



SCHOOL BOARD ACTION REPORT

DATE: August 30, 2019
FROM: Denise Juneau, Superintendent
LEAD STAFF: JoLynn Berge, Chief Financial Officer, (206) 252-0087;
jdberge@seattleschools.org; Clover Codd, Chief Human Resources
Officer, (206) 252-0027, ccodd@seattleschools.org

For Introduction: October 16, 2019
For Action: November 6, 2019

1. TITLE

Request by Staff – 2019-20 Compensation Bulletin for Non-Represented Staff

2. PURPOSE

This Board Action Report makes edits to the Compensation Bulletin for Non-Represented Staff (“Compensation Bulletin”). The edits include an increase to base salary amounts of 2.5% for all salary steps and grades. Previously, the School Board approved of a 2.0% Implicit Price Deflator (“IPD”) for non-represented management staff in the 2019-20 budget documents, this would be an additional increase of 2.5%. Changes to other benefits for non-represented staff are also contained in the document, including the required move to the School Employee Benefits Board (“SEBB”) for health insurance and other benefits; changes to certain sick leave accruals, and annual leave accruals and cash outs.

3. RECOMMENDED MOTION

I move that the 2019-2020 Compensation Bulletin for Non-Represented Staff be approved by the Board as attached to this School Board Action Report, with any minor additions, deletions, and modifications deemed necessary by the Superintendent, and to take any necessary actions to implement the document.

4. BACKGROUND INFORMATION

- a. **Background.** The School Board is required under state law to establish leave policies (RCW 28A.400.300(1)(b)), set compensation (RCW 28A.400.200(1)), and obtain insurance benefits for staff (RCW 28A.400.350), which benefits for non-represented staff are described in this Compensation Bulletin. Benefits for represented employees are set in individual collective bargaining agreements approved by the School Board. The Compensation Bulletin includes group medical insurance, a flexible spending plan, sick leave benefits, annual leave, personal leave, paid holidays, worker’s compensation benefits, bereavement leave, professional leave, and inclement weather leave. The bulletin also includes the work year and salary schedules.

Starting January 1, 2020, employees of Washington’s school districts will receive health and other insurance benefits for their eligible employees through the SEBB Program. Benefits available through the SEBB Program will replace the health and insurance

benefits currently provided by the district. The SEBB Program and Board were created by Engrossed House Bill (EHB) 2242 and signed into law on July 6, 2017.

The State of Washington will bargain with a single coalition of union representatives for the employer’s contribution, including the district’s, toward school employees’ health benefits.

The Compensation Bulletin is also being modified to reflect the practice that in a year of retirement that employees may cash out accrued vacation leave accrued in that year, plus the 240-hour carryover maximum. The purpose of this change is to incentivize employees in their year of retirement or separation to work through their last day of employment, rather than take vacation leave for the last 3 or 4 weeks of work.

The final change involves an increase to the entire wage scale for non-represented management staff of 2.5 percent, which does not include the previously approved 2.0 percent Implicit Price Deflator (IPD) increase granted to all non-represented employees paid under the Compensation Bulletin and approved as part of the 2019-20 budget in July 2019.

For additional context, we are experiencing significant issues around compression due to the increases in the Seattle Education Association salary increases over the past several years, but have not made salary adjustments outside of state funded salary increases for non-represented staff. This creates misalignment with reporting structures, internal alignment of jobs with historical differentials, or titles within the same job family. The following examples are not exhaustive, nor are they outliers, but do illustrate this problem:

Advanced Learning Department		
Senior Compliance Specialist	SAEOP	34.78 per hour
Advanced Learning Program Support Analyst	Non-represented; higher level on org structure	\$30.21 per hour
Health Services/Nursing Program		
Nurse	Certificated SEA	\$79.23 per hour
Manager Student Health Services	Non-represented; manager of program	\$64.76 per hour
PAR/STAR Consulting Teacher Program		
Consulting Teacher	Certificated SEA	\$73.33 per hour
STAR CT Program Manager	Non-represented; supervises 22 Consulting Teachers	\$58.87 per hour
Grants Office		
Student Support Svc Consutling Teacher	Certificated SEA	\$75.45 per hour
Director of Grants & Strategic Partnerships	Non-represented: supervises 9 staff including the above person	\$71.23 per hour

	Library Services	
Librarian	Certificated SEA	\$75.45 per hour
Manager Library & Instr. Tech Services	Non-represented; provides direction and support for all librarians	\$64.76 per hour

We are having difficulty recruiting and retaining employees within the existing pay ranges. Within the past 4 weeks (this issue has been increasing over the past year, but we have tracked specifically the last month), 68% of candidates offered jobs have countered on the offer and the majority of these counter above step 10 and many at the max of the range. With a functional salary schedule, we should be able to pay within steps 5 and 9.

SEA increases of 10.5% last year and an additional 5% this year have caused compression with non-represented titles. Many jobs within pay grades 61 through 64 have been surpassed by the higher grades in the SAEOP and Paraprofessional bargaining units. For instance, 20 non-represented jobs have maximum rates less than 29 SAEOP jobs in pay grade 21 and 22 of the applicable salary schedules. Additional compression exists within 26 non-represented titles in Grade 64 where the differential was 4% and is now -1%.

Data from Human Resources reports a turnover rate between the 2017-18 and 2018-19 school year (most recent data available) of 10% for teachers, 15% for school leaders and 25% for non – represented staff.

The Non-Represented Compensation Study concluded in 2015-16. The consultants used more survey data and included more comparable school districts (including nationwide) than we have access to. While we have checked local Puget Sound surveys and made adjustments as needed, this wider perspective is becoming more critical as we are experiencing recruitment issues. The previous compensation study will be refreshed in the Spring of 2020, and includes comparisons to other school districts, other industries and other governmental entities. Until then, we believe increasing the salary schedule another 2.5% (over the 2% IPD equivalent) will address our immediate recruitment issues. An across-the-board increase is considered a consistent practice with other school districts in our state and our other employee groups.

As another point of reference, the following districts have also provided increases for their non-represented/management staff:

- Auburn School District – 8% for 2019-20
 - Highline School District – 4.7% for 2019-20
 - Marysville School District – 7% for 2019-20
- b. **Alternatives.** a) Not approve the modifications to the Compensation Bulletin, which for the salary component will create further salary compression issues for central office staff who lead or support certificated non-supervisory personnel. Delaying or not providing the requested salary increase will make it difficult to attract and retain qualified leaders to central office. Skilled leaders are critical to move the district’s mission forward.
- b) Accept all changes other than the compensation change.

- c. **Research.** Attachment A provides a table showing state funded salary increases, increases negotiated with the Seattle Education Association and salary increases provided to non-represented staff for the time period of 2015-16 through 2019-20, which provides documentation on the large difference in salary increases over time.

Specific examples of salary issues have also been provided in the Background section of this document.

5. FISCAL IMPACT/REVENUE SOURCE

Total fiscal impact for 2019-20 is \$1,473,778, of which \$1,008,948 is the cost to the general fund, with the remainder being paid for by grants and the capital fund (Grants - \$112,345; Capital - \$352,485).

There are approximately 472 positions that are impacted by this proposed increase, of which 31 are in grade 72 or higher (currently grade 72 at the highest step is \$166,244) and 441 are in grades 71 or below. Of the total cost, \$183,945 is for costs associated for staff in grade 72 or higher and \$1,289,833 is for staff in grades 71 or lower.

To provide additional context, the top level principal position in 2019-20 pays \$163,238. Non-represented positions in grades 72 and above are considered career ladder positions for principals.

Expenditure: One-time Annual Multi-Year N/A

Revenue: One-time Annual Multi-Year N/A

6. COMMUNITY ENGAGEMENT

With guidance from the District’s Community Engagement tool, this action was determined to merit the following tier of community engagement:

Not applicable

Tier 1: Inform

Tier 2: Consult/Involve

Tier 3: Collaborate

7. EQUITY ANALYSIS

The Racial Equity Analysis Tool was reviewed. Most of the changes to the Compensation Bulletin are mandated by board policy or state law, e.g., types of insurance and benefits provided other than the leave accrual change and the salary increase. Providing equitable raises for all non-represented staff ensure that all races and genders obtain the same percentage increase as other non-represented staff members. The benefit for all our students and educators is to attract

and retain experienced educational leaders and managers who are committed to achieving the goals and objectives listed in the District's 2019-2024 Seattle Public Schools Strategic Plan.

8. STUDENT BENEFIT

Attracting and retaining experienced education leaders and other non-represented staff is important to providing support to our administrators and teachers so that they can provide an excellent education for every student.

9. WHY BOARD ACTION IS NECESSARY

- Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)
- Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)
- Adopting, amending, or repealing a Board policy
- Formally accepting the completion of a public works project and closing out the contract
- Legal requirement for the School Board to take action on this matter. The School Board is required to establish compensation and benefits under RCW 28A.400.200 (compensation); RCW 28A.400.350 (Insurance); and RCW 28A.400.300(1)(b)(illness).
- Board Policy No. 5310 [Compensation], provides the Board shall approve of this item
- Other: _____

10. POLICY IMPLICATION

School Board Policy No. 5310, Compensation, states the School Board shall establish salary schedules for non-represented management staff when the Compensation Bulletin for management is approved.

