 | 26,668 | 7 | 13.7393 | 14,110 | 18,836 | 19,042 | 19,138 | 19,441 | 21,982 | 28,577 |
| 8 | 12.8785 | 13,226 | 17,656 | 17,849 | 18,223 | 20,605 | 26,787 | 8 | 13.8006 | 14,173 | 18,920 | 19,127 | 19,224 | 19,527 | 22,080 | 28,705 |
| 9 | 12.9416 | 13,291 | 17,742 | 17,937 | 18,312 | 20,706 | 26,918 | 9 | 13.8681 | 14,242 | 19,013 | 19,221 | 19,318 | 19,623 | 22,188 | 28,845 |
| 10 | 13.0804 | 13,433 | 17,933 | 18,129 | 18,508 | 20,928 | 27,207 | 10 | 14.0168 | 14,395 | 19,217 | 19,427 | 19,525 | 19,833 | 22,426 | 29,154 |
| 11 | 13.2766 | 13,635 | 18,202 | 18,401 | 18,786 | 21,242 | 27,615 | 11 | 14.2270 | 14,611 | 19,505 | 19,718 | 19,818 | 20,131 | 22,763 | 29,592 |
| 12 | 13.4871 | 13,851 | 18,490 | 18,693 | 19,084 | 21,579 | 28,053 | 12 | 14.4526 | 14,842 | 19,814 | 20,031 | 20,132 | 20,450 | 23,124 | 30,061 |
| 13 | 13.7941 | 14,166 | 18,911 | 19,118 | 19,518 | 22,070 | 28,691 | 13 | 14.7816 | 15,180 | 20,265 | 20,487 | 20,590 | 20,915 | 23,650 | 30,745 |
| 14 | 14.1013 | 14,482 | 19,332 | 19,544 | 19,953 | 22,562 | 29,330 | 14 | 15.1107 | 15,518 | 20,716 | 20,943 | 21,049 | 21,381 | 24,177 | 31,430 |
| 15 | 14.4083 | 14,797 | 19,753 | 19,969 | 20,387 | 23,053 | 29,969 | 15 | 15.4397 | 15,856 | 21,167 | 21,399 | 21,507 | 21,847 | 24,703 | 32,114 |
| 16 | 14.7155 | 15,112 | 20,174 | 20,395 | 20,822 | 23,544 | 30,608 | 16 | 15.7687 | 16,194 | 21,618 | 21,855 | 21,965 | 22,312 | 25,229 | 32,798 |
| 17 | 15.0225 | 15,428 | 20,595 | 20,821 | 21,256 | 24,036 | 31,246 | 17 | 16.0977 | 16,532 | 22,069 | 22,311 | 22,424 | 22,778 | 25,756 | 33,483 |
| 18 | 15.3296 | 15,743 | 21,016 | 21,246 | 21,691 | 24,527 | 31,885 | 18 | 16.4268 | 16,870 | 22,521 | 22,767 | 22,882 | 23,243 | 26,282 | 34,167 |
| 19 | 15.6367 | 16,058 | 21,437 | 21,672 | 22,125 | 25,018 | 32,524 | 19 | 16.7558 | 17,208 | 22,972 | 23,223 | 23,340 | 23,709 | 26,809 | 34,852 |
| 20 | 15.9438 | 16,374 | 21,858 | 22,098 | 22,560 | 25,510 | 33,163 | 20 | 17.0848 | 17,546 | 23,423 | 23,679 | 23,799 | 24,174 | 27,335 | 35,536 |
| 21 | 16.2508 | 16,689 | 22,279 | 22,523 | 22,994 | 26,001 | 33,801 | 21 | 17.4138 | 17,883 | 23,874 | 24,135 | 24,257 | 24,640 | 27,862 | 36,220 |
| 22 | 16.5580 | 17,005 | 22,701 | 22,949 | 23,429 | 26,492 | 34,440 | 22 | 17.7429 | 18,221 | 24,325 | 24,591 | 24,715 | 25,106 | 28,388 | 36,905 |
| 23 | 16.8650 | 17,320 | 23,121 | 23,374 | 23,863 | 26,984 | 35,079 | 23 | 18.0719 | 18,559 | 24,776 | 25,047 | 25,174 | 25,571 | 28,915 | 37,589 |
| 24 | 17.1720 | 17,635 | 23,542 | 23,800 | 24,298 | 27,475 | 35,717 | 24 | 18.4009 | 18,897 | 25,227 | 25,503 | 25,632 | 26,037 | 29,441 | 38,273 |
| 25 | 17.4792 | 17,951 | 23,963 | 24,226 | 24,733 | 27,966 | 36,356 | 25 | 18.7309 | 19,236 | 25,680 | 25,961 | 26,092 | 26,504 | 29,969 | 38,960 |
| 26 | 17.7862 | 18,266 | 24,384 | 24,651 | 25,167 | 28,457 | 36,995 | 26 | 19.0599 | 19,574 | 26,131 | 26,417 | 26,550 | 26,969 | 30,495 | 39,644 |
| 27 | 18.0934 | 18,581 | 24,806 | 25,077 | 25,602 | 28,949 | 37,634 | 27 | 19.3890 | 19,912 | 26,582 | 26,873 | 27,008 | 27,435 | 31,022 | 40,329 |
| 28 | 18.4004 | 18,897 | 25,226 | 25,502 | 26,036 | 29,440 | 38,272 | 28 | 19.7180 | 20,250 | 27,033 | 27,329 | 27,467 | 27,900 | 31,548 | 41,013 |
| 29 | 18.7075 | 19,212 | 25,647 | 25,928 | 26,471 | 29,932 | 38,911 | 29 | 20.0470 | 20,588 | 27,484 | 27,785 | 27,925 | 28,366 | 32,075 | 41,697 |
| 30 | 19.0146 | 19,527 | 26,069 | 26,354 | 26,905 | 30,423 | 39,550 | 30 | 20.3760 | 20,926 | 27,935 | 28,241 | 28,383 | 28,832 | 32,601 | 42,382 |
| 31+ | | *ABOVE SCALE | | | | | | 31+ | | *ABOVE SCALE | | | | | | |
| | | 1027 - ALC Assist - HQ | | | 1415 - Library/Media Assist -HD/HQ | | | | | 1027 - ALC Assist - AD | | | 1415 - Library/Media Assist - AD | | | |
| | | 1600 - Baker | | | 1386 - Security Assist - HQ | | | | | 1600 - Assist Cafeteria Manager | | | 2080 - Office Assoc II | | | |
| | | 1600 - Caf Manager in Training | | | 1371 - SpEd Assist - HD | | | | | 1488 - Auxiliary Driver | | | 1600 - School Office Assoc II | | | |
| | | 1600 - Cook | | | 1371 - Tchr Assist - HQ (excl SpEd) | | | | | 2080 - Circulation Clerk | | | 2080 - School Office Assoc II - Data Tech | | | |
| | | 2080 - Custodian III | | | 2080 - Warehouse Technician | | | | | 1371 - Clinic Assist - CAN | | | 1386 - Security Assist - AD | | | |
| | | | | | | | | | | 1393 - Driver Ed Instructor | | | | | | |

For the 2018/2019 school year, the School Board approved the following compensation adjustments:
 -- Employees with 1-30 years of creditable work experience received 2.4% of their 6/30/18 base salary which included a 1.9% cost of living adjustment as well as a 0.5% experience step increase.
 -- Employees with 31+ years of creditable work experience received a 1.9% cost of living adjustment and are now considered to be "Above Scale."

