

**Unified Experience-Based Step Pay Scale - SY 2020-21**

U04				U05													U06						
Annual Hours	→	1600	2080	Annual Hours	→	651	744	837	930	1023	1116	1209	1302	1395	1488	1720	2080	Annual Hours	→	1027	1371	1415	
Creditable Yrs of Exp	Hourly Rate	10-mo 200 days 8 hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 3.5hr/day	10-mo 186 days 4 hr/day	10-mo 186 days 4.5hr/day	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	11-mo 215 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 158 days 6.5hr/day	10-mo 187 days 7.33hr/day	10-mo 193 days 7.33hr/day	
0-1	10.3397	16,543	21,506	0-1	11.0787	7,212	8,242	9,272	10,303	11,333	12,363	13,394	14,424	15,454	16,485	19,055	23,043	0-1	11.8694	12,189	16,272	16,795	
2	10.3648	16,583	21,558	2	11.1056	7,229	8,262	9,295	10,328	11,361	12,393	13,426	14,459	15,492	16,525	19,101	23,099	2	11.8983	12,219	16,312	16,836	
3	10.3902	16,624	21,611	3	11.1328	7,247	8,282	9,318	10,353	11,388	12,424	13,459	14,494	15,530	16,565	19,148	23,156	3	11.9275	12,249	16,352	16,877	
4	10.4390	16,702	21,713	4	11.1851	7,281	8,321	9,361	10,402	11,442	12,482	13,522	14,563	15,603	16,643	19,238	23,265	4	11.9834	12,306	16,429	16,956	
5	10.4888	16,782	21,816	5	11.2384	7,316	8,361	9,406	10,451	11,496	12,542	13,587	14,632	15,677	16,722	19,330	23,375	5	12.0406	12,365	16,507	17,037	
6	10.5934	16,949	22,034	6	11.3508	7,389	8,444	9,500	10,556	11,611	12,667	13,723	14,778	15,834	16,889	19,523	23,609	6	12.1608	12,489	16,672	17,207	
7	10.6395	17,023	22,130	7	11.4000	7,421	8,481	9,541	10,602	11,662	12,722	13,782	14,842	15,903	16,963	19,608	23,712	7	12.2136	12,543	16,744	17,282	
8	10.7006	17,120	22,257	8	11.4656	7,464	8,530	9,596	10,663	11,729	12,795	13,861	14,928	15,994	17,060	19,720	23,848	8	12.2838	12,615	16,841	17,381	
9	10.7469	17,195	22,353	9	11.5152	7,496	8,567	9,638	10,709	11,780	12,850	13,921	14,992	16,063	17,134	19,806	23,951	9	12.3369	12,669	16,913	17,456	
10	10.7979	17,276	22,459	10	11.5699	7,532	8,608	9,684	10,760	11,836	12,912	13,988	15,064	16,140	17,216	19,900	24,065	10	12.3955	12,730	16,994	17,539	
11	10.9107	17,457	22,694	11	11.6907	7,610	8,697	9,785	10,872	11,959	13,046	14,134	15,221	16,308	17,395	20,108	24,316	11	12.5250	12,863	17,171	17,722	
12	11.0266	17,642	22,935	12	11.8149	7,691	8,790	9,889	10,987	12,086	13,185	14,284	15,382	16,481	17,580	20,321	24,574	12	12.6581	12,999	17,354	17,911	
13	11.1704	17,872	23,234	13	11.9691	7,791	8,905	10,018	11,131	12,244	13,357	14,470	15,583	16,696	17,810	20,586	24,895	13	12.8232	13,169	17,580	18,144	
14	11.3356	18,136	23,578	14	12.1460	7,907	9,036	10,166	11,295	12,425	13,554	14,684	15,814	16,943	18,073	20,891	25,263	14	13.0128	13,364	17,840	18,413	
15	11.5488	18,478	24,021	15	12.3746	8,055	9,206	10,357	11,508	12,659	13,810	14,960	16,111	17,262	18,413	21,284	25,739	15	13.2577	13,615	18,176	18,759	