School Board Policy No. 5400, Leaves, states the School Board shall approve employee leave, which is included in the Compensation Bulletin.

11. BOARD COMMITTEE RECOMMENDATION

This motion was discussed at the Executive Committee meeting on October 10, 2019. The Committee reviewed the motion and moved the item forward with a recommendation for approval by the full Board.

12. TIMELINE FOR IMPLEMENTATION

Upon approval of this motion, any salary increases over the previously approved 2% will be included on the December 1, 2019 pay warrants and the increases would be retroactive back to September 1, 2019.

13. ATTACHMENTS

- 2019-20 Classification and Compensation Bulletin – clean (for approval)
- 2019-20 Classification and Compensation Bulletin – track changes (for reference)
- Comparison of Compensation Increases Over Time Chart (for reference)
- 2019-20 Current Non-Represented Salary Schedule (for reference)
- 2019-20 Proposed Non-Represented Salary Schedule (for approval)



Request by Staff – 2019-20 Compensation Bulletin for Non- Represented Staff

Board Action Report Attachments

Seattle Public Schools is committed to making its online information accessible and usable to all people, regardless of ability or technology. Meeting web accessibility guidelines and standards is an ongoing process that we are consistently working to improve.

While Seattle Public Schools endeavors to only post documents optimized for accessibility, due to the nature and complexity of some documents, an accessible version of the document may not be available. In these limited circumstances, the District will provide equally effective alternate access.

For questions and more information about this document, please contact the following:

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Chief Financial Officer, Business and Finance
jdberge@seattleschools.org

Attachments to the Board Action Report titled "Request by Staff – 2019-20 Compensation Bulletin for Non-Represented Staff 2019-20" consist of the Classification and Compensation Bulletin – clean (for approval); 2019-20 Classification and Compensation Bulletin – track changes (for reference); Comparison of Compensation Increases Over Time Chart (for reference); 2019-20 Current Non-Represented Salary Schedule (for reference); and 2019-20 Proposed Non-Represented Salary Schedule (for approval).

COMPENSATION BULLETIN FOR NON-REPRESENTED STAFF

Seattle Public Schools
2019-2020



The Board of Directors of Seattle Public Schools shall provide non-represented staff, which includes administrators, professional/technical, other support staff and office/clerical employees compensated on the Non-represented Staff Salary Schedule(s) with the salary and fringe benefits as set forth in this Compensation Bulletin For Non-Represented Staff (hereinafter, "Compensation Bulletin"). Non-represented staff for purposes of this bulletin does not refer to non-represented hourly employees or to staff paid a stipend (example: athletic coaches).

COMPENSATION

The Board acknowledges the necessity to comply with applicable laws concerning compensation.

- A. The salary schedules for non-represented staff positions covered by the Compensation Bulletin are available on the District's web site: MySPS/Departments/Human Resources/Classification & Compensation/Salary Schedules.
- B. The salary schedules may be modified with Board approval. Experience credit (step adjustments) shall be granted as appropriate to the circumstances.
- C. The list of position titles appropriate to this policy, which are paid according to the Non-represented Staff Salary Schedule, shall be maintained by the Classification and Compensation Department within the Human Resources Department.
- D. The District's contribution for staff who participate in the district's group medical benefits program will remain in effect until December 31, 2019. Effective January 1, 2020, benefits and plan coverage will be governed by the School Employees Benefits Board (see <https://www.hca.wa.gov/employee-retiree-benefits/school-employees/medical-plans-and-benefits> for more information).
- E. The District assumes 100% of the Retiree Medical Subsidy (aka "Retiree Carve Out") through December 31, 2019, after which it will be part of the benefits provided by the state under the School Employees Benefits Board.

EMPLOYEE BENEFITS

A. Group Medical Insurance

Through December 31, 2019, district employees are automatically covered by a group dental plan, vision plan and life/long term disability plan and may participate in a choice of medical plans. All

employees who work more than .5 but less than 1.0 receive prorated health benefits equal to their current FTE. Refer to the Employee Benefits Program booklet for information on eligibility and plan options, or call the Benefits Helpline at (206) 957-7066, or on-line visit the [Benefits website](#), (password “sps”).

Beginning January 1, 2020, all Washington State K-12 school districts, including Seattle Public Schools, will be required to offer benefits through the state’s School Employee Benefits Board (SEBB) program for all staff who are anticipated to work 630 hours or more during the school year. Eligible employees must make new elections directly through “SEBB My Account.” More information is available at <https://www.hca.wa.gov/employee-retiree-benefits/school-employees>.

B. Flexible Spending Plan

Through December 31, 2019, the District offers a Flexible Spending Plan, or Section 125 Plan, to any employee who is eligible to participate in the group insurance plans. Premium Conversion, Health Care Reimbursement, Dependent Care Reimbursement, and Premium Expense Account plans are available. Additional information is in the Employee Benefits Program booklet or may be obtained by calling the Benefits Helpline at (206) 957-7066, or on-line visit the [Benefits website](#), (password “sps”).

Effective January 1, 2020, the Flexible Spending Plan will be administered through SEBB. More information is available at <https://www.hca.wa.gov/employee-retiree-benefits/school-employees>.

C. Sick Leave

Each regular employee will be entitled to up to twelve (12) working days of sick leave for the work year, to be used for illness, injury or illness-emergencies, as follows:

1. *Sick Leave Application:* Sick leave days are to be used for absences caused by personal illness, injury, medical disability (including childbearing), poor health, or an emergency caused by family illness where no reasonable alternative is available to the employee. An employee who meets eligibility requirements may also use sick leave for qualifying family health or parental leave reasons.
2. *Sick Leave Accumulation:* Each employee’s portion of unused sick leave allowance shall accumulate from year-to-year as provided by state law and the rules and regulations of the Superintendent of Public Instruction under that law [see RCW 28A.400.300(1)(b)(iii-v); WAC 392-136-075].
3. *Sick Leave Cash out:* Under specific circumstances, employees may be eligible to receive a cash out payment of part of their accumulated sick leave days.
 - a. On or before January 15 of each year, employees with a sick leave accumulation may elect to be compensated at the ratio of 1:4 at their per diem rate for sick leave accumulated in excess of sixty (60) days, which were earned but unused during the previous calendar year. (See WAC 392-136-015.)

- b. Employees who leave the District (terminate employment) and then subsequently return to employment with the District at a later date, or when transferring from another Washington State public school district or educational service district, may upon written request to Human Resources have their previously unused sick leave balance reinstated [See RCW 28A.400.300(2)]; unless there was a cash out that went to a VEBA Plan.
- c. Employees who retire or separate from service and meet state sick leave cash out eligibility shall be entitled, upon written request to Human Resources, to compensation for all unused Sick Leave up to the one hundred eighty (180) days maximum at the ratio of 1:4, at their per diem rate. If any employee group has elected for such sick leave cash out to go to a medical expense plan, then the value of the sick leave cash out at a ratio of 1:4, not to exceed 180 days, will go to the VEBA Plan versus being paid out as cash. Individual choice is not permissible and all those defined as eligible must participate per IRS rules. (See WAC 392-136-020 and www.veba.org for more information.)

A VEBA hold harmless agreement must be submitted by the employee or the “excess” sick leave days earned during the year, typically 12 days, will be subtracted from the employee’s sick leave balance that is available for cash out. The District will then cash out the employee’s remaining sick leave days and provided payment as taxable wages.

- d. In the event of the death of an employee, the estate representative may apply for payment of accumulated sick leave for the deceased employee by contacting Payroll Services. If the employee group has elected for such sick leave cash out to go to a medical expense plan, the plan coverage transfers to the spouse, dependents, and non-dependent beneficiaries.

D. Annual Vacation Leave

All regular employees will be granted annual vacation leave according to their scheduled work year as set forth on Attachment A.

1. *Annual Vacation Leave Accumulation:* Employees who work a full year may accumulate annual vacation leave days from year-to-year as described below. Employees who work less than a twelve (12) month year do not accrue annual leave days.
2. Effective 09/01/97, no employee may carry over more than two hundred forty (240) hours of vacation leave from one school year to the next. Employees must reduce their leave balance to no more than two hundred forty (240) hours by the end of August of each year, or forfeit hours in excess of two hundred forty (240).
3. *Separation Leave Cash Out:* At time of separation from the district (i.e., resignation, termination, death, layoff, etc.) the employee may elect to have their balance of vacation leave cashed out in full. As noted in (2) above, the annual carryover limit of 240 hours does not change, it is ONLY upon separation that an employee may cash out their balance of vacation leave, which could exceed 240 hours. For example, an employee carries over the maximum 240 hours to end the school year. The employee accrues 10 hours for the month of September,

and then separates. The amount of leave that could be cashed out would be 250 hours, the total amount of their vacation leave balance as of the date of separation.

4. *Annual Leave Cash Out:* Each Non-represented Staff employee who has taken at least ten (10) days of annual vacation leave is entitled to cash out up to seven (7) days of annual vacation leave of his/her remaining leave balance at the end of the same fiscal year. Forms need to be turned in by September 10; and payout is expected by October 1.
5. *Change in Work Year:* Employees who change from a full work year to a work year that is less than 12 months will be entitled to cash out all of the previously accrued annual vacation leave days, not to exceed a maximum of thirty (30) days.