Unified Experience-Based Step Pay Scale - SY 2018-19 (2.4%)

| U09 | | | | | | | | | | | | | | | U10 | | | | |
|-----------------------|---------------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|------------------------------|---------------------------------|---------------------------------|--------------------------------|---------------------------------|------------------------------|------------------------------|------------------------------|-----------------------|-------------------------|---------------------------------|------------------------------|------------------------------|--|
| Annual Hours → | | 930 | 1023 | 1116 | 1209 | 1302 | 1371 | 1386 | 1395 | 1415 | 1488 | 1768 | 2080 | Annual Hours → | | 1371 | 1600 | 2080 | |
| Creditable Yrs of Exp | Hourly Rate | 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 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 | 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 | 14.2114 | 13,216 | 14,538 | 15,859 | 17,181 | 18,503 | 19,483 | 19,697 | 19,824 | 20,109 | 21,146 | 25,125 | 29,559 | 0 | 15.2315 | 20,882 | 24,370 | 31,681 | |
| 1 | 14.2461 | 13,248 | 14,573 | 15,898 | 17,223 | 18,548 | 19,531 | 19,745 | 19,873 | 20,158 | 21,198 | 25,187 | 29,631 | 1 | 15.2688 | 20,933 | 24,430 | 31,759 | |
| 2 | 14.2811 | 13,281 | 14,609 | 15,937 | 17,265 | 18,593 | 19,579 | 19,793 | 19,922 | 20,207 | 21,250 | 25,248 | 29,704 | 2 | 15.3063 | 20,984 | 24,490 | 31,837 | |
| 3 | 14.3506 | 13,346 | 14,680 | 16,015 | 17,349 | 18,684 | 19,674 | 19,889 | 20,019 | 20,306 | 21,353 | 25,371 | 29,849 | 3 | 15.3807 | 21,086 | 24,609 | 31,991 | |
| 4 | 14.4199 | 13,410 | 14,751 | 16,092 | 17,433 | 18,774 | 19,769 | 19,985 | 20,115 | 20,404 | 21,456 | 25,494 | 29,993 | 4 | 15.4551 | 21,188 | 24,728 | 32,146 | |
| 5 | 14.5681 | 13,548 | 14,903 | 16,257 | 17,612 | 18,967 | 19,972 | 20,191 | 20,322 | 20,613 | 21,677 | 25,756 | 30,301 | 5 | 15.6139 | 21,406 | 24,982 | 32,476 | |
| 6 | 14.6320 | 13,607 | 14,968 | 16,329 | 17,690 | 19,050 | 20,060 | 20,279 | 20,411 | 20,704 | 21,772 | 25,869 | 30,434 | 6 | 15.6824 | 21,500 | 25,091 | 32,619 | |
| 7 | 14.7180 | 13,687 | 15,056 | 16,425 | 17,794 | 19,162 | 20,178 | 20,399 | 20,531 | 20,825 | 21,900 | 26,021 | 30,613 | 7 | 15.7746 | 21,626 | 25,239 | 32,811 | |
| 8 | 14.7836 | 13,748 | 15,123 | 16,498 | 17,873 | 19,248 | 20,268 | 20,490 | 20,623 | 20,918 | 21,997 | 26,137 | 30,749 | 8 | 15.8449 | 21,723 | 25,351 | 32,957 | |
| 9 | 14.8560 | 13,816 | 15,197 | 16,579 | 17,960 | 19,342 | 20,367 | 20,590 | 20,724 | 21,021 | 22,105 | 26,265 | 30,900 | 9 | 15.9225 | 21,829 | 25,476 | 33,118 | |
| 10 | 15.0153 | 13,964 | 15,360 | 16,757 | 18,153 | 19,549 | 20,585 | 20,811 | 20,946 | 21,246 | 22,342 | 26,547 | 31,231 | 10 | 16.0932 | 22,063 | 25,749 | 33,473 | |
| 11 | 15.2406 | 14,173 | 15,591 | 17,008 | 18,425 | 19,843 | 20,894 | 21,123 | 21,260 | 21,565 | 22,678 | 26,945 | 31,700 | 11 | 16.3346 | 22,394 | 26,135 | 33,975 | |
| 12 | 15.4823 | 14,398 | 15,838 | 17,278 | 18,718 | 20,157 | 21,226 | 21,458 | 21,597 | 21,907 | 23,037 | 27,372 | 32,203 | 12 | 16.5937 | 22,749 | 26,549 | 34,514 | |
| 13 | 15.8349 | 14,726 | 16,199 | 17,671 | 19,144 | 20,617 | 21,709 | 21,947 | 22,089 | 22,406 | 23,562 | 27,996 | 32,936 | 13 | 16.9715 | 23,267 | 27,154 | 35,300 | |
| 14 | 16.1875 | 15,054 | 16,559 | 18,065 | 19,570 | 21,076 | 22,193 | 22,435 | 22,581 | 22,905 | 24,087 | 28,619 | 33,670 | 14 | 17.3494 | 23,786 | 27,759 | 36,086 | |
| 15 | 16.5401 | 15,382 | 16,920 | 18,458 | 19,996 | 21,535 | 22,676 | 22,924 | 23,073 | 23,404 | 24,611 | 29,242 | 34,403 | 15 | 17.7272 | 24,303 | 28,363 | 36,872 | |