16	11.8060	18,889	24,556	16	12.6501	8,235	9,411	10,588	11,764	12,941	14,117	15,293	16,470	17,646	18,823	21,758	26,312	16	13.5529	13,918	18,581	19,177	
17	12.0631	19,300	25,091	17	12.9256	8,414	9,616	10,818	12,020	13,222	14,424	15,627	16,829	18,031	19,233	22,232	26,885	17	13.8481	14,221	18,985	19,595	
18	12.3203	19,712	25,626	18	13.2012	8,593	9,821	11,049	12,277	13,504	14,732	15,960	17,187	18,415	19,643	22,706	27,458	18	14.1434	14,525	19,390	20,012	
19	12.5774	20,123	26,160	19	13.4768	8,773	10,026	11,280	12,533	13,786	15,040	16,293	17,546	18,800	20,053	23,180	28,031	19	14.4386	14,828	19,795	20,430	
20	12.8345	20,535	26,695	20	13.7523	8,952	10,231	11,510	12,789	14,068	15,347	16,626	17,905	19,184	20,463	23,653	28,604	20	14.7338	15,131	20,200	20,848	
21	13.0917	20,946	27,230	21	14.0278	9,132	10,436	11,741	13,045	14,350	15,655	16,959	18,264	19,568	20,873	24,127	29,177	21	15.0290	15,434	20,604	21,266	
22	13.3488	21,358	27,765	22	14.3034	9,311	10,641	11,971	13,302	14,632	15,962	17,292	18,623	19,953	21,283	24,601	29,751	22	15.3242	15,737	21,009	21,683	
23	13.6058	21,769	28,300	23	14.5789	9,490	10,846	12,202	13,558	14,914	16,270	17,625	18,981	20,337	21,693	25,075	30,324	23	15.6194	16,041	21,414	22,101	
24	13.8630	22,180	28,835	24	14.8544	9,670	11,051	12,433	13,814	15,196	16,577	17,958	19,340	20,721	22,103	25,549	30,897	24	15.9147	16,344	21,819	22,519	
25	14.1201	22,592	29,369	25	15.1299	9,849	11,256	12,663	14,070	15,477	16,884	18,292	19,699	21,106	22,513	26,023	31,470	25	16.2099	16,647	22,223	22,937	
26	14.3772	23,003	29,904	26	15.4055	10,028	11,461	12,894	14,327	15,759	17,192	18,625	20,057	21,490	22,923	26,497	32,043	26	16.5051	16,950	22,628	23,354	
27	14.6344	23,415	30,439	27	15.6810	10,208	11,666	13,124	14,583	16,041	17,499	18,958	20,416	21,874	23,333	26,971	32,616	27	16.7997	17,253	23,032	23,771	
28	14.8915	23,826	30,974	28	15.9565	10,387	11,871	13,355	14,839	16,323	17,807	19,291	20,775	22,259	23,743	27,445	33,189	28	17.0949	17,556	23,437	24,189	
29	15.1486	24,237	31,509	29	16.2320	10,567	12,076	13,586	15,095	16,605	18,114	19,624	21,134	22,643	24,153	27,919	33,762	29	17.3901	17,859	23,841	24,606	
30	15.4058	24,649	32,044	30	16.5077	10,746	12,281	13,816	15,352	16,887	18,422	19,957	21,493	23,028	24,563	28,393	34,336	30	17.6853	18,162	24,246	25,024	
31+	* ABOVE SCALE			31+	* ABOVE SCALE													31+	* ABOVE SCALE				
1600 - Custodian I 2080 - Custodian I 2080 - Fleet Shop Helper				930 - Bus Assistant @ 5 hrs 1023 - Bus Assistant @ 5.5 hrs 1116 - Bus Assistant @ 6 hrs 1209 - Bus Assistant @ 6.5 hrs 1302 - Bus Assistant @ 7 hrs 1395 - Bus Assistant @ 7.5 hrs 1488 - Bus Assistant @ 8 hrs 1768 - Bus Assistant - Plan Bee 651 - Cafeteria Assistant @ 3.5 hrs 744 - Cafeteria Assistant @ 4 hrs 837 - Cafeteria Assistant @ 4.5 hrs 930 - Cafeteria Assistant @ 5 hrs															1027 - ALC Assist - HD 1371 - Teacher Assist - HD (excluding SpEd) 1415 - Security Assist - HD				