E. Personal Leave

Eligible employees will be provided up to two (2) days of personal leave per year with pay to deal with personal business of an emergency nature. The number of days granted will be dependent upon the individual employee's assigned work year (see Work Year, page 5). Such days shall not accumulate from year-to-year; there is no carry-over provision for personal leave. Personal leave days not used are forfeited. Application for and use of these days shall be as follows:

Personal Leave days shall be used for hardships or other pressing needs and will be granted in situations which require absence during working hours for purposes of transacting or attending to personal or legal business or to family matters.

F. Holidays

Non-represented staff are entitled to paid holidays, according to their work year, as listed below:

Full-Year Employees (12)

Independence Day (7/3)
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve Day (12/24)
Christmas Day
New Year's Eve Day (12/31)
New Year's Day
Martin Luther King Day
Presidents Day
Memorial Day

223 & 204 Day Employees (10)

Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve Day (12/24)
Christmas Day
New Year's Eve Day (12/31)
New Year's Day
Martin Luther King Day
Presidents Day
Memorial Day

The 2019-20 work year consists of 261 days. To accommodate the additional day, the Monday after Independence Day, July 6th, is designated as a non-work day.

G. Worker's Compensation

Non-represented employees are eligible for workers' compensation time loss benefits as provided by law. Employees may supplement their time loss benefits with previously accrued sick leave and/or annual leave. However, the total of time loss benefits and sick leave and/or annual leave may not exceed the employees' normal net pay. Net pay equals gross pay less statutory deductions.

H. Bereavement Leave

Up to three (3) consecutive days of bereavement leave following the death of a member of the immediate family will be provided. Two (2) additional days for up to a total of five (5) may be granted upon application to and approval by the immediate supervisor. Such leave shall be without loss of pay and must be applied for and used consistent with established District policies and procedures.

I. Professional Leave

Professional leave will be provided as an approved absence without loss of pay from an employee's regularly assigned duties so that the employee may participate in activities directly related to the profession or professional growth, such as workshops, seminars and conferences. Such leaves will be available on a limited basis to management staff consistent with District guidelines and procedures.

J. Inclement Weather Leave

Paid leave up to a limit of two (2) days per year may be requested for days which are normally worked but which fall on days that the work site is not open due to inclement weather.

K. Other

Other employee benefits related to leaves of absence and compensatory time will be provided by Board policy, administrative regulations or District personnel procedures.

WORK YEAR

- A. The work year for non-represented staff will consist of the number of work days appropriate to the position. The following table indicates the work year schedules for employees who are on Schedules MS5, MS6 and MS7 and their entitlement to holidays, annual leave, sick leave and personal leave benefits.

WORK DAYS	PAID HOLIDAYS	ANNUAL LEAVE	SICK LEAVE	PERSONAL LEAVE
Full-Year	12	15-28 ¹	12	2
204	10	10 ²	10	2*
223	10	10 ²	11	2*

*Employees working a 204-day schedule receive 10 sick leave and two personal leave days; personal leave can be converted to sick leave. Employees working a 223-day schedule receive 11 sick leave and two personal leave days, with the option of converting one personal leave day to sick leave.

- B. Work year schedules for all non-represented employees on a 223 or 204 work day schedule will be assigned at the discretion of the District, and any deviation from that schedule must receive prior written permission from the appropriate executive level administrator.
- C. Non-represented administrators may be on a full-year (typically, 260 days), 223, or 204 work day schedule as determined by the appropriate Division Head. Non-represented administrators may request that their status be changed to a 223 or 204-day work year, or such change may be initiated by the District consistent with applicable legal requirements. Any such changes that result in a decrease in the actual number of work days will require the appropriate adjustments to salary and paid leave provisions to reflect the change in days worked.
- D. When the work year exceeds 260 days, the District reserves the discretion to designate the extra day(s) as a non-work day(s) within the work year, for full year employees.

EFFECTIVE DATE

The terms and conditions of this Compensation Bulletin shall be applicable when approved and continue, until superseded, replaced, or modified.

Attachments:

- Non-Represented Salary Schedule (MS5) – Full-Year (260-Day) Employees
- Non-Represented Salary Schedule (MS6) – 223-Day Employees
- Non-Represented Salary Schedule (MS7) – 204-Day Employees

¹ According to the job group/class and years of service.

² Non-accumulative taken during scheduled spring and winter breaks each year.

Attachment A

**ANNUAL LEAVE SCHEDULE FOR FULL-YEAR ADMINISTRATORS,
PROFESSIONAL/TECHNICAL AND SUPERVISORY/NON-MANAGERIAL
STAFF ON NON-REPRESENTED SALARY SCHEDULES**

PROFESSIONAL/TECHNICAL AND SUPERVISORY/NON-MANAGERIAL						
Salary Class	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25+ Years
PRT/SNM	18	25	27	28	28	28

CENTRAL OFFICE ADMINISTRATOR 1						
Salary Class	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25+ Years
COA1	23	26	27	28	28	28

CENTRAL OFFICE ADMINISTRATOR 2						
Salary Class	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25+ Years
COA2	26	28	28	28	28	28

Professional/Technical and Supervisory/Non-Managerial (PRT/SNM): this category encompasses entry, intermediate, senior professional and some advanced professional titles considered individual contributors where the scope of the job ranges from tactical in nature and narrow in focus to strategic in nature with increasing levels of complexity, autonomy and initiative. Some positions in this category may act as leads for a work group.

Central Office Administrator 1 (COA1): this category encompasses supervisory and management levels that range from positions performing work similar to those being supervised to formal oversight of a department or operational group. Performs first-level formal management over staff where the work requires a comprehensive knowledge and understanding of the department and functional areas. Assigns work, evaluates employee performance, and may have budget responsibility. This category also encompasses strategic program management where the role may be cross-functional in nature with responsibility for complex and demanding assignments.

Central Office Administrator 2 (COA2): this category encompasses manager/director levels where positions have oversight of a few departments or operational areas and include district senior leadership. Positions in this category will typically have comprehensive knowledge and understanding of an assigned functional area and related departments, or responsibility for multiple departments and functional areas. Responsible for budget and strategic planning with ultimate decision-making authority over hiring and termination decisions. This category also encompasses strategic advisors with the highest level of skill in their profession.

Note: The Annual Leave Schedule above reflects revisions to the Management Salary Schedules and re-numbered grades effective September 1, 2016.

COMPENSATION BULLETIN FOR MANAGEMENTNON-REPRESENTED STAFF

Seattle Public Schools
2018-2019-2020



The Board of Directors of Seattle Public Schools shall provide the Management Staffnon-represented staff, which includes administrators, professional/technical, other support staff and office/clerical employees compensated on the ManagementNon-represented Staff Salary SchedulesSchedule(s) with the salary and fringe benefits as set forth in this Compensation Bulletin For ManagementNon-Represented Staff (hereinafter, "Compensation Bulletin"). Non-represented staff for purposes of this bulletin does not refer to non-represented hourly employees or to staff paid a stipend (example: athletic coaches).

COMPENSATION

The Board acknowledges the necessity to comply with applicable laws concerning compensation.

- A. The salary schedules for Management Staffnon-represented staff positions covered by the Compensation Bulletin are available on the District's web site: MySPS/Departments/Human Resources/Classification & Compensation/Salary Schedules.
- B. The salary schedules may be modified with Board approval. Experience credit (step adjustments) shall be granted as appropriate to the circumstances.
- C. The list of position titles appropriate to this policy, which are paid according to the ManagementNon-represented Staff Salary Schedule, shall be maintained by the Classification and Compensation Department within the Human Resources Department.
- D. The District's contribution for Management Staffstaff who participate in the district's group medical benefits program ~~shall be determined annually~~will remain in accordance with state fundingeffect until December 31, 2019. Effective January 1, 2020, benefits and local policy-plan coverage will be governed by the School Employees Benefits Board (see <https://www.hca.wa.gov/employee-retiree-benefits/school-employees/medical-plans-and-benefits> for more information).
- E. The District assumes 100% of the Retiree Medical Subsidy (aka "Retiree Carve Out"~~;-)~~) through December 31, 2019, after which it will be part of the benefits provided by the state under the School Employees Benefits Board.

EMPLOYEE BENEFITS

A. Group Medical Insurance

~~District~~Through December 31, 2019, district employees are automatically covered by a group dental plan, vision plan and life/long term disability plan and may participate in a choice of medical plans. All employees who work more than .5 but less than 1.0 receive prorated health benefits equal to their current FTE. Refer to the Employee Benefits Program booklet for information on eligibility and plan options, or call the Benefits Helpline at (206) 957-7066, or on-line visit the [Benefits website](#), (password “sps”).

~~or more~~

Beginning January 1, 2020, all Washington State K-12 school districts, including Seattle Public Schools, will be required to offer benefits through the state’s School Employee Benefits Board (SEBB) program for all staff who are anticipated to work 630 hours or more during the school year. Eligible employees must make new elections directly through “SEBB My Account.” More information is available at <https://www.hca.wa.gov/employee-retiree-benefits/school-employees>.