| 16 | 16.8926 | 15,710 | 17,281 | 18,852 | 20,423 | 21,994 | 23,159 | 23,413 | 23,565 | 23,903 | 25,136 | 29,866 | 35,136 | 16 | 18.1050 | 24,821 | 28,968 | 37,658 | |
| 17 | 17.2452 | 16,038 | 17,641 | 19,245 | 20,849 | 22,453 | 23,643 | 23,901 | 24,057 | 24,401 | 25,660 | 30,489 | 35,870 | 17 | 18.4829 | 25,340 | 29,572 | 38,444 | |
| 18 | 17.5978 | 16,365 | 18,002 | 19,639 | 21,275 | 22,912 | 24,126 | 24,390 | 24,548 | 24,900 | 26,185 | 31,112 | 36,603 | 18 | 18.8607 | 25,858 | 30,177 | 39,230 | |
| 19 | 17.9503 | 16,693 | 18,363 | 20,032 | 21,701 | 23,371 | 24,609 | 24,879 | 25,040 | 25,399 | 26,710 | 31,736 | 37,336 | 19 | 19.2386 | 26,376 | 30,781 | 40,016 | |
| 20 | 18.3029 | 17,021 | 18,723 | 20,426 | 22,128 | 23,830 | 25,093 | 25,367 | 25,532 | 25,898 | 27,234 | 32,359 | 38,070 | 20 | 19.6164 | 26,894 | 31,386 | 40,802 | |
| 21 | 18.6555 | 17,349 | 19,084 | 20,819 | 22,554 | 24,289 | 25,576 | 25,856 | 26,024 | 26,397 | 27,759 | 32,982 | 38,803 | 21 | 19.9943 | 27,412 | 31,990 | 41,588 | |
| 22 | 19.0080 | 17,677 | 19,445 | 21,212 | 22,980 | 24,748 | 26,059 | 26,345 | 26,516 | 26,896 | 28,283 | 33,606 | 39,536 | 22 | 20.3721 | 27,930 | 32,595 | 42,373 | |
| 23 | 19.3606 | 18,005 | 19,805 | 21,606 | 23,406 | 25,207 | 26,543 | 26,833 | 27,008 | 27,395 | 28,808 | 34,229 | 40,270 | 23 | 20.7499 | 28,448 | 33,199 | 43,159 | |
| 24 | 19.7132 | 18,333 | 20,166 | 21,999 | 23,833 | 25,666 | 27,026 | 27,322 | 27,499 | 27,894 | 29,333 | 34,852 | 41,003 | 24 | 21.1278 | 28,966 | 33,804 | 43,945 | |
| 25 | 20.0656 | 18,661 | 20,527 | 22,393 | 24,259 | 26,125 | 27,509 | 27,810 | 27,991 | 28,392 | 29,857 | 35,475 | 41,736 | 25 | 21.5056 | 29,484 | 34,408 | 44,731 | |
| 26 | 20.4182 | 18,988 | 20,887 | 22,786 | 24,685 | 26,584 | 27,993 | 28,299 | 28,483 | 28,891 | 30,382 | 36,099 | 42,469 | 26 | 21.8835 | 30,002 | 35,013 | 45,517 | |
| 27 | 20.7708 | 19,316 | 21,248 | 23,180 | 25,111 | 27,043 | 28,476 | 28,788 | 28,975 | 29,390 | 30,906 | 36,722 | 43,203 | 27 | 22.2613 | 30,520 | 35,618 | 46,303 | |
| 28 | 21.1233 | 19,644 | 21,609 | 23,573 | 25,538 | 27,502 | 28,960 | 29,276 | 29,467 | 29,889 | 31,431 | 37,345 | 43,936 | 28 | 22.6392 | 31,038 | 36,222 | 47,089 | |
| 29 | 21.4759 | 19,972 | 21,969 | 23,967 | 25,964 | 27,961 | 29,443 | 29,765 | 29,958 | 30,388 | 31,956 | 37,969 | 44,669 | 29 | 23.0170 | 31,556 | 36,827 | 47,875 | |
| 30 | 21.8285 | 20,300 | 22,330 | 24,360 | 26,390 | 28,420 | 29,926 | 30,254 | 30,450 | 30,887 | 32,480 | 38,592 | 45,403 | 30 | 23.3948 | 32,074 | 37,431 | 48,661 | |
| 31+ | | *ABOVE SCALE | | | | | | | | | | | | 31+ | | *ABOVE SCALE | | | |
| 1027 - | ALC Assist - BD | | | 930 - | Bus Driver @ 5 hrs | | | 1386 - | Security Assist - BD | | | | | 1600 - | Cafeteria Manager I | | | | |
| 1371 - | Clinic Assist - EMT | | | 1023 - | Bus Driver @ 5.5 hrs | | | 2080 - | Security Officer | | | | | 2080 - | Carpentry Craftsman I | | | | |
| 2080 - | Custodian IV | | | 1116 - | Bus Driver @ 6 hrs | | | 1371 - | SpEd Assist - AD | | | | | 1371 - | Clinic Assist - LPN | | | | |
| 2080 - | Distribution Driver | | | 1209 - | Bus Driver @ 6.5 hrs | | | 1768 - | Student Residency Verifier | | | | | 2080 - | Fleet Technician I | | | | |
| 2080 - | Duplication Technician | | | 1302 - | Bus Driver @ 7 hrs | | | 1371 - | Tchr Assist - BD (excl SpEd) | | | | | 2080 - | Maintenance Craftsman I | | | | |
| 1386 - | ISS Coordinator | | | 1395 - | Bus Driver @ 7.5 hrs | | | 2080 - | Transportation Dispatcher | | | | | 2080 - | Painter Craftsman I | | | | |
| 1415 - | Library/Media Assist - BD | | | 1488 - | Bus Driver @ 8 hrs | | | | | | | | | 2080 - | School Rentals Assist | | | | |
| | | | | | | | | | | | | | | 1371 - | SpEd Assist - BD | | | | |