## Unified Experience-Based Step Pay Scale - SY 2020-21

U07							U08										
Annual Hours	→	1027	1371	1415	1600	2080	Annual Hours	→	1027	1371	1393	1415	1488	1720	1600	2080	
Creditable Yrs of Exp	Hourly Rate	10-mo 158 day 6.5hr/day	10-mo 187 day 7.33hr/day	10-mo 193 day 7.33hr/day	10-mo 200 day 7.33hr/day	12-mo 260 day 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 158 days 6.5hr/day	10-mo 187 days 7.33hr/day	10-mo 190 days 7.33hr/day	10-mo 193 days 7.33hr/day	10-mo 186 days 7.5hr/day	11-mo 215 days 8hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day	
0-1	12.7204	13,063	17,439	17,999	20,352	26,458	0-1	13.6312	13,999	18,688	18,988	19,288	20,283	23,445	21,809	28,352	
2	12.7514	13,095	17,482	18,043	20,402	26,522	2	13.6643	14,033	18,733	19,034	19,334	20,332	23,502	21,862	28,421	
3	12.7826	13,127	17,524	18,087	20,452	26,587	3	13.6977	14,067	18,779	19,080	19,382	20,382	23,560	21,916	28,491	
4	12.8426	13,189	17,607	18,172	20,548	26,712	4	13.7621	14,133	18,867	19,170	19,473	20,478	23,670	22,019	28,625	
5	12.9038	13,252	17,691	18,258	20,646	26,839	5	13.8276	14,200	18,957	19,261	19,566	20,575	23,783	22,124	28,761	
6	13.0327	13,384	17,867	18,441	20,852	27,108	6	13.9657	14,342	19,146	19,454	19,761	20,780	24,021	22,345	29,048	
7	13.0892	13,442	17,945	18,521	20,942	27,225	7	14.0263	14,405	19,230	19,538	19,847	20,871	24,125	22,442	29,174	
8	13.1645	13,519	18,048	18,627	21,063	27,382	8	14.1070	14,487	19,340	19,651	19,961	20,991	24,264	22,571	29,342	
9	13.2214	13,578	18,126	18,708	21,154	27,500	9	14.1679	14,550	19,424	19,735	20,047	21,081	24,368	22,668	29,469	
10	13.2841	13,642	18,212	18,797	21,254	27,630	10	14.2353	14,619	19,516	19,829	20,142	21,182	24,484	22,776	29,609	
11	13.4230	13,785	18,402	18,993	21,476	27,919	11	14.3839	14,772	19,720	20,036	20,353	21,403	24,740	23,014	29,918	
12	13.5656	13,931	18,598	19,195	21,704	28,216	12	14.5368	14,929	19,929	20,249	20,569	21,630	25,003	23,258	30,236	
13	13.7426	14,113	18,841	19,445	21,988	28,584	13	14.7263	15,123	20,189	20,513	20,837	21,912	25,329	23,562	30,630	
14	13.9456	14,322	19,119	19,733	22,312	29,006	14	14.9439	15,347	20,488	20,816	21,145	22,236	25,703	23,910	31,083	
15	14.2079	14,591	19,479	20,104	22,732	29,552	15	15.2250	15,636	20,873	21,208	21,543	22,654	26,187	24,360	31,668	
16	14.5243	14,916	19,912	20,551	23,238	30,210	16	15.5640	15,984	21,338	21,680	22,023	23,159	26,770	24,902	32,373	
17	14.8405	15,241	20,346	20,999	23,744	30,868	17	15.9028	16,332	21,802	22,152	22,502	23,663	27,352	25,444	33,077	
18	15.1569	15,566	20,780	21,447	24,251	31,526	18	16.2417	16,680	22,267	22,624	22,982	24,167	27,935	25,986	33,782	
19	15.4731	15,890	21,213	21,894	24,756	32,184	19	16.5806	17,028	22,732	23,096	23,461	24,671	28,518	26,528	34,487	
20	15.7894	16,215	21,647	22,342	25,263	32,841	20	16.9196	17,376	23,196	23,569	23,941	25,176	29,101	27,071	35,192	
21	16.1058	16,540	22,081	22,789	25,769	33,500	21	17.2584	17,724	23,661	24,040	24,420	25,680	29,684	27,613	35,897	
22	16.4221	16,865	22,514	23,237	26,275	34,157	22	17.5973	18,072	24,125	24,513	24,900	26,184	30,267	28,155	36,602	
23	16.7383	17,190	22,948	23,684	26,781	34,815	23	17.9362	18,420	24,590	24,985	25,379	26,689	30,850	28,697	37,307	
24	17.0547	17,515	23,381	24,132	27,287	35,473	24	18.2751	18,768	25,055	25,457	25,859	27,193	31,433	29,240	38,012	
25	17.3709	17,839	23,815	24,579	27,793	36,131	25	18.6140	19,116	25,519	25,929	26,338	27,697	32,016	29,782	38,717	
26	17.6871	18,164	24,249	25,027	28,299	36,789	26	18.9529	19,464	25,984	26,401	26,818	28,201	32,598	30,324	39,422	
27	18.0035	18,489	24,682	25,474	28,805	37,447	27	19.2928	19,813	26,450	26,874	27,299	28,707	33,183	30,868	40,129	
28	18.3197	18,814	25,116	25,922	29,311	38,104	28	19.6316	20,161	26,914	27,346	27,778	29,211	33,766	31,410	40,833	
29	18.6362	19,139	25,550	26,370	29,817	38,763	29	19.9706	20,509	27,379	27,819	28,258	29,716	34,349	31,952	41,538	
30	18.9524	19,464	25,983	26,817	30,323	39,420	30	20.3095	20,857	27,844	28,291	28,737	30,220	34,932	32,495	42,243	
31+		*ABOVE SCALE					31+		*ABOVE SCALE								
		1027 - ALC Assist - HQ 1600 - Baker/Cook 1600 - Cafeteria Manager in Training 2080 - Custodian III 1415 - Library/Media Assist -HD/HQ 1415 - Security Assist - HQ 1371 - SpEd Assist - HD 1371 - Tchr Assist - HQ (excl SpEd) 2080 - Warehouse Technician							1027 - ALC Assist - AD 1600 - Assist Cafeteria Manager 1488 - Auxiliary Driver 1720 - Auxiliary Driver - Plan Bee 2080 - Circulation Clerk 1371 - Clinic Assist - "CNA" 1393 - Driver Ed Instructor 1415 - Library/Media Assist - AD 2080 - Office Assoc II 1600 - School Office Assoc II 2080 - School Office Assoc II - Data Tech 1415 - Security Assist - AD 1371 - SpEd Assist - HQ 1371 - Tchr Assist - AD (excl SpEd)								