B. Flexible Spending Plan

~~The~~Through December 31, 2019, the District offers a Flexible Spending Plan, or Section 125 Plan, to any employee who is eligible to participate in the group insurance plans. Premium Conversion, Health Care Reimbursement, Dependent Care Reimbursement, and Premium Expense Account plans are available. Additional information is in the Employee Benefits Program booklet or may be obtained by calling the Benefits Helpline at (206) 957-7066, or on-line visit the [Benefits website](#), (password “sps”).

Effective January 1, 2020, the Flexible Spending Plan will be administered through SEBB. More information is available at <https://www.hca.wa.gov/employee-retiree-benefits/school-employees>.

C. Sick Leave

Each regular employee will be entitled to up to twelve (12) working days of sick leave for the work year, to be used for illness, injury or illness-emergencies, as follows:

1. *Sick Leave Application:* Sick leave days are to be used for absences caused by personal illness, injury, medical disability (including childbearing), poor health, or an emergency caused by family illness where no reasonable alternative is available to the employee. [An employee who meets eligibility requirements may also use sick leave for qualifying family health or parental leave reasons.](#)
2. *Sick Leave Accumulation:* Each employee’s portion of unused sick leave allowance shall accumulate from year-to-year as provided by state law and the rules and regulations of the Superintendent of Public Instruction under that law [see RCW 28A.400.300(1)(b)(iii-v); WAC 392-136-075].
3. *Sick Leave Cash out:* Under specific circumstances, employees may be eligible to receive a cash out payment of part of their accumulated sick leave days.

- a. On or before January 15 of each year, employees with a sick leave accumulation may elect to be compensated at the ratio of ~~1:4:1~~ at their per diem rate for sick leave accumulated in excess of sixty (60) days, which were earned but unused during the previous calendar year. (See WAC 392-136-015.)
- b. Employees who leave the District (terminate employment) and then subsequently return to employment with the District at a later date, or when transferring from another Washington State public school district or educational service district, may upon written request to Human Resources have their previously unused sick leave balance reinstated [See RCW 28A.400.300(2)]; unless there was a cash out that went to a VEBA Plan.
- c. Employees who retire or separate from service and meet state sick leave cash out eligibility shall be entitled, upon written request to Human Resources, to compensation for all unused Sick Leave up to the one hundred eighty (180) days maximum at the ratio of ~~1:4:1~~, at their per diem rate. If any employee group has elected for such sick leave cash out to go to a medical expense plan, then the value of the sick leave cash out at a ratio of ~~1:4:1~~, not to exceed 180 days, will go to the VEBA Plan versus being paid out as cash. Individual choice is not permissible and all those defined as eligible must participate per IRS rules. (See WAC 392-136-020 and www.veba.org for more information.)

A VEBA hold harmless agreement must be submitted by the employee or the “excess” sick leave days earned during the year, typically 12 days, will be subtracted from the employee’s sick leave balance that is available for cash out. The District will then cash out the employee’s remaining sick leave days and provided payment as taxable wages.

- d. In the event of the death of an employee, the estate representative may apply for payment of accumulated sick leave for the deceased employee by contacting Payroll Services. If the employee group has elected for such sick leave cash out to go to a medical expense plan, the plan coverage transfers to the spouse, dependents, and non-dependent beneficiaries.

D. Annual Vacation Leave

All regular employees will be granted annual vacation leave according to their scheduled work year as set forth on Attachment A.

1. *Annual Vacation Leave Accumulation:* Employees who work a full year may accumulate annual vacation leave days from year-to-year as described below. Employees who work less than a twelve (12) month year do not accrue annual leave days.
2. Effective 09/01/97, no employee may carry over more than two hundred forty (240) hours of vacation leave from one school year to the next. Employees must reduce their leave balance to no more than two hundred forty (240) hours by the end of August of each year-, or forfeit hours in excess of two hundred forty (240).

3. *Separation Leave Cash Out:* At time of separation from the district (i.e., resignation, termination, death, layoff, etc.) ~~the employee may cash out up to two hundred forty (240) hours of annual vacation leave~~ the employee may elect to have their balance of vacation leave cashed out in full. As noted in (2) above, the annual carryover limit of 240 hours does not change, it is ONLY upon separation that an employee may cash out their balance of vacation leave, which could exceed 240 hours. For example, an employee carries over the maximum 240 hours to end the school year. The employee accrues 10 hours for the month of September, and then separates. The amount of leave that could be cashed out would be 250 hours, the total amount of their vacation leave balance as of the date of separation.
4. *Annual Leave Cash Out:* Each ~~Management~~Non-represented Staff employee who has taken at least ten (10) days of annual vacation leave is entitled to cash out up to seven (7) days of annual vacation leave of his/her remaining leave balance at the end of the same fiscal year. Forms need to be turned in by September 10; and payout is expected by October 1.
5. *Change in Work Year:* Employees who change from a full work year to a work year that is less than 12 months will be entitled to cash out all of the previously accrued annual vacation leave days, not to exceed a maximum of thirty (30) days.

E. Personal Leave

Eligible employees will be provided up to two (2) days of personal leave per year with pay to deal with personal business of an emergency nature. The number of days granted will be dependent upon the individual employee's assigned work year (see Work Year, page 5). Such days shall not accumulate from year-to-year; there is no carry-over provision for personal leave. Personal leave days not used are forfeited. Application for and use of these days shall be as follows:

Personal Leave days shall be used for hardships or other pressing needs and will be granted in situations which require absence during working hours for purposes of transacting or attending to personal or legal business or to family matters.

F. Holidays

~~Management~~Non-represented staff are entitled to paid holidays, according to their work year, as listed below:

Full-Year Employees (12)	223 & 204 Day Employees (10)
Independence Day	Veterans' (7/3) <u>Veterans</u>
Day	
Labor Day	Thanksgiving Day
Veterans' Veterans Day	Day after Thanksgiving
Thanksgiving Day	Christmas Eve Day (12/24)
Day after Thanksgiving	Christmas Day
Christmas Eve Day (12/24)	New Year's Eve Day (12/31)

Christmas Day
New Year's Eve Day (12/31)
New Year's Day
Martin Luther King Day
[Presidents' Presidents](#) Day
Memorial Day

New Year's Day
Martin Luther King Day
[Presidents' Presidents](#) Day
Memorial Day

The 2019-20 work year consists of 261 days. To accommodate the additional day, the Monday after Independence Day, July 6th, is designated as a non-work day.

G. Worker's Compensation

[Management Staff Non-represented](#) employees are eligible for workers' compensation time loss benefits as provided by law. Employees may supplement their time loss benefits with previously accrued sick leave and/or annual leave. However, the total of time loss benefits and sick leave and/or annual leave may not exceed the employees' normal net pay. Net pay equals gross pay less statutory deductions.

H. Bereavement Leave

Up to three (3) consecutive days of bereavement leave following the death of a member of the immediate family will be provided. Two (2) additional days for up to a total of five (5) may be granted upon application to and approval by the immediate supervisor. Such leave shall be without loss of pay and must be applied for and used consistent with established District policies and procedures.

I. Professional Leave

Professional leave will be provided as an approved absence without loss of pay from an employee's regularly assigned duties so that the employee may participate in activities directly related to the profession or professional growth, such as workshops, seminars and conferences. Such leaves will be available on a limited basis to management staff consistent with District guidelines and procedures.

J. Inclement Weather Leave

Paid leave up to a limit of two (2) days per year may be requested for days which are normally worked but which fall on days that the work site is not open due to inclement weather.

K. Other

Other employee benefits related to leaves of absence and compensatory time will be provided by Board policy, administrative regulations or District personnel procedures.

WORK YEAR

- A. The work year for Management Staff non-represented staff will consist of the number of work days appropriate to the position. The following table indicates the work year schedules for employees who are on ~~the Management Staff Salary Schedule~~ (Schedules MS5, MS6 and MS7) and their entitlement to holidays, annual leave, sick leave and personal leave benefits.

WORK DAYS	PAID HOLIDAYS	ANNUAL LEAVE	SICK LEAVE	PERSONAL LEAVE
260 Full-Year	12	15-28 ¹	12	2
204	10	10 ²	10	2*
223	10	10 ²	11	2*

*Employees working a 204-day schedule receive 10 sick leave and two personal leave days; personal leave can be converted to sick leave. Employees working a 223-day schedule receive 11 sick leave and two personal leave days, with the option of converting one personal leave day to sick leave.

- B. Work year schedules for all Management Staff non-represented employees on a 223 or 204 work day schedule will be assigned at the discretion of the District, and any deviation from that schedule must receive prior written permission from the appropriate executive level administrator.
- C. Management Staff Non-represented administrators may be on a full-year (typically, 260, days), 223, or 204 work day schedule as determined by the appropriate Division Head. Management Staff Non-represented administrators may request that their status be changed to a 223 or 204-day work year, or such change may be initiated by the District consistent with applicable legal requirements. Any such changes that result in a decrease in the actual number of work days will require the appropriate adjustments to salary and paid leave provisions to reflect the change in days worked.
- D. When the work year exceeds 260 days, the District reserves the discretion to designate the extra day(s) as a non-work day(s) within the work year, for full year employees.

EFFECTIVE DATE

¹ According to the job group/class and years of service.

² Non-accumulative taken during scheduled spring and winter breaks each year.

The terms and conditions of this Compensation Bulletin shall be applicable when approved and continue, until superseded, replaced, or modified.