For the 2018/2019 school year, the School Board approved the following compensation adjustments:
 -- Employees with 1-30 years of creditable work experience received 2.4% of their 6/30/18 base salary which included a 1.9% cost of living adjustment as well as a 0.5% experience step increase.
 -- Employees with 31+ years of creditable work experience received a 1.9% cost of living adjustment and are now considered to be **"Above Scale."**

Unified Experience-Based Step Pay Scale - SY 2018-19 (2.4%)

| Grade 11 | | | | | U12 | | | | | U13 | | | | | |
|-----------------------------------|-------------|---------------------------------|------------------------|-----------------------------------|-----------------------|-----------------------------------|---------------------------|----------------------------------|------------------------|--------------------------------------|-----------------------|---------------------|------------------------|------------------------|--|
| Annual Hours | → | 1600 | 2080 | | Annual Hours | → | 1309 | 1600 | 2080 | | Annual Hours | → | 1309 | 2080 | |
| Creditable Yrs of Exp | Hourly Rate | 10-mo 200 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 | | Creditable Yrs of Exp | Hourly Rate | 10-mo 187 days 7hr/day | 12-mo 260 days 8hr/day | |
| 0 | 16.3192 | 26,110 | 33,943 | | 0 | 17.4818 | 22,883 | 27,970 | 36,362 | | 0 | 18.7370 | 24,526 | 38,972 | |
| 1 | 16.3592 | 26,174 | 34,027 | | 1 | 17.5246 | 22,939 | 28,039 | 36,451 | | 1 | 18.7829 | 24,586 | 39,068 | |
| 2 | 16.3993 | 26,238 | 34,110 | | 2 | 17.5677 | 22,996 | 28,108 | 36,540 | | 2 | 18.8290 | 24,647 | 39,164 | |
| 3 | 16.4790 | 26,366 | 34,276 | | 3 | 17.6531 | 23,107 | 28,244 | 36,718 | | 3 | 18.9205 | 24,766 | 39,354 | |
| 4 | 16.5586 | 26,493 | 34,441 | | 4 | 17.7384 | 23,219 | 28,381 | 36,895 | | 4 | 19.0120 | 24,886 | 39,544 | |
| 5 | 16.7288 | 26,766 | 34,795 | | 5 | 17.9207 | 23,458 | 28,673 | 37,275 | | 5 | 19.2073 | 25,142 | 39,951 | |
| 6 | 16.8022 | 26,883 | 34,948 | | 6 | 17.9993 | 23,561 | 28,798 | 37,438 | | 6 | 19.2916 | 25,252 | 40,126 | |
| 7 | 16.9010 | 27,041 | 35,154 | | 7 | 18.1051 | 23,699 | 28,968 | 37,658 | | 7 | 19.4050 | 25,401 | 40,362 | |
| 8 | 16.9763 | 27,162 | 35,310 | | 8 | 18.1858 | 23,805 | 29,097 | 37,826 | | 8 | 19.4915 | 25,514 | 40,542 | |
| 9 | 17.0594 | 27,295 | 35,483 | | 9 | 18.2749 | 23,921 | 29,239 | 38,011 | | 9 | 19.5869 | 25,639 | 40,740 | |
| 10 | 17.2424 | 27,587 | 35,864 | | 10 | 18.4708 | 24,178 | 29,553 | 38,419 | | 10 | 19.7970 | 25,914 | 41,177 | |
| 11 | 17.5010 | 28,001 | 36,402 | | 11 | 18.7479 | 24,541 | 29,996 | 38,995 | | 11 | 20.0939 | 26,302 | 41,795 | |
| 12 | 17.7786 | 28,445 | 36,979 | | 12 | 19.0453 | 24,930 | 30,472 | 39,614 | | 12 | 20.4125 | 26,719 | 42,458 | |
| 13 | 18.1835 | 29,093 | 37,821 | | 13 | 19.4790 | 25,498 | 31,166 | 40,516 | | 13 | 20.8773 | 27,328 | 43,424 | |
| 14 | 18.5883 | 29,741 | 38,663 | | 14 | 19.9127 | 26,065 | 31,860 | 41,418 | | 14 | 21.3420 | 27,936 | 44,391 | |
| 15 | 18.9931 | 30,388 | 39,505 | | 15 | 20.3463 | 26,633 | 32,554 | 42,320 | | 15 | 21.8068 | 28,545 | 45,358 | |
| 16 | 19.3980 | 31,036 | 40,347 | | 16 | 20.7800 | 27,201 | 33,248 | 43,222 | | 16 | 22.2715 | 29,153 | 46,324 | |
| 17 | 19.8028 | 31,684 | 41,189 | | 17 | 21.2137 | 27,768 | 33,941 | 44,124 | | 17 | 22.7363 | 29,761 | 47,291 | |
| 18 | 20.2077 | 32,332 | 42,032 | | 18 | 21.6474 | 28,336 | 34,635 | 45,026 | | 18 | 23.2010 | 30,370 | 48,258 | |
| 19 | 20.6125 | 32,980 | 42,874 | | 19 | 22.0811 | 28,904 | 35,329 | 45,928 | | 19 | 23.6658 | 30,978 | 49,224 | |
| 20 | 21.0173 | 33,627 | 43,715 | | 20 | 22.5148 | 29,471 | 36,023 | 46,830 | | 20 | 24.1305 | 31,586 | 50,191 | |
| 21 | 21.4222 | 34,275 | 44,558 | | 21 | 22.9485 | 30,039 | 36,717 | 47,732 | | 21 | 24.5953 | 32,195 | 51,158 | |
| 22 | 21.8270 | 34,923 | 45,400 | | 22 | 23.3821 | 30,607 | 37,411 | 48,634 | | 22 | 25.0601 | 32,803 | 52,125 | |
| 23 | 22.2318 | 35,570 | 46,242 | | 23 | 23.8158 | 31,174 | 38,105 | 49,536 | | 23 | 25.5248 | 33,411 | 53,091 | |
| 24 | 22.6367 | 36,218 | 47,084 | | 24 | 24.2495 | 31,742 | 38,799 | 50,438 | | 24 | 25.9896 | 34,020 | 54,058 | |
| 25 | 23.0414 | 36,866 | 47,926 | | 25 | 24.6831 | 32,310 | 39,492 | 51,340 | | 25 | 26.4543 | 34,628 | 55,024 | |
| 26 | 23.4462 | 37,513 | 48,768 | | 26 | 25.1168 | 32,877 | 40,186 | 52,242 | | 26 | 26.9191 | 35,237 | 55,991 | |
| 27 | 23.8511 | 38,161 | 49,610 | | 27 | 25.5504 | 33,445 | 40,880 | 53,144 | | 27 | 27.3838 | 35,845 | 56,958 | |
| 28 | 24.2559 | 38,809 | 50,452 | | 28 | 25.9841 | 34,013 | 41,574 | 54,046 | | 28 | 27.8486 | 36,453 | 57,925 | |
| 29 | 24.6608 | 39,457 | 51,294 | | 29 | 26.4178 | 34,580 | 42,268 | 54,949 | | 29 | 28.3133 | 37,062 | 58,891 | |
| 30 | 25.0656 | 40,104 | 52,136 | | 30 | 26.8515 | 35,148 | 42,962 | 55,851 | | 30 | 28.7781 | 37,670 | 59,858 | |
| 31+ | | *ABOVE SCALE | | | 31+ | | *ABOVE SCALE | | | 31+ | | *ABOVE SCALE | | | |
| 2080 - Admin Office Assoc I | | 2080 - Food Service Craftsman I | | 2080 - Accounts Payable Tech | | 2080 - Inventory Technician | | 2080 - Accounting Technician | | 2080 - Insurance Claims Analyst | | | | | |
| 2080 - Assist Warehouse Manager | | 2080 - Human Resources Assoc | | 2080 - Admin Office Assoc II | | 2080 - Licensure Analyst | | 2080 - Boiler Craftsman II | | 1309 - Interpreter I | | | | | |
| 2080 - Bookkeeper - MS | | 2080 - HVAC Craftsman I | | 2080 - Benefits Assistant | | 2080 - Maintenance Craftsman II | | 2080 - Customer Support Tech II | | 2080 - Machinist Craftsman II | | | | | |
| 2080 - Bus Driver Trainer | | 2080 - Library Cataloger | | 2080 - Bookkeeper - HS | | 2080 - Painter Craftsman II | | 2080 - Data Management Analyst | | 2080 - Plumbing Craftsman II | | | | | |
| 1600 - Cafeteria Manager II | | 2080 - Pest Control Technician | | 2080 - Building Operations Supvrs | | 2080 - Payroll Assistant | | 2080 - Electrical Craftsman II | | 2080 - Procurement Assist III | | | | | |
| 2080 - Customer Support Tech I | | 2080 - Plumbing Craftsman I | | 1600 - Cafeteria Manager III | | 2080 - Research/Eval/Assess Asst | | 2080 - Electronics Craftsman II | | 2080 - Testing Assistant | | | | | |
| 2080 - Data Processing Specialist | | 2080 - Procurement Assistant II | | 2080 - Carpentry Craftsman II | | 2080 - School Admin Assoc II - HS | | 2080 - Executive office Assoc I | | 2080 - Warehouse & Distribution Tech | | | | | |
| 2080 - Electrical Craftsman I | | 2080 - School Admin Assoc I | | 2080 - Fleet Technician II | | 2080 - Substitute Office Assoc | | 2080 - Fleet Technician III | | 2080 - Warehouse Manager | | | | | |
| 2080 - Employee Relations Assoc | | 2080 - Teacher Prod Center Tech | | 1309 - Interpreter | | 2080 - Technology Support Tech | | 2080 - Food Service Craftsman II | | 2080 - Workers Comp Claims Analyst | | | | | |
| 2080 - Financial Assistant | | 2080 - Web Page Design Tech | | | | | | 2080 - HVAC Craftsman II | | | | | | | |

For the 2018/2019 school year, the School Board approved the following compensation adjustments:
 - Employees with 1-30 years of creditable work experience received 2.4% of their 6/30/18 base salary which included a 1.9% cost of living adjustment as well as a 0.5% experience step increase.
 - Employees with 31+ years of creditable work experience received a 1.9% cost of living adjustment and are now considered to be "Above Scale."