## Unified Experience-Based Step Pay Scale - SY 2020-21

U09																	U10			
Annual Hours	→	930	1023	1116	1209	1302	1371	1386	1395	1415	1488	1600	1720	1768	2080	Annual Hours	→	1371	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	10-mo 200 days 8hr/day	11-mo 215 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	12-mo 260 days 8hr/day	
0-1	14.6022	13,580	14,938	16,296	17,654	19,012	20,019	20,238	20,370	20,662	21,728	23,363	25,115	25,816	30,372	0-1	15.6503	21,456	32,552	
2	14.6377	13,613	14,974	16,335	17,696	19,058	20,068	20,287	20,419	20,712	21,780	23,420	25,176	25,879	30,446	2	15.6884	21,508	32,631	
3	14.6734	13,646	15,010	16,375	17,740	19,104	20,117	20,337	20,469	20,762	21,834	23,477	25,238	25,942	30,520	3	15.7268	21,561	32,711	
4	14.7423	13,710	15,081	16,452	17,823	19,194	20,211	20,432	20,565	20,860	21,936	23,587	25,356	26,064	30,663	4	15.8006	21,662	32,865	
5	14.8126	13,775	15,153	16,530	17,908	19,286	20,308	20,530	20,663	20,959	22,041	23,700	25,477	26,188	30,810	5	15.8759	21,765	33,021	
6	14.9606	13,913	15,304	16,696	18,087	19,478	20,510	20,735	20,870	21,169	22,261	23,936	25,732	26,450	31,118	6	16.0346	21,983	33,351	
7	15.0255	13,973	15,371	16,768	18,165	19,563	20,599	20,825	20,960	21,261	22,357	24,040	25,843	26,565	31,253	7	16.1041	22,078	33,496	
8	15.1119	14,054	15,459	16,864	18,270	19,675	20,718	20,945	21,081	21,383	22,486	24,179	25,992	26,717	31,432	8	16.1967	22,205	33,689	
9	15.1772	14,114	15,526	16,937	18,349	19,760	20,807	21,035	21,172	21,475	22,583	24,283	26,104	26,833	31,568	9	16.2667	22,301	33,834	
10	15.2492	14,181	15,599	17,018	18,436	19,854	20,906	21,135	21,272	21,577	22,690	24,398	26,228	26,960	31,718	10	16.3440	22,407	33,995	
11	15.4086	14,329	15,762	17,195	18,628	20,061	21,125	21,356	21,494	21,803	22,927	24,653	26,502	27,242	32,049	11	16.5148	22,641	34,350	
12	15.5723	14,482	15,930	17,378	18,826	20,275	21,349	21,583	21,723	22,034	23,171	24,915	26,784	27,531	32,390	12	16.6902	22,882	34,715	
13	15.7755	14,671	16,138	17,605	19,072	20,539	21,628	21,864	22,006	22,322	23,473	25,240	27,133	27,891	32,813	13	16.9079	23,180	35,168	
14	16.0086	14,887	16,376	17,865	19,354	20,843	21,947	22,187	22,331	22,652	23,820	25,613	27,534	28,303	33,297	14	17.1578	23,523	35,688	
15	16.3099	15,168	16,685	18,201	19,718	21,235	22,360	22,605	22,752	23,078	24,269	26,095	28,053	28,835	33,924	15	17.4806	23,965	36,359	
16	16.6731	15,505	17,056	18,607	20,157	21,708	22,858	23,108	23,258	23,592	24,809	26,676	28,677	29,478	34,680	16	17.8698	24,499	37,169	
17	17.0363	15,843	17,428	19,012	20,596	22,181	23,356	23,612	23,765	24,106	25,350	27,258	29,302	30,120	35,435	17	18.2590	25,033	37,978	
18	17.3993	16,181	17,799	19,417	21,035	22,653	23,854	24,115	24,272	24,620	25,890	27,838	29,926	30,761	36,190	18	18.6481	25,566	38,788	
19	17.7625	16,519	18,171	19,822	21,474	23,126	24,352	24,618	24,778	25,133	26,430	28,420	30,551	31,404	36,946	19	19.0373	26,100	39,597	
20	18.1257	16,856	18,542	20,228	21,913	23,599	24,850	25,122	25,285	25,647	26,971	29,001	31,176	32,046	37,701	20	19.4265	26,633	40,407	
21	18.4888	17,194	18,914	20,633	22,352	24,072	25,348	25,625	25,791	26,161	27,511	29,582	31,800	32,688	38,456	21	19.8157	27,167	41,216	
22	18.8519	17,532	19,285	21,038	22,791	24,545	25,845	26,128	26,298	26,675	28,051	30,163	32,425	33,330	39,211	22	20.2048	27,700	42,025	
23	19.2151	17,870	19,657	21,444	23,231	25,018	26,343	26,632	26,805	27,189	28,592	30,744	33,049	33,972	39,967	23	20.5941	28,234	42,835	
24	19.5782	18,207	20,028	21,849	23,670	25,490	26,841	27,135	27,311	27,703	29,132	31,325	33,674	34,614	40,722	24	20.9832	28,767	43,645	
25	19.9414	18,545	20,400	22,254	24,109	25,963	27,339	27,638	27,818	28,217	29,672	31,906	34,299	35,256	41,478	25	21.3723	29,301	44,454	
26	20.3045	18,883	20,771	22,659	24,548	26,436	27,837	28,142	28,324	28,730	30,213	32,487	34,923	35,898	42,233	26	21.7616	29,835	45,264	
27	20.6675	19,220	21,142	23,064	24,987	26,909	28,335	28,645	28,831	29,244	30,753	33,068	35,548	36,540	42,988	27	22.1507	30,368	46,073	
28	21.0307	19,558	21,514	23,470	25,426	27,381	28,833	29,148	29,337	29,758	31,293	33,649	36,172	37,182	43,743	28	22.5400	30,902	46,883	
29	21.3939	19,896	21,885	23,875	25,865	27,854	29,331	29,651	29,844	30,272	31,834	34,230	36,797	37,824	44,499	29	22.9291	31,435	47,692	
30	21.7569	20,233	22,257	24,280	26,304	28,327	29,828	30,155	30,350	30,786	32,374	34,811	37,421	38,466	45,254	30	23.3183	31,969	48,502	
31+		*ABOVE SCALE														31+		*ABOVE SCALE		
1027 -	ALC Assist - BD					1371 -	Tchr Assist - BD (excl SpEd)									2080 -	Carpentry Craftsman I			
1371 -	Clinic Assist - EMT					2080 -	Transportation Dispatcher									1371 -	Clinic Assist - LPN			
2080 -	Custodian IV					930 -	Bus Driver @ 5 hrs									2080 -	Fleet Technician I			
2080 -	Distribution Driver					1023 -	Bus Driver @ 5.5 hrs									2080 -	Maintenance Craftsman I			
2080 -	Duplication Technician					1116 -	Bus Driver @ 6 hrs									2080 -	Painter Craftsman I			
1386 -	ISS Coordinator					1209 -	Bus Driver @ 6.5 hrs									2080 -	School Rentals Assist			
1415 -	Library/Media Assist - BD					1302 -	Bus Driver @ 7 hrs									1371 -	SpEd Assist - BD			
1415 -	Security Assist - BD					1395 -	Bus Driver @ 7.5 hrs													
1600 -	Security Officer					1488 -	Bus Driver @ 8 hrs													
2080 -	Security Officer					1768 -	Bus Driver - Plan Bee													
1371 -	SpEd Assist - AD																			
1768 -	Student Residency Verifier																			