Attachments:

[ManagementNon-Represented](#) Salary Schedule (MS5) – [Full-Year \(260-Day\)](#) Employees

[ManagementNon-Represented](#) Salary Schedule (MS6) – 223-Day Employees

[ManagementNon-Represented](#) Salary Schedule (MS7) – 204-Day Employees

Comparison of Compensation Increases Over Time

State Funded			
School Year	Inflationary Salary Increase	SEA Total Percent Increase per CBA	Non - Rep Increases
2015-16	3.0%	6.0%	3.0%
2016-17	1.8%	3.8%	1.8%
2017-18	2.3%	6.8%	2.3%
2018-19	0.0%	10.5%	2.5%
2019-20	2.0%	5.0%	4.5%*
5-Year Total	9.1%	32.1%	14.1%

*Proposed, includes the 2% previously approved as part of the 2019-20 budget

		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13
Grade														
61	Annual	\$43,136	\$44,242	\$45,377	\$46,540	\$47,733	\$48,957	\$50,213	\$51,500	\$52,788	\$54,107	\$55,460	\$56,847	\$58,268
	Monthly	\$3,595	\$3,687	\$3,781	\$3,878	\$3,978	\$4,080	\$4,184	\$4,292	\$4,399	\$4,509	\$4,622	\$4,737	\$4,856
	Hourly	\$20.74	\$21.27	\$21.82	\$22.38	\$22.95	\$23.54	\$24.14	\$24.76	\$25.38	\$26.01	\$26.66	\$27.33	\$28.01
62	Annual	\$47,450	\$48,666	\$49,914	\$51,194	\$52,507	\$53,853	\$55,234	\$56,650	\$58,066	\$59,518	\$61,006	\$62,531	\$64,094
	Monthly	\$3,954	\$4,056	\$4,160	\$4,266	\$4,376	\$4,488	\$4,603	\$4,721	\$4,839	\$4,960	\$5,084	\$5,211	\$5,341
	Hourly	\$22.81	\$23.40	\$24.00	\$24.61	\$25.24	\$25.89	\$26.55	\$27.24	\$27.92	\$28.61	\$29.33	\$30.06	\$30.81
63	Annual	\$52,195	\$53,533	\$54,906	\$56,313	\$57,757	\$59,238	\$60,757	\$62,315	\$63,873	\$65,470	\$67,107	\$68,784	\$70,504
	Monthly	\$4,350	\$4,461	\$4,575	\$4,693	\$4,813	\$4,937	\$5,063	\$5,193	\$5,323	\$5,456	\$5,592	\$5,732	\$5,875
	Hourly	\$25.09	\$25.74	\$26.40	\$27.07	\$27.77	\$28.48	\$29.21	\$29.96	\$30.71	\$31.48	\$32.26	\$33.07	\$33.90
64	Annual	\$57,414	\$58,886	\$60,396	\$61,945	\$63,533	\$65,162	\$66,833	\$68,546	\$70,260	\$72,017	\$73,817	\$75,662	\$77,554
	Monthly	\$4,784	\$4,907	\$5,033	\$5,162	\$5,294	\$5,430	\$5,569	\$5,712	\$5,855	\$6,001	\$6,151	\$6,305	\$6,463
	Hourly	\$27.60	\$28.31	\$29.04	\$29.78	\$30.54	\$31.33	\$32.13	\$32.95	\$33.78	\$34.62	\$35.49	\$36.38	\$37.29
65	Annual	\$63,156	\$64,775	\$66,436	\$68,139	\$69,887	\$71,679	\$73,516	\$75,401	\$77,287	\$79,219	\$81,199	\$83,229	\$85,310
	Monthly	\$5,263	\$5,398	\$5,536	\$5,678	\$5,824	\$5,973	\$6,126	\$6,283	\$6,441	\$6,602	\$6,767	\$6,936	\$7,109
	Hourly	\$30.36	\$31.14	\$31.94	\$32.76	\$33.60	\$34.46	\$35.34	\$36.25	\$37.16	\$38.09	\$39.04	\$40.01	\$41.01
66	Annual	\$69,471	\$71,252	\$73,079	\$74,953	\$76,875	\$78,846	\$80,868	\$82,941	\$85,015	\$87,140	\$89,319	\$91,552	\$93,841
	Monthly	\$5,789	\$5,938	\$6,090	\$6,246	\$6,406	\$6,571	\$6,739	\$6,912	\$7,085	\$7,262	\$7,443	\$7,629	\$7,820
	Hourly	\$33.40	\$34.26	\$35.13	\$36.04	\$36.96	\$37.91	\$38.88	\$39.88	\$40.87	\$41.89	\$42.94	\$44.02	\$45.12
67	Annual	\$76,418	\$78,378	\$80,388	\$82,449	\$84,563	\$86,731	\$88,955	\$91,236	\$93,517	\$95,855	\$98,251	\$100,707	\$103,225
	Monthly	\$6,368	\$6,531	\$6,699	\$6,871	\$7,047	\$7,228	\$7,413	\$7,603	\$7,793	\$7,988	\$8,188	\$8,392	\$8,602
	Hourly	\$36.74	\$37.68	\$38.65	\$39.64	\$40.66	\$41.70	\$42.77	\$43.86	\$44.96	\$46.08	\$47.24	\$48.42	\$49.63
68	Annual	\$84,060	\$86,215	\$88,426	\$90,693	\$93,019	\$95,404	\$97,850	\$100,359	\$102,868	\$105,440	\$108,076	\$110,777	\$113,547
	Monthly	\$7,005	\$7,185	\$7,369	\$7,558	\$7,752	\$7,950	\$8,154	\$8,363	\$8,572	\$8,787	\$9,006	\$9,231	\$9,462
	Hourly	\$40.41	\$41.45	\$42.51	\$43.60	\$44.72	\$45.87	\$47.04	\$48.25	\$49.46	\$50.69	\$51.96	\$53.26	\$54.59
69	Annual	\$92,466	\$94,837	\$97,269	\$99,763	\$102,321	\$104,945	\$107,636	\$110,395	\$113,155	\$115,984	\$118,884	\$121,856	\$124,902
	Monthly	\$7,706	\$7,903	\$8,106	\$8,314	\$8,527	\$8,745	\$8,970	\$9,200	\$9,430	\$9,665	\$9,907	\$10,155	\$10,409
	Hourly	\$44.45	\$45.59	\$46.76	\$47.96	\$49.19	\$50.45	\$51.75	\$53.07	\$54.40	\$55.76	\$57.16	\$58.58	\$60.05

continued

		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13
Grade														
70	Annual	\$101,713	\$104,321	\$106,996	\$109,739	\$112,553	\$115,439	\$118,399	\$121,435	\$124,471	\$127,582	\$130,772	\$134,041	\$137,392
	Monthly	\$8,476	\$8,693	\$8,916	\$9,145	\$9,379	\$9,620	\$9,867	\$10,120	\$10,373	\$10,632	\$10,898	\$11,170	\$11,449
	Hourly	\$48.90	\$50.15	\$51.44	\$52.76	\$54.11	\$55.50	\$56.92	\$58.38	\$59.84	\$61.34	\$62.87	\$64.44	\$66.05
71	Annual	\$111,884	\$114,753	\$117,695	\$120,713	\$123,808	\$126,983	\$130,239	\$133,578	\$136,918	\$140,341	\$143,849	\$147,445	\$151,131
	Monthly	\$9,324	\$9,563	\$9,808	\$10,059	\$10,317	\$10,582	\$10,853	\$11,132	\$11,410	\$11,695	\$11,987	\$12,287	\$12,594
	Hourly	\$53.79	\$55.17	\$56.58	\$58.04	\$59.52	\$61.05	\$62.61	\$64.22	\$65.83	\$67.47	\$69.16	\$70.89	\$72.66
72	Annual	\$123,072	\$126,228	\$129,464	\$132,784	\$136,189	\$139,681	\$143,262	\$146,936	\$150,609	\$154,374	\$158,233	\$162,189	\$166,244
	Monthly	\$10,256	\$10,519	\$10,789	\$11,065	\$11,349	\$11,640	\$11,939	\$12,245	\$12,551	\$12,865	\$13,186	\$13,516	\$13,854
	Hourly	\$59.17	\$60.69	\$62.24	\$63.84	\$65.48	\$67.15	\$68.88	\$70.64	\$72.41	\$74.22	\$76.07	\$77.98	\$79.93
73	Annual	\$135,380	\$138,851	\$142,411	\$146,063	\$149,808	\$153,649	\$157,589	\$161,630	\$165,671	\$169,812	\$174,058	\$178,409	\$182,869
	Monthly	\$11,282	\$11,571	\$11,868	\$12,172	\$12,484	\$12,804	\$13,132	\$13,469	\$13,806	\$14,151	\$14,505	\$14,867	\$15,239
	Hourly	\$65.09	\$66.76	\$68.47	\$70.22	\$72.02	\$73.87	\$75.76	\$77.71	\$79.65	\$81.64	\$83.68	\$85.77	\$87.92
74	Annual	\$148,917	\$152,736	\$156,652	\$160,669	\$164,788	\$169,014	\$173,347	\$177,792	\$182,237	\$186,793	\$191,463	\$196,249	\$201,155
	Monthly	\$12,410	\$12,728	\$13,054	\$13,389	\$13,732	\$14,084	\$14,446	\$14,816	\$15,186	\$15,566	\$15,955	\$16,354	\$16,763
	Hourly	\$71.59	\$73.43	\$75.31	\$77.24	\$79.23	\$81.26	\$83.34	\$85.48	\$87.61	\$89.80	\$92.05	\$94.35	\$96.71
75	Annual	\$163,810	\$168,010	\$172,318	\$176,736	\$181,268	\$185,916	\$190,683	\$195,572	\$200,461	\$205,473	\$210,610	\$215,875	\$221,272
	Monthly	\$13,651	\$14,001	\$14,360	\$14,728	\$15,106	\$15,493	\$15,890	\$16,298	\$16,705	\$17,123	\$17,551	\$17,990	\$18,439
	Hourly	\$78.75	\$80.77	\$82.85	\$84.97	\$87.15	\$89.38	\$91.67	\$94.03	\$96.38	\$98.79	\$101.25	\$103.79	\$106.38
76	Annual	\$180,190	\$184,811	\$189,549	\$194,410	\$199,394	\$204,507	\$209,751	\$215,129	\$220,507	\$226,020	\$231,671	\$237,462	\$243,399
	Monthly	\$15,016	\$15,401	\$15,796	\$16,201	\$16,616	\$17,042	\$17,479	\$17,927	\$18,376	\$18,835	\$19,306	\$19,789	\$20,283
	Hourly	\$86.63	\$88.85	\$91.13	\$93.47	\$95.86	\$98.32	\$100.84	\$103.43	\$106.01	\$108.66	\$111.38	\$114.16	\$117.02
77	Annual	\$198,209	\$203,291	\$208,504	\$213,850	\$219,333	\$224,957	\$230,726	\$236,642	\$242,558	\$248,622	\$254,837	\$261,208	\$267,738
	Monthly	\$16,517	\$16,941	\$17,375	\$17,821	\$18,278	\$18,746	\$19,227	\$19,720	\$20,213	\$20,718	\$21,236	\$21,767	\$22,312
	Hourly	\$95.29	\$97.74	\$100.24	\$102.81	\$105.45	\$108.15	\$110.93	\$113.77	\$116.61	\$119.53	\$122.52	\$125.58	\$128.72