Unified Experience-Based Step Pay Scale - SY 2018-19 (2.4%)

| 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 | 20.0747 | 26,277 | 41,755 | 0 | 21.5054 | 32,000 | 44,731 | 0 | 23.0448 | 30,165 | 47,933 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 20.1238 | 26,342 | 41,857 | 1 | 21.5580 | 32,078 | 44,840 | 1 | 23.1012 | 30,239 | 48,050 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 20.1732 | 26,406 | 41,960 | 2 | 21.6110 | 32,157 | 44,950 | 2 | 23.1580 | 30,313 | 48,168 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 20.2213 | 26,535 | 42,164 | 3 | 21.7161 | 32,313 | 45,169 | 3 | 23.2706 | 30,461 | 48,402 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 20.3692 | 26,663 | 42,367 | 4 | 21.8210 | 32,469 | 45,387 | 4 | 23.3830 | 30,608 | 48,636 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 20.5785 | 26,937 | 42,803 | 5 | 22.0452 | 32,803 | 45,854 | 5 | 23.6233 | 30,922 | 49,136 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | 20.6689 | 27,055 | 42,991 | 6 | 22.1420 | 32,947 | 46,055 | 6 | 23.7270 | 31,058 | 49,352 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | 20.7904 | 27,214 | 43,244 | 7 | 22.2721 | 33,140 | 46,325 | 7 | 23.8665 | 31,241 | 49,642 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 | 20.8830 | 27,335 | 43,436 | 8 | 22.3714 | 33,288 | 46,532 | 8 | 23.9728 | 31,380 | 49,863 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 | 20.9853 | 27,469 | 43,649 | 9 | 22.4809 | 33,451 | 46,760 | 9 | 24.0902 | 31,534 | 50,107 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 | 21.2103 | 27,764 | 44,117 | 10 | 22.7220 | 33,810 | 47,261 | 10 | 24.3485 | 31,872 | 50,644 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 | 21.5284 | 28,180 | 44,779 | 11 | 23.0628 | 34,317 | 47,970 | 11 | 24.7137 | 32,350 | 51,404 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 | 21.8698 | 28,627 | 45,489 | 12 | 23.4285 | 34,861 | 48,731 | 12 | 25.1057 | 32,863 | 52,219 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13 | 22.3677 | 29,279 | 46,524 | 13 | 23.9619 | 35,655 | 49,840 | 13 | 25.6773 | 33,611 | 53,408 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 | 22.8656 | 29,931 | 47,560 | 14 | 24.4953 | 36,449 | 50,950 | 14 | 26.2489 | 34,359 | 54,597 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 | 23.3635 | 30,582 | 48,596 | 15 | 25.0287 | 37,242 | 52,059 | 15 | 26.8206 | 35,108 | 55,786 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 | 23.8614 | 31,234 | 49,631 | 16 | 25.5622 | 38,036 | 53,169 | 16 | 27.3922 | 35,856 | 56,975 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 | 24.3594 | 31,886 | 50,667 | 17 | 26.0956 | 38,830 | 54,278 | 17 | 27.9638 | 36,604 | 58,164 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 | 24.8573 | 32,538 | 51,703 | 18 | 26.6290 | 39,623 | 55,388 | 18 | 28.5355 | 37,352 | 59,353 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 | 25.3552 | 33,189 | 52,738 | 19 | 27.1624 | 40,417 | 56,497 | 19 | 29.1071 | 38,101 | 60,542 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 | 25.8531 | 33,841 | 53,774 | 20 | 27.6958 | 41,211 | 57,607 | 20 | 29.6787 | 38,849 | 61,731 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21 | 26.3510 | 34,493 | 54,810 | 21 | 28.2292 | 42,005 | 58,716 | 21 | 30.2504 | 39,597 | 62,920 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22 | 26.8489 | 35,145 | 55,845 | 22 | 28.7627 | 42,798 | 59,826 | 22 | 30.8220 | 40,345 | 64,109 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 23 | 27.3468 | 35,796 | 56,881 | 23 | 29.2961 | 43,592 | 60,935 | 23 | 31.3936 | 41,094 | 65,298 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 24 | 27.8447 | 36,448 | 57,916 | 24 | 29.8295 | 44,386 | 62,045 | 24 | 31.9653 | 41,842 | 66,487 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25 | 28.3427 | 37,100 | 58,952 | 25 | 30.3633 | 45,180 | 63,155 | 25 | 32.5369 | 42,590 | 67,676 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 26 | 28.8406 | 37,752 | 59,988 | 26 | 30.8967 | 45,974 | 64,265 | 26 | 33.1085 | 43,339 | 68,865 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 27 | 29.3385 | 38,404 | 61,024 | 27 | 31.4301 | 46,767 | 65,374 | 27 | 33.6802 | 44,087 | 70,054 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 28 | 29.8364 | 39,055 | 62,059 | 28 | 31.9635 | 47,561 | 66,484 | 28 | 34.2518 | 44,835 | 71,243 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 29 | 30.3343 | 39,707 | 63,095 | 29 | 32.4969 | 48,355 | 67,593 | 29 | 34.8234 | 45,583 | 72,432 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 30 | 30.8322 | 40,359 | 64,130 | 30 | 33.0304 | 49,149 | 68,703 | 30 | 35.3950 | 46,332 | 73,621 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 31+ | *ABOVE SCALE | | | 31+ | *ABOVE SCALE | | | 31+ | *ABOVE SCALE | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 - Assist 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 | 1309 - Interpreter III | 2080 - Network Technician II | 2080 - Nutritional/Training Coordinator | 2080 - Occupational Safety Specialist | 2080 - Procurement Card Program Mgr | 2080 - Procurement Systems Specialist | 2080 - Supervising Cafeteria Manager | 2080 - Technical Contract Manager | 2080 - TV Operations Technician |

For the 2018/2019 school year, the School Board approved the following compensation adjustments:

- Employees with 1-30 years of creditable work experience received 2.4% of their 6/30/18 base salary which included a 1.9% cost of living adjustment as well as a 0.5% experience step increase.
- Employees with 31+ years of creditable work experience received a 1.9% cost of living adjustment and are now considered to be **"Above Scale."**