## Unified Experience-Based Step Pay Scale - SY 2020-21

U11			U12					U13				
Annual Hours	→	2080	Annual Hours	→	1309	1600	2080	Annual Hours	→	1309	1600	2080
Creditable Yrs of Exp	Hourly Rate	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	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day
0-1	16.7679	34,877	0-1	17.9625	23,512	28,740	37,362	0-1	19.2522	25,201	30,803	40,044
2	16.8087	34,962	2	18.0062	23,570	28,809	37,452	2	19.2991	25,262	30,878	40,142
3	16.8499	35,047	3	18.0503	23,627	28,880	37,544	3	19.3463	25,324	30,954	40,240
4	16.9289	35,212	4	18.1351	23,738	29,016	37,721	4	19.4371	25,443	31,099	40,429
5	17.0096	35,379	5	18.2215	23,851	29,154	37,900	5	19.5297	25,564	31,247	40,621
6	17.1795	35,733	6	18.4035	24,090	29,445	38,279	6	19.7249	25,819	31,559	41,027
7	17.2540	35,888	7	18.4834	24,194	29,573	38,445	7	19.8104	25,931	31,696	41,205
8	17.3533	36,094	8	18.5896	24,333	29,743	38,666	8	19.9243	26,080	31,878	41,442
9	17.4283	36,250	9	18.6699	24,438	29,871	38,833	9	20.0104	26,193	32,016	41,621
10	17.5110	36,422	10	18.7586	24,555	30,013	39,017	10	20.1054	26,317	32,168	41,819
11	17.6940	36,803	11	18.9547	24,811	30,327	39,425	11	20.3155	26,592	32,504	42,256
12	17.8820	37,194	12	19.1560	25,075	30,649	39,844	12	20.5314	26,875	32,850	42,705
13	18.1152	37,679	13	19.4059	25,402	31,049	40,364	13	20.7991	27,226	33,278	43,262
14	18.3830	38,236	14	19.6928	25,777	31,508	40,961	14	21.1065	27,628	33,770	43,901
15	18.7290	38,956	15	20.0633	26,262	32,101	41,731	15	21.5036	28,148	34,405	44,727
16	19.1459	39,823	16	20.5100	26,847	32,816	42,660	16	21.9822	28,774	35,171	45,722
17	19.5628	40,690	17	20.9566	27,432	33,530	43,589	17	22.4610	29,401	35,937	46,718
18	19.9799	41,558	18	21.4034	28,017	34,245	44,519	18	22.9396	30,027	36,703	47,714
19	20.3968	42,425	19	21.8501	28,601	34,960	45,448	19	23.4183	30,654	37,469	48,710
20	20.8139	43,292	20	22.2968	29,186	35,674	46,377	20	23.8970	31,281	38,235	49,705
21	21.2308	44,160	21	22.7435	29,771	36,389	47,306	21	24.3757	31,907	39,001	50,701
22	21.6478	45,027	22	23.1902	30,355	37,104	48,235	22	24.8544	32,534	39,767	51,697
23	22.0648	45,894	23	23.6369	30,940	37,819	49,164	23	25.3331	33,161	40,532	52,692
24	22.4818	46,762	24	24.0835	31,525	38,533	50,093	24	25.8119	33,787	41,299	53,688
25	22.8987	47,629	25	24.5302	32,110	39,248	51,022	25	26.2905	34,414	42,064	54,684
26	23.3158	48,496	26	24.9769	32,694	39,963	51,951	26	26.7692	35,040	42,830	55,679
27	23.7326	49,363	27	25.4235	33,279	40,677	52,880	27	27.2479	35,667	43,596	56,675
28	24.1495	50,230	28	25.8703	33,864	41,392	53,810	28	27.7266	36,294	44,362	57,671
29	24.5666	51,098	29	26.3169	34,448	42,107	54,739	29	28.2053	36,920	45,128	58,667
30	24.9835	51,965	30	26.7636	35,033	42,821	55,668	30	28.6840	37,547	45,894	59,662
31+		*ABOVE SCALE	31+		*ABOVE SCALE			31+		*ABOVE SCALE		
2080 - Admin Office Assoc I			2080 - Accounts Payable Tech			2080 - Painter Craftsman II		2080 - Accounting Technician			1309 - Insurance Claims Analyst	
2080 - Assist Warehouse Mgr.			2080 - Admin Office Assoc II			2080 - Payroll Assistant		2080 - Boiler Craftsman II			1309 - Interpreter I (Title Only)	
2080 - Bookkeeper - MS			2080 - Benefits Assistant			2080 - Research/Eval/Assess Asst		1600 - Cafeteria Manager II			2080 - Machinist Craftsman II	
2080 - Bus Driver Trainer			2080 - Bookkeeper - HS			2080 - School Admin Assoc II - HS		2080 - Culinary Development Chef Asst.			2080 - Plumbing Craftsman II	
2080 - Customer Support Tech I			2080 - Building Operations Supvsr			2080 - Substitute Office Assoc		2080 - Customer Support Tech II			2080 - Procurement Assist III	
2080 - Communication Prg Assoc.			1600 - Cafeteria Manager I			2080 - Technology Support Tech		2080 - Data Management Analyst			2080 - Testing Assistant	
2080 - Data Processing Specialist			2080 - Carpentry Craftsman II					2080 - Electrical Craftsman II			2080 - Warehouse & Distribution Tech	
2080 - Electrical Craftsman I			2080 - Fleet Technician II					2080 - Electronics Craftsman II			2080 - Warehouse Manager SP	
2080 - Electronics Craftsman I			1309 - Interpreter					2080 - Executive Office Assoc I			2080 - Workers Comp Claims Analyst	
2080 - Employee Relations Assoc			2080 - Inventory Technician					2080 - Fleet Technician III				
2080 - Financial Assistant			2080 - Licensure Analyst					2080 - Food Service Craftsman II				
			2080 - Maintenance Craftsman II					2080 - HVAC Craftsman II				