		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13
Grade														
61	Annual	\$36,998	\$37,946	\$38,919	\$39,917	\$40,941	\$41,990	\$43,067	\$44,171	\$45,276	\$46,407	\$47,568	\$48,757	\$49,976
	Monthly	\$3,083	\$3,162	\$3,243	\$3,326	\$3,412	\$3,499	\$3,589	\$3,681	\$3,773	\$3,867	\$3,964	\$4,063	\$4,165
	Hourly	\$20.74	\$21.27	\$21.82	\$22.38	\$22.95	\$23.54	\$24.14	\$24.76	\$25.38	\$26.01	\$26.66	\$27.33	\$28.01
62	Annual	\$40,697	\$41,741	\$42,811	\$43,909	\$45,035	\$46,189	\$47,374	\$48,588	\$49,803	\$51,048	\$52,324	\$53,633	\$54,973
	Monthly	\$3,391	\$3,478	\$3,568	\$3,659	\$3,753	\$3,849	\$3,948	\$4,049	\$4,150	\$4,254	\$4,360	\$4,469	\$4,581
	Hourly	\$22.81	\$23.40	\$24.00	\$24.61	\$25.24	\$25.89	\$26.55	\$27.24	\$27.92	\$28.61	\$29.33	\$30.06	\$30.81
63	Annual	\$44,767	\$45,915	\$47,092	\$48,300	\$49,538	\$50,808	\$52,111	\$53,447	\$54,783	\$56,153	\$57,557	\$58,996	\$60,471
	Monthly	\$3,731	\$3,826	\$3,924	\$4,025	\$4,128	\$4,234	\$4,343	\$4,454	\$4,565	\$4,679	\$4,796	\$4,916	\$5,039
	Hourly	\$25.09	\$25.74	\$26.40	\$27.07	\$27.77	\$28.48	\$29.21	\$29.96	\$30.71	\$31.48	\$32.26	\$33.07	\$33.90
64	Annual	\$49,243	\$50,506	\$51,801	\$53,129	\$54,492	\$55,889	\$57,322	\$58,792	\$60,262	\$61,768	\$63,312	\$64,895	\$66,517
	Monthly	\$4,104	\$4,209	\$4,317	\$4,427	\$4,541	\$4,657	\$4,777	\$4,899	\$5,022	\$5,147	\$5,276	\$5,408	\$5,543
	Hourly	\$27.60	\$28.31	\$29.04	\$29.78	\$30.54	\$31.33	\$32.13	\$32.95	\$33.78	\$34.62	\$35.49	\$36.38	\$37.29
65	Annual	\$54,168	\$55,557	\$56,982	\$58,443	\$59,941	\$61,478	\$63,054	\$64,671	\$66,288	\$67,945	\$69,644	\$71,385	\$73,170
	Monthly	\$4,514	\$4,630	\$4,748	\$4,870	\$4,995	\$5,123	\$5,255	\$5,389	\$5,524	\$5,662	\$5,804	\$5,949	\$6,097
	Hourly	\$30.36	\$31.14	\$31.94	\$32.76	\$33.60	\$34.46	\$35.34	\$36.25	\$37.16	\$38.09	\$39.04	\$40.01	\$41.01
66	Annual	\$59,585	\$61,113	\$62,680	\$64,287	\$65,935	\$67,626	\$69,360	\$71,138	\$72,917	\$74,740	\$76,608	\$78,523	\$80,486
	Monthly	\$4,965	\$5,093	\$5,223	\$5,357	\$5,495	\$5,635	\$5,780	\$5,928	\$6,076	\$6,228	\$6,384	\$6,544	\$6,707
	Hourly	\$33.40	\$34.26	\$35.13	\$36.04	\$36.96	\$37.91	\$38.88	\$39.88	\$40.87	\$41.89	\$42.94	\$44.02	\$45.12
67	Annual	\$65,543	\$67,224	\$68,948	\$70,716	\$72,529	\$74,389	\$76,296	\$78,252	\$80,209	\$82,214	\$84,269	\$86,376	\$88,535
	Monthly	\$5,462	\$5,602	\$5,746	\$5,893	\$6,044	\$6,199	\$6,358	\$6,521	\$6,684	\$6,851	\$7,022	\$7,198	\$7,378
	Hourly	\$36.74	\$37.68	\$38.65	\$39.64	\$40.66	\$41.70	\$42.77	\$43.86	\$44.96	\$46.08	\$47.24	\$48.42	\$49.63

		2.00%												
		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13
Grade														
61	Annual	\$33,845	\$34,713	\$35,603	\$36,516	\$37,452	\$38,413	\$39,398	\$40,408	\$41,418	\$42,453	\$43,515	\$44,603	\$45,718
	Monthly	\$2,820	\$2,893	\$2,967	\$3,043	\$3,121	\$3,201	\$3,283	\$3,367	\$3,452	\$3,538	\$3,626	\$3,717	\$3,810
	Hourly	\$20.74	\$21.27	\$21.82	\$22.38	\$22.95	\$23.54	\$24.14	\$24.76	\$25.38	\$26.01	\$26.66	\$27.33	\$28.01
62	Annual	\$37,230	\$38,184	\$39,163	\$40,168	\$41,198	\$42,254	\$43,337	\$44,449	\$45,560	\$46,699	\$47,866	\$49,063	\$50,290
	Monthly	\$3,102	\$3,182	\$3,264	\$3,347	\$3,433	\$3,521	\$3,611	\$3,704	\$3,797	\$3,892	\$3,989	\$4,089	\$4,191
	Hourly	\$22.81	\$23.40	\$24.00	\$24.61	\$25.24	\$25.89	\$26.55	\$27.24	\$27.92	\$28.61	\$29.33	\$30.06	\$30.81
63	Annual	\$40,953	\$42,003	\$43,080	\$44,184	\$45,317	\$46,479	\$47,671	\$48,893	\$50,116	\$51,369	\$52,653	\$53,969	\$55,318
	Monthly	\$3,413	\$3,500	\$3,590	\$3,682	\$3,776	\$3,873	\$3,973	\$4,074	\$4,176	\$4,281	\$4,388	\$4,497	\$4,610
	Hourly	\$25.09	\$25.74	\$26.40	\$27.07	\$27.77	\$28.48	\$29.21	\$29.96	\$30.71	\$31.48	\$32.26	\$33.07	\$33.90
64	Annual	\$45,048	\$46,203	\$47,388	\$48,603	\$49,849	\$51,127	\$52,438	\$53,783	\$55,127	\$56,505	\$57,918	\$59,366	\$60,850
	Monthly	\$3,754	\$3,850	\$3,949	\$4,050	\$4,154	\$4,261	\$4,370	\$4,482	\$4,594	\$4,709	\$4,826	\$4,947	\$5,071
	Hourly	\$27.60	\$28.31	\$29.04	\$29.78	\$30.54	\$31.33	\$32.13	\$32.95	\$33.78	\$34.62	\$35.49	\$36.38	\$37.29
65	Annual	\$49,553	\$50,823	\$52,127	\$53,463	\$54,834	\$56,240	\$57,682	\$59,161	\$60,640	\$62,156	\$63,710	\$65,303	\$66,935
	Monthly	\$4,129	\$4,235	\$4,344	\$4,455	\$4,570	\$4,687	\$4,807	\$4,930	\$5,053	\$5,180	\$5,309	\$5,442	\$5,578
	Hourly	\$30.36	\$31.14	\$31.94	\$32.76	\$33.60	\$34.46	\$35.34	\$36.25	\$37.16	\$38.09	\$39.04	\$40.01	\$41.01
66	Annual	\$54,508	\$55,906	\$57,339	\$58,809	\$60,317	\$61,864	\$63,450	\$65,077	\$66,704	\$68,372	\$70,081	\$71,833	\$73,629
	Monthly	\$4,542	\$4,659	\$4,778	\$4,901	\$5,026	\$5,155	\$5,288	\$5,423	\$5,559	\$5,698	\$5,840	\$5,986	\$6,136
	Hourly	\$33.40	\$34.26	\$35.13	\$36.04	\$36.96	\$37.91	\$38.88	\$39.88	\$40.87	\$41.89	\$42.94	\$44.02	\$45.12
67	Annual	\$59,959	\$61,496	\$63,073	\$64,691	\$66,349	\$68,051	\$69,795	\$71,585	\$73,375	\$75,209	\$77,089	\$79,017	\$80,992
	Monthly	\$4,997	\$5,125	\$5,256	\$5,391	\$5,529	\$5,671	\$5,816	\$5,965	\$6,115	\$6,267	\$6,424	\$6,585	\$6,749
	Hourly	\$36.74	\$37.68	\$38.65	\$39.64	\$40.66	\$41.70	\$42.77	\$43.86	\$44.96	\$46.08	\$47.24	\$48.42	\$49.63