Unified Experience-Based Step Pay Scale - SY 2018-19 (2.4%)

| U17 | | | U18 | | | | |
|-----------------------|---|-------------------------------|-----------------------|---|--|------------------------------|------------------------------|
| Ann Hours | 1768 | 2080 | Ann Hours | 1408 | 1600 | 1768 | 2080 |
| Creditable Yrs of Exp | 11-mo 221 days 8hr/day | 12-mo 260 days 8hr/day | 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 | 43,656 | 51,360 | 0 | 37,252 | 42,331 | 46,776 | 55,031 |
| 1 | 43,763 | 51,486 | 1 | 37,343 | 42,435 | 46,891 | 55,166 |
| 2 | 43,870 | 51,612 | 2 | 37,434 | 42,539 | 47,006 | 55,301 |
| 3 | 44,084 | 51,863 | 3 | 37,616 | 42,746 | 47,234 | 55,570 |
| 4 | 44,297 | 52,114 | 4 | 37,798 | 42,952 | 47,463 | 55,838 |
| 5 | 44,752 | 52,650 | 5 | 38,187 | 43,394 | 47,950 | 56,412 |
| 6 | 44,948 | 52,881 | 6 | 38,354 | 43,584 | 48,161 | 56,660 |
| 7 | 45,213 | 53,191 | 7 | 38,580 | 43,840 | 48,444 | 56,993 |
| 8 | 45,414 | 53,428 | 8 | 38,751 | 44,036 | 48,660 | 57,247 |
| 9 | 45,637 | 53,690 | 9 | 38,941 | 44,252 | 48,898 | 57,527 |
| 10 | 46,126 | 54,266 | 10 | 39,359 | 44,726 | 49,422 | 58,144 |
| 11 | 46,818 | 55,080 | 11 | 39,949 | 45,397 | 50,164 | 59,016 |
| 12 | 47,560 | 55,953 | 12 | 40,583 | 46,117 | 50,959 | 59,952 |
| 13 | 48,643 | 57,227 | 13 | 41,507 | 47,167 | 52,120 | 61,317 |
| 14 | 49,726 | 58,501 | 14 | 42,431 | 48,217 | 53,280 | 62,683 |
| 15 | 50,808 | 59,775 | 15 | 43,355 | 49,267 | 54,440 | 64,048 |
| 16 | 51,891 | 61,048 | 16 | 44,279 | 50,317 | 55,601 | 65,413 |
| 17 | 52,974 | 62,322 | 17 | 45,203 | 51,368 | 56,761 | 66,778 |
| 18 | 54,057 | 63,596 | 18 | 46,128 | 52,418 | 57,922 | 68,143 |
| 19 | 55,139 | 64,870 | 19 | 47,052 | 53,468 | 59,082 | 69,508 |
| 20 | 56,222 | 66,144 | 20 | 47,976 | 54,518 | 60,242 | 70,873 |
| 21 | 57,305 | 67,418 | 21 | 48,900 | 55,568 | 61,403 | 72,239 |
| 22 | 58,388 | 68,692 | 22 | 49,824 | 56,618 | 62,563 | 73,604 |
| 23 | 59,471 | 69,966 | 23 | 50,748 | 57,668 | 63,724 | 74,969 |
| 24 | 60,553 | 71,239 | 24 | 51,672 | 58,718 | 64,884 | 76,334 |
| 25 | 61,639 | 72,517 | 25 | 52,596 | 59,768 | 66,044 | 77,699 |
| 26 | 62,722 | 73,791 | 26 | 53,520 | 60,819 | 67,205 | 79,064 |
| 27 | 63,805 | 75,065 | 27 | 54,444 | 61,869 | 68,365 | 80,430 |
| 28 | 64,888 | 76,338 | 28 | 55,369 | 62,919 | 69,525 | 81,795 |
| 29 | 65,970 | 77,612 | 29 | 56,293 | 63,969 | 70,686 | 83,160 |
| 30 | 67,053 | 78,886 | 30 | 57,217 | 65,019 | 71,846 | 84,525 |
| 31+ | *ABOVE SCALE | | 31+ | *ABOVE SCALE | | | |
| | 2080 - Budget Analyst | 2080 - Supervisor Carpentry | | 2080 - Audiologist | 2080 - Programmer/Analyst | | |
| | 2080 - Construction Inspector - Sr | 2080 - Supervisor Electrical | | 2080 - Family Engagement Specialist | 2080 - School Improvement Specialist (HS) | | |
| | 2080 - Geographic Info Sys (GIS) Analyst | 2080 - Supervisor Electronics | | 2080 - Foundation Transition Planner | 1408 - School Nurse | | |
| | 2080 - Interpreter Specialist | 2080 - Supervisor HVAC | | 2080 - Guidance Department Chair | 1600 - Student Activities Coordinator (MS) | | |
| | 2080 - Network Administrator | 2080 - Supervisor Maintenance | | 2080 - Human Resources Marketing Specialist | 2080 - Transportation Area Supervisor | | |
| | 2080 - Procurement Specialist I | 2080 - Supervisor Night Crew | | 2080 - Occupational Health and Safety Specialist | 2080 - Webmaster | | |
| | 2080 - School Improvement Specialist (MS) | 2080 - Supervisor Plumbing | | 2080 - Opportunity Inc. STEM Grant Specialist | | | |
| | 1768 - Student Support Specialist | | | 1768 - Positive Behav'l Interven & Suprt (PBIS) Coach | | | |

For the 2018/2019 school year, the School Board approved the following compensation adjustments:

- Employees with 1-30 years of creditable work experience received 2.4% of their 6/30/18 base salary which included a 1.9% cost of living adjustment as well as a 0.5% experience step increase.
- Employees with 31+ years of creditable work experience received a 1.9% cost of living adjustment and are now considered to be **"Above Scale."**

Unified Experience-Based Step Pay Scale - SY 2018-19 (2.4%)