## Unified Experience-Based Step Pay Scale - SY 2020-21

U14					U15					U16				
Annual Hours	→	1309	1600	2080	Annual Hours	→	1488	2080	Annual Hours	→	1309	2080		
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/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	Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day		
0-1	20.6267	27,000	33,002	42,903	0-1	22.0967	32,879	45,961	0-1	23.6785	30,995	49,251		
2	20.6769	27,066	33,083	43,007	2	22.1505	32,959	46,073	2	23.7361	31,070	49,371		
3	20.7275	27,132	33,164	43,113	3	22.2047	33,040	46,185	3	23.7942	31,146	49,491		
4	20.8247	27,259	33,319	43,315	4	22.3090	33,195	46,402	4	23.9060	31,292	49,724		
5	20.9240	27,389	33,478	43,521	5	22.4153	33,353	46,623	5	24.0199	31,442	49,961		
6	21.1330	27,663	33,812	43,956	6	22.6392	33,687	47,089	6	24.2598	31,756	50,460		
7	21.2246	27,783	33,959	44,147	7	22.7374	33,833	47,293	7	24.3650	31,893	50,679		
8	21.3468	27,942	34,154	44,401	8	22.8682	34,027	47,565	8	24.5052	32,077	50,970		
9	21.4390	28,063	34,302	44,593	9	22.9669	34,174	47,771	9	24.6111	32,215	51,191		
10	21.5408	28,196	34,465	44,804	10	23.0760	34,337	47,998	10	24.7279	32,368	51,434		
11	21.7659	28,491	34,825	45,273	11	23.3171	34,695	48,499	11	24.9863	32,707	51,971		
12	21.9972	28,794	35,195	45,754	12	23.5649	35,064	49,014	12	25.2518	33,054	52,523		
13	22.2840	29,169	35,654	46,350	13	23.8723	35,521	49,654	13	25.5811	33,485	53,208		
14	22.6133	29,600	36,181	47,035	14	24.2250	36,046	50,388	14	25.9592	33,980	53,995		
15	23.0387	30,157	36,861	47,920	15	24.6807	36,724	51,335	15	26.4476	34,619	55,011		
16	23.5515	30,828	37,682	48,987	16	25.2301	37,542	52,478	16	27.0363	35,390	56,235		
17	24.0644	31,500	38,503	50,053	17	25.7795	38,359	53,621	17	27.6252	36,161	57,460		
18	24.5772	32,171	39,323	51,120	18	26.3290	39,177	54,764	18	28.2139	36,931	58,684		
19	25.0901	32,842	40,144	52,187	19	26.8784	39,995	55,907	19	28.8027	37,702	59,909		
20	25.6030	33,514	40,964	53,254	20	27.4278	40,812	57,049	20	29.3915	38,473	61,134		
21	26.1158	34,185	41,785	54,320	21	27.9772	41,630	58,192	21	29.9803	39,244	62,359		
22	26.6286	34,856	42,605	55,387	22	28.5266	42,447	59,335	22	30.5690	40,014	63,583		
23	27.1415	35,528	43,426	56,454	23	29.0760	43,265	60,478	23	31.1579	40,785	64,808		
24	27.6543	36,199	44,246	57,520	24	29.6255	44,082	61,621	24	31.7466	41,556	66,032		
25	28.1672	36,870	45,067	58,587	25	30.1749	44,900	62,763	25	32.3354	42,327	67,257		
26	28.6800	37,542	45,888	59,654	26	30.7243	45,717	63,906	26	32.9242	43,097	68,482		
27	29.1929	38,213	46,708	60,721	27	31.2741	46,535	65,050	27	33.5130	43,868	69,707		
28	29.7058	38,884	47,529	61,788	28	31.8236	47,353	66,193	28	34.1017	44,639	70,931		
29	30.2186	39,556	48,349	62,854	29	32.3730	48,171	67,335	29	34.6906	45,409	72,156		
30	30.7314	40,227	49,170	63,921	30	32.9224	48,988	68,478	30	35.2793	46,180	73,380		
31+		* ABOVE SCALE			31+		* ABOVE SCALE			31+		* ABOVE SCALE		