Non-Represented Salary Schedule 2019-20 (MS5)

Full Year (260 Day)

Effective 9-1-2019

		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13
Grade														
61	Annual	\$44,193	\$45,327	\$46,489	\$47,681	\$48,903	\$50,157	\$51,443	\$52,762	\$54,081	\$55,434	\$56,819	\$58,240	\$59,696
	Monthly	\$3,683	\$3,777	\$3,874	\$3,973	\$4,075	\$4,180	\$4,287	\$4,397	\$4,507	\$4,619	\$4,735	\$4,853	\$4,975
	Hourly	\$21.25	\$21.79	\$22.35	\$22.92	\$23.51	\$24.11	\$24.73	\$25.37	\$26.00	\$26.65	\$27.32	\$28.00	\$28.70
62	Annual	\$48,613	\$49,859	\$51,138	\$52,449	\$53,794	\$55,173	\$56,588	\$58,039	\$59,490	\$60,977	\$62,501	\$64,064	\$65,665
	Monthly	\$4,051	\$4,155	\$4,261	\$4,371	\$4,483	\$4,598	\$4,716	\$4,837	\$4,957	\$5,081	\$5,208	\$5,339	\$5,472
	Hourly	\$23.37	\$23.97	\$24.59	\$25.22	\$25.86	\$26.53	\$27.21	\$27.90	\$28.60	\$29.32	\$30.05	\$30.80	\$31.57
63	Annual	\$53,474	\$54,845	\$56,251	\$57,694	\$59,173	\$60,690	\$62,246	\$63,843	\$65,439	\$67,075	\$68,751	\$70,470	\$72,232
	Monthly	\$4,456	\$4,570	\$4,688	\$4,808	\$4,931	\$5,058	\$5,187	\$5,320	\$5,453	\$5,590	\$5,729	\$5,873	\$6,019
	Hourly	\$25.71	\$26.37	\$27.04	\$27.74	\$28.45	\$29.18	\$29.93	\$30.69	\$31.46	\$32.25	\$33.05	\$33.88	\$34.73
64	Annual	\$58,821	\$60,329	\$61,876	\$63,463	\$65,090	\$66,759	\$68,471	\$70,226	\$71,982	\$73,782	\$75,626	\$77,517	\$79,455
	Monthly	\$4,902	\$5,027	\$5,156	\$5,289	\$5,424	\$5,563	\$5,706	\$5,852	\$5,999	\$6,148	\$6,302	\$6,460	\$6,621
	Hourly	\$28.28	\$29.00	\$29.75	\$30.51	\$31.29	\$32.10	\$32.92	\$33.76	\$34.61	\$35.47	\$36.36	\$37.27	\$38.20
65	Annual	\$64,704	\$66,363	\$68,064	\$69,809	\$71,599	\$73,435	\$75,318	\$77,250	\$79,181	\$81,160	\$83,189	\$85,269	\$87,401
	Monthly	\$5,392	\$5,530	\$5,672	\$5,817	\$5,967	\$6,120	\$6,277	\$6,437	\$6,598	\$6,763	\$6,932	\$7,106	\$7,283
	Hourly	\$31.11	\$31.91	\$32.72	\$33.56	\$34.42	\$35.31	\$36.21	\$37.14	\$38.07	\$39.02	\$39.99	\$40.99	\$42.02
66	Annual	\$71,174	\$72,999	\$74,870	\$76,790	\$78,759	\$80,779	\$82,850	\$84,974	\$87,099	\$89,276	\$91,508	\$93,796	\$96,141
	Monthly	\$5,931	\$6,083	\$6,239	\$6,399	\$6,563	\$6,732	\$6,904	\$7,081	\$7,258	\$7,440	\$7,626	\$7,816	\$8,012
	Hourly	\$34.22	\$35.10	\$36.00	\$36.92	\$37.87	\$38.84	\$39.83	\$40.85	\$41.87	\$42.92	\$43.99	\$45.09	\$46.22
67	Annual	\$78,291	\$80,299	\$82,358	\$84,470	\$86,635	\$88,857	\$91,135	\$93,472	\$95,809	\$98,204	\$100,659	\$103,176	\$105,755
	Monthly	\$6,524	\$6,692	\$6,863	\$7,039	\$7,220	\$7,405	\$7,595	\$7,789	\$7,984	\$8,184	\$8,388	\$8,598	\$8,813
	Hourly	\$37.64	\$38.61	\$39.60	\$40.61	\$41.65	\$42.72	\$43.82	\$44.94	\$46.06	\$47.21	\$48.39	\$49.60	\$50.84
68	Annual	\$86,120	\$88,328	\$90,593	\$92,916	\$95,298	\$97,742	\$100,248	\$102,819	\$105,389	\$108,024	\$110,724	\$113,493	\$116,330
	Monthly	\$7,177	\$7,361	\$7,549	\$7,743	\$7,942	\$8,145	\$8,354	\$8,568	\$8,782	\$9,002	\$9,227	\$9,458	\$9,694
	Hourly	\$41.40	\$42.47	\$43.55	\$44.67	\$45.82	\$46.99	\$48.20	\$49.43	\$50.67	\$51.93	\$53.23	\$54.56	\$55.93
69	Annual	\$94,733	\$97,162	\$99,653	\$102,208	\$104,829	\$107,517	\$110,274	\$113,101	\$115,929	\$118,827	\$121,798	\$124,843	\$127,964
	Monthly	\$7,894	\$8,097	\$8,304	\$8,517	\$8,736	\$8,960	\$9,189	\$9,425	\$9,661	\$9,902	\$10,150	\$10,404	\$10,664
	Hourly	\$45.54	\$46.71	\$47.91	\$49.14	\$50.40	\$51.69	\$53.02	\$54.38	\$55.73	\$57.13	\$58.56	\$60.02	\$61.52

continued

Non-Represented Salary Schedule 2019-20 (MS5)

Full Year (260 Day)