| 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 | 45,369 | 50,133 | 58,980 | 0 | 63,190 | 0 | 67,714 | | |
| 1 | 45,480 | 50,255 | 59,124 | 1 | 63,344 | 1 | 67,880 | | |
| 2 | 45,592 | 50,379 | 59,269 | 2 | 63,500 | 2 | 68,047 | | |
| 3 | 45,813 | 50,624 | 59,558 | 3 | 63,809 | 3 | 68,378 | | |
| 4 | 46,035 | 50,868 | 59,845 | 4 | 64,117 | 4 | 68,708 | | |
| 5 | 46,508 | 51,391 | 60,460 | 5 | 64,776 | 5 | 69,414 | | |
| 6 | 46,712 | 51,617 | 60,726 | 6 | 65,060 | 6 | 69,719 | | |
| 7 | 46,987 | 51,920 | 61,083 | 7 | 65,443 | 7 | 70,129 | | |
| 8 | 47,196 | 52,152 | 61,355 | 8 | 65,734 | 8 | 70,441 | | |
| 9 | 47,427 | 52,407 | 61,655 | 9 | 66,056 | 9 | 70,786 | | |
| 10 | 47,936 | 52,969 | 62,316 | 10 | 66,764 | 10 | 71,545 | | |
| 11 | 48,655 | 53,763 | 63,251 | 11 | 67,766 | 11 | 72,618 | | |
| 12 | 49,426 | 54,616 | 64,254 | 12 | 68,841 | 12 | 73,770 | | |
| 13 | 50,552 | 55,860 | 65,718 | 13 | 70,408 | 13 | 75,450 | | |
| 14 | 51,677 | 57,103 | 67,181 | 14 | 71,976 | 14 | 77,130 | | |
| 15 | 52,803 | 58,347 | 68,644 | 15 | 73,543 | 15 | 78,810 | | |
| 16 | 53,928 | 59,591 | 70,107 | 16 | 75,110 | 16 | 80,489 | | |
| 17 | 55,054 | 60,834 | 71,570 | 17 | 76,678 | 17 | 82,169 | | |
| 18 | 56,179 | 62,078 | 73,033 | 18 | 78,245 | 18 | 83,849 | | |
| 19 | 57,305 | 63,322 | 74,496 | 19 | 79,813 | 19 | 85,529 | | |
| 20 | 58,430 | 64,565 | 75,959 | 20 | 81,380 | 20 | 87,208 | | |
| 21 | 59,556 | 65,809 | 77,422 | 21 | 82,948 | 21 | 88,888 | | |
| 22 | 60,681 | 67,052 | 78,885 | 22 | 84,515 | 22 | 90,568 | | |
| 23 | 61,806 | 68,296 | 80,348 | 23 | 86,083 | 23 | 92,248 | | |
| 24 | 62,932 | 69,540 | 81,812 | 24 | 87,650 | 24 | 93,927 | | |
| 25 | 64,057 | 70,783 | 83,274 | 25 | 89,218 | 25 | 95,606 | | |
| 26 | 65,182 | 72,026 | 84,737 | 26 | 90,785 | 26 | 97,285 | | |
| 27 | 66,308 | 73,270 | 86,200 | 27 | 92,353 | 27 | 98,965 | | |
| 28 | 67,433 | 74,514 | 87,663 | 28 | 93,920 | 28 | 100,645 | | |
| 29 | 68,559 | 75,757 | 89,126 | 29 | 95,488 | 29 | 102,325 | | |
| 30 | 69,684 | 77,001 | 90,590 | 30 | 97,055 | 30 | 104,005 | | |
| 31+ | *ABOVE SCALE | | | 31+ | *ABOVE SCALE | | 31+ | *ABOVE SCALE | |
| 2080 - | Accountant - Principal | 1600 - | Physical Therapist | Assistant Principal ES | Asst Director Environ Resources | Demographer / GIS Manager | | | |
| 2080 - | Assistant Payroll Supervisor | 2080 - | Pos Behav'l Interven & Supports Spec | Educational Data Specialist | Asst Director School Plant | Information Security Manager | | | |
| 2080 - | Benefits Program Specialist | 2080 - | Procurement Specialist II | Financial Mgmt Specialist | Assistant Principal MS | Mechanical Systems Engineer | | | |
| 2080 - | Coordinator Distribution Services | 1600 - | Psychologist | Food Services Operations Supervisor | Coord Purchasing | Payroll Supervisor | | | |
| 2080 - | Coordinator Maintenance | 1600 - | School Social Worker | Grants Manager | Coord Safety & Loss Control | Project Manager-Infor. Serv. | | | |
| 2080 - | Coordinator Mechanical Systems | 2080 - | School-to-Work Transition Supervisor | HR Info Systems Specialist | Coord Technical Applications | Risk Manager | | | |
| 2080 - | Coordinator Special Projects | 2080 - | Specialist Professional Learning | Programmer/Analyst - Sr | Coord Transportation | Staff Architect | | | |
| 2080 - | Fleet Manager | 2080 - | Student Activities Coordinator (HS) | Project Mgr - Construction | Dean of Students (MS) | Systems Engineer Supervisor | | | |
| 2080 - | Instructional Specialist | 2080 - | Supervisor Construction | Student Info Sys Specialist | | | | | |
| 2080 - | Instructional Specialist | 2080 - | Systems Administrator | Sustainability Officer | | | | | |
| 2080 - | Internal Auditor | 2080 - | Systems Engineer | Systems Analyst | | | | | |
| 1600 - | Occupational Therapist | | | Transportation Sys Specialist | | | | | |

For the 2018/2019 school year, the School Board approved the following compensation adjustments:

-- Employees with 1-30 years of creditable work experience received 2.4% of their 6/30/18 base salary which included a 1.9% cost of living adjustment as well as a 0.5% experience step increase.

-- Employees with 31+ years of creditable work experience received a 1.9% cost of living adjustment and are now considered to be **"Above Scale."**

Unified Experience-Based Step Pay Scale - SY 2018-19 (2.4%)

| U22 | | | U23 | | | U24 | |
|-------------------------------|------------------------------|--|--|----------------------------------|--|--|------------------------------|
| 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 | 72,551 | | 0 | 77,735 | | 0 | 83,303 |
| 1 | 72,729 | | 1 | 77,926 | | 1 | 83,507 |
| 2 | 72,907 | | 2 | 78,117 | | 2 | 83,712 |
| 3 | 73,262 | | 3 | 78,497 | | 3 | 84,119 |
| 4 | 73,616 | | 4 | 78,876 | | 4 | 84,525 |
| 5 | 74,372 | | 5 | 79,687 | | 5 | 85,394 |
| 6 | 74,699 | | 6 | 80,036 | | 6 | 85,769 |
| 7 | 75,138 | | 7 | 80,507 | | 7 | 86,273 |
| 8 | 75,473 | | 8 | 80,866 | | 8 | 86,657 |
| 9 | 75,842 | | 9 | 81,262 | | 9 | 87,082 |
| 10 | 76,655 | | 10 | 82,133 | | 10 | 88,015 |
| 11 | 77,805 | | 11 | 83,365 | | 11 | 89,336 |
| 12 | 79,039 | | 12 | 84,687 | | 12 | 90,753 |
| 13 | 80,838 | | 13 | 86,615 | | 13 | 92,819 |
| 14 | 82,638 | | 14 | 88,543 | | 14 | 94,885 |
| 15 | 84,437 | | 15 | 90,472 | | 15 | 96,952 |
| 16 | 86,237 | | 16 | 92,400 | | 16 | 99,018 |
| 17 | 88,036 | | 17 | 94,328 | | 17 | 101,085 |
| 18 | 89,836 | | 18 | 96,256 | | 18 | 103,151 |
| 19 | 91,635 | | 19 | 98,185 | | 19 | 105,218 |
| 20 | 93,435 | | 20 | 100,113 | | 20 | 107,284 |
| 21 | 95,234 | | 21 | 102,041 | | 21 | 109,351 |
| 22 | 97,034 | | 22 | 103,969 | | 22 | 111,417 |
| 23 | 98,833 | | 23 | 105,898 | | 23 | 113,483 |
| 24 | 100,633 | | 24 | 107,826 | | 24 | 115,550 |
| 25 | 102,433 | | 25 | 109,754 | | 25 | 117,615 |
| 26 | 104,233 | Coord Food Services | 26 | 111,682 | | 26 | 119,681 |
| 27 | 106,032 | Coord Grants Development | 27 | 113,611 | | 27 | 121,748 |
| 28 | 107,832 | Coord Health Services | 28 | 115,539 | | 28 | 123,814 |
| 29 | 109,632 | Coord Military Con'd & Acad Suprt Prog | 29 | 117,467 | | 29 | 125,881 |
| 30 | 111,431 | Coord Parent and Stakeholder Svcs | 30 | 119,395 | | 30 | 127,947 |
| 30 | 111,431 | Coord Planetarium | | | | | |
| 31+ | *ABOVE SCALE | Coord Policy and Constituent Svcs | 31+ | *ABOVE SCALE | | 31+ | *ABOVE SCALE |
| Academic Dean | | Coord Professional Learning | Coordinator Information Services | Director Internal Audit | Director Admin Learning & Leadership | Director School Plant | |
| Administrative Coordinator | | Coord Telecommunications | Coordinator Technical Services | Director Safety and Loss Control | Director Adult Learning Center | Director Student Leadership | |
| Assistant Director ATC | | Coordinators of Instruction | Director Advanced Technology Center | Director Testing | Director Benefits | Director Student Services | |
| Assistant Principal HS | | Database Administrator | Director Communications | Principal ES | Director Business Services | Director Teacher Learning & Leadership | |
| Coord Accounting | | Dean of Students (HS) | Director Community Engagement | | Director Compliance and SpEd Services | Director Technical & Career Education | |
| Coord Adult Academic Programs | | Neuropsychologist | Director Custodial Services | | Director Employee Relations | Director Technical & Career Ed Center | |
| Coord Athletics | | Specialist Educat'l Measure & Asmnt | Director Distribution Services | | Director Employment Services | Director Technology | |
| Coord Benefits | | Specialist Employee Relations | Director Opportunity & Achievement | | Director Food Services | Director Title I Programs | |
| Coord Budget Development | | Specialist Human Resources | Director Research, Eval and Assessment | | Director Innovation & Strategic Planning | Founding Head of School (GRC) | |
| Coord Business and Info Tech | | Specialist Program Evaluation | | | Director Instructional Technology | Principal MS | |
| Coord Educational Foundation | | Specialist Research | | | Director Purchasing Services | | |
| Coord Engineering/Tech | | Specialist Testing | | | | | |