2080 -	Asst Distrib Center Supervisor				2080 -	Asst. Accts Payable Supvrs	1488 -	Occupat'l Therapy Assist (COTA)	2080 -	Accounting Systems Specialist	2080 -	Network Technician II		
2080 -	Benefits Specialist I				2080 -	Boiler Craftsman III	1488 -	Physical Therapy Assist (LPTA)	2080 -	Benefits Specialist II	2080 -	Nutritional/Training Coordinator		
1600 -	Cafeteria Manger III				2080 -	Building Manager	2080 -	Plumbing Craftsman III	2080 -	Boiler Specialist	2080 -	Occupational Safety Specialist		
2080 -	Carpentry Craftsman III				2080 -	Custodial Supervisor	2080 -	Secretary & Clerk to the Board	2080 -	Construction Inspector	2080 -	Procurement Syst. Specialist		
2080 -	Executive Office Assoc II				2080 -	Distrib Center Supervisor	2080 -	Special Project Support	2080 -	Crash Investigator	2080 -	Supervising Cafeteria Manager		
2080 -	Graphic Designer				2080 -	Electrical Craftsman III			2080 -	Data Operations Supervisor	2080 -	Technical Contract Manager		
1309 -	Interpreter III/ (EIPA 3.0 - 3.4)				2080 -	Electronics Craftsman III			2080 -	Educational Data Analyst				
2080 -	Maintenance Craftsman III				2080 -	Fleet Foreman			2080 -	Executive Office Assoc III				
2080 -	Network Technician I				2080 -	Food Service Craftsman III			2080 -	Fleet Supervisor				
2080 -	Painter Craftsman III				2080 -	HVAC Craftsman III			2080 -	Food Service Prog Analyst				
2080 -	School Business Assistant				2080 -	Machinist Craftsman III			2080 -	HVAC Specialist				
					2080 -	Occupat'l Health & Safety Tech			1309 -	Interpreter III/ (EIPA 3.5 - 3.9)				

## Unified Experience-Based Step Pay Scale - SY 2020-21

U17				
Ann Hours	→	1768	2080	
Creditable Yrs of Exp	Hourly Rate	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day	
0-1	25.3717	44,857	52,773	
2	25.4334	44,966	52,901	
3	25.4956	45,076	53,030	
4	25.6153	45,287	53,279	
5	25.7373	45,503	53,533	
6	25.9945	45,958	54,068	
7	26.1073	46,157	54,303	
8	26.2574	46,423	54,615	
9	26.3708	46,623	54,851	
10	26.4961	46,845	55,111	
11	26.7730	47,334	55,687	
12	27.0574	47,837	56,279	
13	27.4102	48,461	57,013	
14	27.8153	49,177	57,855	
15	28.3384	50,102	58,943	
16	28.9693	51,217	60,256	
17	29.6001	52,332	61,568	
18	30.2309	53,448	62,880	
19	30.8617	54,563	64,192	
20	31.4925	55,678	65,504	
21	32.1233	56,793	66,816	
22	32.7542	57,909	68,128	
23	33.3849	59,024	69,440	
24	34.0158	60,139	70,752	
25	34.6466	61,255	72,064	
26	35.2773	62,370	73,376	
27	35.9100	63,488	74,692	
28	36.5407	64,603	76,004	
29	37.1716	65,719	77,316	
30	37.8024	66,834	78,628	
31+		*ABOVE SCALE		
2080 - Budget Analyst		2080 - Supervisor Maintenance		
2080 - Construction Inspector - Sr		2080 - Supervisor Night Crew		
2080 - Geographic Info Sys (GIS) Analyst		2080 - Supervisor Plumbing		
2080 - Interpreter Specialist		2080 - Tech.Services Support Supv		
2080 - Network Administrator				
2080 - Procurement Specialist I				
2080 - School Improvement Specialist (MS)				
1768 - Student Support Specialist				
2080 - Supervisor Carpentry				
2080 - Supervisor Electrical				
2080 - Supervisor Electronics				
2080 - Supervisor HVAC				

U18					
Ann Hours	1408	1600	1768	2080	
Creditable Yrs of Exp	10-mo 192 days 7.33hr/day	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day	
0-1	38,276	43,495	48,062	56,544	
2	38,369	43,601	48,179	56,682	
3	38,463	43,708	48,297	56,821	
4	38,643	43,913	48,524	57,087	
5	38,827	44,122	48,755	57,359	
6	39,216	44,563	49,242	57,932	
7	39,386	44,756	49,456	58,184	
8	39,612	45,014	49,740	58,518	
9	39,783	45,208	49,955	58,771	
10	39,972	45,423	50,192	59,050	
11	40,390	45,898	50,717	59,667	
12	40,819	46,385	51,256	60,301	
13	41,351	46,990	51,924	61,088	
14	41,963	47,685	52,692	61,990	
15	42,752	48,582	53,683	63,157	
16	43,704	49,664	54,878	64,563	
17	44,656	50,745	56,074	65,969	
18	45,608	51,827	57,269	67,375	
19	46,559	52,908	58,464	68,781	
20	47,511	53,990	59,659	70,187	
21	48,463	55,072	60,854	71,594	
22	49,415	56,153	62,050	73,000	
23	50,367	57,235	63,245	74,406	
24	51,319	58,317	64,440	75,812	
25	52,270	59,398	65,635	77,218	
26	53,222	60,480	66,830	78,624	
27	54,174	61,561	68,025	80,030	
28	55,126	62,643	69,221	81,436	
29	56,078	63,725	70,416	82,842	
30	57,030	64,806	71,611	84,248	
31+		*ABOVE SCALE			
2080 - Audiologist		1600 - Student Activities Coord. (MS)			
2080 - District Chef		2080 - Transportation Area Supervisor			
2080 - Family Engagement Specialist		2080 - Webmaster			
2080 - Family Outreach Representative					
2080 - Foundation Transition Planner					
2080 - Occupational Health and Safety Specialist					
1768 - Hampton Roads Workforce Council Specialist					
2080 - Positive Behav'l Interven & Suprt (PBIS) Coach					
2080 - Programmer/Analyst					
2080 - School Counseling Department Chair					
1408 - School Improvement Specialist (HS)					
1408 - School Nurse					

## Unified Experience-Based Step Pay Scale - SY 2020-21

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



## Unified Experience-Based Step Pay Scale - SY 2020-21

### U22

U22	
Ann Hours	2080
Creditable Yrs of Exp	12-mo 260 days 8hr/day
0-1	74,546
2	74,727
3	74,910
4	75,262
5	75,621
6	76,376
7	76,707
8	77,149
9	77,482
10	77,850
11	78,663
12	79,499
13	80,536
14	81,726
15	83,263
16	85,117
17	86,970
18	88,824
19	90,677
20	92,531
21	94,384
22	96,238
23	98,091
24	99,945
25	101,798
26	103,652
27	105,506
28	107,360
29	109,213
30	111,067
<b>31+</b>	<b>*ABOVE SCALE</b>
2080 - Administrative Coordinator 2080 - Assistant Director ATC 2080 - Assistant Principal HS 2080 - Coord Accounting 2080 - Coord Adult Academic Programs 2080 - Coord Athletics 2080 - Coord Benefits 2080 - Coord Budget Development 2080 - Coord Business and Info Tech 2080 - Coord Cust Support/QA 2080 - Coord Educational Foundation 2080 - Coord Engineering/Tech	2080 - Coord Environmental Studies Program 2080 - Coord Equity and Opportunity 2080 - Coord Food Services 2080 - Coord Guidance 2080 - Coord Health Services 2080 - Coordinators of Instruction 2080 - Coord K-12 Programs and Grants 2080 - Coord Parent and Stakeholder Svcs 2080 - Coord Planetarium 2080 - Coord Policy & Intergovernmental Affairs 2080 - Coord Professional Learning 2080 - Coord Technical Applications 2080 - Coord Telecommunications 2080 - Database Administrator 2080 - Neuropsychologist 2080 - Specialist Employee Relations 2080 - Specialist Human Resources 2080 - Specialist Program Evaluation 2080 - Specialist Research 2080 - Specialist Testing

### U23

U23	
Ann Hours	2080
Creditable Yrs of Exp	12-mo 260 days 8hr/day
0-1	79,873
2	80,067
3	80,263
4	80,640
5	81,024
6	81,834
7	82,189
8	82,662
9	83,019
10	83,413
11	84,284
12	85,180
13	86,291
14	87,566
15	89,214
16	91,200
17	93,186
18	95,172
19	97,158
20	99,144
21	101,130
22	103,116
23	105,102
24	107,088
25	109,074
26	111,060
27	113,047
28	115,033
29	117,019
30	119,005
<b>31+</b>	<b>*ABOVE SCALE</b>
2080 - Coordinator Information Services 2080 - Coordinator Technical Services 2080 - Director Advanced Technology Center 2080 - Director Custodial Services 2080 - Director Distribution Services 2080 - Director Family and Community Engagement 2080 - Director Internal Audit 2080 - Director Research, Eval and Assessment 2080 - Director Safe Schools 2080 - Director Testing 2080 - Director Transportation 2080 - Principal ES	



## Unified Experience-Based Step Pay Scale - SY 2020-21

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

## Unified Experience-Based Step Pay Scale SY 2020-21

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