For the 2018/2019 school year, the School Board approved the following compensation adjustments:

-- Employees with 1-30 years of creditable work experience received 2.4% of their 6/30/18 base salary which included a 1.9% cost of living adjustment as well as a 0.5% experience step increase.

-- Employees with 31+ years of creditable work experience received a 1.9% cost of living adjustment and are now considered to be **"Above Scale."**

Unified Experience-Based Step Pay Scale - SY 2018-19 (2.4%)

| U25 | | U26 | | U27 | | U28 | |
|---|------------------------|--|------------------------|--|------------------------|-----------------------|------------------------|
| Ann Hours | 2080 | Ann Hours | 2080 | 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 | Creditable Yrs of Exp | 12-mo 260 days 8hr/day | Creditable Yrs of Exp | 12-mo 260 days 8hr/day |
| 0 | 89,253 | 0 | 95,639 | 0 | 102,476 | 0 | 109,801 |
| 1 | 89,472 | 1 | 95,873 | 1 | 102,727 | 1 | 110,070 |
| 2 | 89,691 | 2 | 96,108 | 2 | 102,979 | 2 | 110,340 |
| 3 | 90,128 | 3 | 96,575 | 3 | 103,480 | 3 | 110,877 |
| 4 | 90,563 | 4 | 97,042 | 4 | 103,980 | 4 | 111,413 |
| 5 | 91,494 | 5 | 98,039 | 5 | 105,048 | 5 | 112,557 |
| 6 | 91,895 | 6 | 98,470 | 6 | 105,509 | 6 | 113,051 |
| 7 | 92,435 | 7 | 99,048 | 7 | 106,129 | 7 | 113,716 |
| 8 | 92,847 | 8 | 99,490 | 8 | 106,602 | 8 | 114,223 |
| 9 | 93,302 | 9 | 99,977 | 9 | 107,124 | 9 | 114,782 |
| 10 | 94,302 | 10 | 101,049 | 10 | 108,273 | 10 | 116,013 |
| 11 | 95,717 | 11 | 102,565 | 11 | 109,897 | 11 | 117,753 |
| 12 | 97,235 | 12 | 104,191 | 12 | 111,640 | 12 | 119,621 |
| 13 | 99,449 | 13 | 106,564 | 13 | 114,181 | 13 | 122,344 |
| 14 | 101,662 | 14 | 108,936 | 14 | 116,723 | 14 | 125,068 |
| 15 | 103,876 | 15 | 111,308 | 15 | 119,265 | 15 | 127,791 |
| 16 | 106,090 | 16 | 113,681 | 16 | 121,807 | 16 | 130,515 |
| 17 | 108,304 | 17 | 116,053 | 17 | 124,349 | 17 | 133,239 |
| 18 | 110,518 | 18 | 118,425 | 18 | 126,891 | 18 | 135,962 |
| 19 | 112,732 | 19 | 120,798 | 19 | 129,432 | 19 | 138,686 |
| 20 | 114,946 | 20 | 123,170 | 20 | 131,974 | 20 | 141,410 |
| 21 | 117,160 | 21 | 125,542 | 21 | 134,516 | 21 | 144,133 |
| 22 | 119,374 | 22 | 127,915 | 22 | 137,058 | 22 | 146,857 |
| 23 | 121,587 | 23 | 130,287 | 23 | 139,600 | 23 | 149,580 |
| 24 | 123,801 | 24 | 132,659 | 24 | 142,142 | 24 | 152,304 |
| 25 | 126,016 | 25 | 135,033 | 25 | 144,683 | 25 | 155,028 |
| 26 | 128,230 | 26 | 137,405 | 26 | 147,225 | 26 | 157,751 |
| 27 | 130,444 | 27 | 139,778 | 27 | 149,767 | 27 | 160,475 |
| 28 | 132,658 | 28 | 142,150 | 28 | 152,309 | 28 | 163,199 |
| 29 | 134,872 | 29 | 144,522 | 29 | 154,851 | 29 | 165,922 |
| 30 | 137,086 | 30 | 146,895 | 30 | 157,393 | 30 | 168,646 |
| 31+ | *ABOVE SCALE | 31+ | *ABOVE SCALE | 31+ | *ABOVE SCALE | 31+ | *ABOVE SCALE |
| Director Alternative Education Director Elementary Schools Director Transportation Exec Director Elem Teaching & Learning Exec Director Facilities Services Exec Director Office of Prog for Except'l Child Exec Director Secondary Teaching & Learning Exec Director Student Support Services Principal HS | | Sr Exec Director, Elementary Schools Sr Exec Director, Middle Schools Sr Exec Director, High Schools | | Chief Academic Officer Chief Financial Officer Chief Human Resources Officer Chief Information Officer Chief Media & Communications Officer Chief Operations Officer for Div Svcs Chief Schools Officer Chief Strategy & Innovation Officer | | Chief of Staff | |

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