Effective 9-1-2019

		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13
Grade														
70	Annual	\$104,206	\$106,878	\$109,618	\$112,429	\$115,312	\$118,268	\$121,301	\$124,411	\$127,521	\$130,709	\$133,977	\$137,327	\$140,760
	Monthly	\$8,684	\$8,906	\$9,135	\$9,369	\$9,609	\$9,856	\$10,108	\$10,368	\$10,627	\$10,892	\$11,165	\$11,444	\$11,730
	Hourly	\$50.10	\$51.38	\$52.70	\$54.05	\$55.44	\$56.86	\$58.32	\$59.81	\$61.31	\$62.84	\$64.41	\$66.02	\$67.67
71	Annual	\$114,626	\$117,565	\$120,580	\$123,672	\$126,843	\$130,095	\$133,431	\$136,852	\$140,273	\$143,780	\$147,375	\$151,059	\$154,836
	Monthly	\$9,552	\$9,797	\$10,048	\$10,306	\$10,570	\$10,841	\$11,119	\$11,404	\$11,689	\$11,982	\$12,281	\$12,588	\$12,903
	Hourly	\$55.11	\$56.52	\$57.97	\$59.46	\$60.98	\$62.55	\$64.15	\$65.79	\$67.44	\$69.13	\$70.85	\$72.62	\$74.44
72	Annual	\$126,088	\$129,321	\$132,637	\$136,038	\$139,527	\$143,104	\$146,773	\$150,537	\$154,300	\$158,158	\$162,112	\$166,165	\$170,319
	Monthly	\$10,507	\$10,777	\$11,053	\$11,337	\$11,627	\$11,925	\$12,231	\$12,545	\$12,858	\$13,180	\$13,509	\$13,847	\$14,193
	Hourly	\$60.62	\$62.17	\$63.77	\$65.40	\$67.08	\$68.80	\$70.56	\$72.37	\$74.18	\$76.04	\$77.94	\$79.89	\$81.88
73	Annual	\$138,698	\$142,254	\$145,902	\$149,643	\$153,480	\$157,415	\$161,452	\$165,591	\$169,731	\$173,975	\$178,324	\$182,782	\$187,352
	Monthly	\$11,558	\$11,855	\$12,158	\$12,470	\$12,790	\$13,118	\$13,454	\$13,799	\$14,144	\$14,498	\$14,860	\$15,232	\$15,613
	Hourly	\$66.68	\$68.39	\$70.15	\$71.94	\$73.79	\$75.68	\$77.62	\$79.61	\$81.60	\$83.64	\$85.73	\$87.88	\$90.07
74	Annual	\$152,567	\$156,479	\$160,491	\$164,606	\$168,827	\$173,156	\$177,596	\$182,150	\$186,703	\$191,371	\$196,155	\$201,059	\$206,086
	Monthly	\$12,714	\$13,040	\$13,374	\$13,717	\$14,069	\$14,430	\$14,800	\$15,179	\$15,559	\$15,948	\$16,346	\$16,755	\$17,174
	Hourly	\$73.35	\$75.23	\$77.16	\$79.14	\$81.17	\$83.25	\$85.38	\$87.57	\$89.76	\$92.01	\$94.31	\$96.66	\$99.08
75	Annual	\$167,825	\$172,128	\$176,541	\$181,068	\$185,711	\$190,473	\$195,356	\$200,366	\$205,375	\$210,509	\$215,772	\$221,166	\$226,695
	Monthly	\$13,985	\$14,344	\$14,712	\$15,089	\$15,476	\$15,873	\$16,280	\$16,697	\$17,115	\$17,542	\$17,981	\$18,431	\$18,891
	Hourly	\$80.68	\$82.75	\$84.88	\$87.05	\$89.28	\$91.57	\$93.92	\$96.33	\$98.74	\$101.21	\$103.74	\$106.33	\$108.99
76	Annual	\$184,607	\$189,340	\$194,195	\$199,175	\$204,282	\$209,520	\$214,892	\$220,402	\$225,912	\$231,560	\$237,349	\$243,282	\$249,365
	Monthly	\$15,384	\$15,778	\$16,183	\$16,598	\$17,023	\$17,460	\$17,908	\$18,367	\$18,826	\$19,297	\$19,779	\$20,274	\$20,780
	Hourly	\$88.75	\$91.03	\$93.36	\$95.76	\$98.21	\$100.73	\$103.31	\$105.96	\$108.61	\$111.33	\$114.11	\$116.96	\$119.89
77	Annual	\$203,067	\$208,274	\$213,614	\$219,092	\$224,709	\$230,471	\$236,381	\$242,442	\$248,503	\$254,715	\$261,083	\$267,610	\$274,300
	Monthly	\$16,922	\$17,356	\$17,801	\$18,258	\$18,726	\$19,206	\$19,698	\$20,203	\$20,709	\$21,226	\$21,757	\$22,301	\$22,858
	Hourly	\$97.63	\$100.13	\$102.70	\$105.33	\$108.03	\$110.80	\$113.64	\$116.56	\$119.47	\$122.46	\$125.52	\$128.66	\$131.88

		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13
Grade														
61	Annual	\$37,904	\$38,876	\$39,873	\$40,895	\$41,944	\$43,020	\$44,123	\$45,254	\$46,385	\$47,545	\$48,734	\$49,952	\$51,201
	Monthly	\$3,159	\$3,240	\$3,323	\$3,408	\$3,495	\$3,585	\$3,677	\$3,771	\$3,865	\$3,962	\$4,061	\$4,163	\$4,267
	Hourly	\$21.25	\$21.79	\$22.35	\$22.92	\$23.51	\$24.11	\$24.73	\$25.37	\$26.00	\$26.65	\$27.32	\$28.00	\$28.70
62	Annual	\$41,695	\$42,764	\$43,860	\$44,985	\$46,138	\$47,321	\$48,535	\$49,779	\$51,024	\$52,299	\$53,607	\$54,947	\$56,321
	Monthly	\$3,475	\$3,564	\$3,655	\$3,749	\$3,845	\$3,943	\$4,045	\$4,148	\$4,252	\$4,358	\$4,467	\$4,579	\$4,693
	Hourly	\$23.37	\$23.97	\$24.59	\$25.22	\$25.86	\$26.53	\$27.21	\$27.90	\$28.60	\$29.32	\$30.05	\$30.80	\$31.57
63	Annual	\$45,864	\$47,040	\$48,246	\$49,483	\$50,752	\$52,054	\$53,388	\$54,757	\$56,126	\$57,529	\$58,968	\$60,442	\$61,953
	Monthly	\$3,822	\$3,920	\$4,021	\$4,124	\$4,229	\$4,338	\$4,449	\$4,563	\$4,677	\$4,794	\$4,914	\$5,037	\$5,163
	Hourly	\$25.71	\$26.37	\$27.04	\$27.74	\$28.45	\$29.18	\$29.93	\$30.69	\$31.46	\$32.25	\$33.05	\$33.88	\$34.73
64	Annual	\$50,450	\$51,744	\$53,071	\$54,432	\$55,827	\$57,259	\$58,727	\$60,233	\$61,739	\$63,282	\$64,864	\$66,486	\$68,148
	Monthly	\$4,204	\$4,312	\$4,423	\$4,536	\$4,652	\$4,772	\$4,894	\$5,019	\$5,145	\$5,273	\$5,405	\$5,540	\$5,679
	Hourly	\$28.28	\$29.00	\$29.75	\$30.51	\$31.29	\$32.10	\$32.92	\$33.76	\$34.61	\$35.47	\$36.36	\$37.27	\$38.20
65	Annual	\$55,496	\$56,919	\$58,378	\$59,875	\$61,410	\$62,985	\$64,600	\$66,256	\$67,913	\$69,611	\$71,351	\$73,135	\$74,963
	Monthly	\$4,625	\$4,743	\$4,865	\$4,990	\$5,118	\$5,249	\$5,383	\$5,521	\$5,659	\$5,801	\$5,946	\$6,095	\$6,247
	Hourly	\$31.11	\$31.91	\$32.72	\$33.56	\$34.42	\$35.31	\$36.21	\$37.14	\$38.07	\$39.02	\$39.99	\$40.99	\$42.02
66	Annual	\$61,045	\$62,610	\$64,216	\$65,862	\$67,551	\$69,283	\$71,060	\$72,882	\$74,704	\$76,571	\$78,486	\$80,448	\$82,459
	Monthly	\$5,087	\$5,218	\$5,351	\$5,489	\$5,629	\$5,774	\$5,922	\$6,073	\$6,225	\$6,381	\$6,540	\$6,704	\$6,872
	Hourly	\$34.22	\$35.10	\$36.00	\$36.92	\$37.87	\$38.84	\$39.83	\$40.85	\$41.87	\$42.92	\$43.99	\$45.09	\$46.22
67	Annual	\$67,150	\$68,872	\$70,638	\$72,449	\$74,307	\$76,212	\$78,166	\$80,170	\$82,174	\$84,229	\$86,335	\$88,493	\$90,705
	Monthly	\$5,596	\$5,739	\$5,886	\$6,037	\$6,192	\$6,351	\$6,514	\$6,681	\$6,848	\$7,019	\$7,195	\$7,374	\$7,559
	Hourly	\$37.64	\$38.61	\$39.60	\$40.61	\$41.65	\$42.72	\$43.82	\$44.94	\$46.06	\$47.21	\$48.39	\$49.60	\$50.84

		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13
Grade														
61	Annual	\$34,675	\$35,564	\$36,476	\$37,411	\$38,370	\$39,354	\$40,363	\$41,398	\$42,433	\$43,494	\$44,581	\$45,696	\$46,838
	Monthly	\$2,890	\$2,964	\$3,040	\$3,118	\$3,198	\$3,280	\$3,364	\$3,450	\$3,536	\$3,625	\$3,715	\$3,808	\$3,903
	Hourly	\$21.25	\$21.79	\$22.35	\$22.92	\$23.51	\$24.11	\$24.73	\$25.37	\$26.00	\$26.65	\$27.32	\$28.00	\$28.70
62	Annual	\$38,142	\$39,120	\$40,123	\$41,152	\$42,207	\$43,290	\$44,400	\$45,538	\$46,676	\$47,843	\$49,039	\$50,265	\$51,522
	Monthly	\$3,179	\$3,260	\$3,344	\$3,429	\$3,517	\$3,607	\$3,700	\$3,795	\$3,890	\$3,987	\$4,087	\$4,189	\$4,294
	Hourly	\$23.37	\$23.97	\$24.59	\$25.22	\$25.86	\$26.53	\$27.21	\$27.90	\$28.60	\$29.32	\$30.05	\$30.80	\$31.57
63	Annual	\$41,956	\$43,032	\$44,136	\$45,267	\$46,428	\$47,619	\$48,840	\$50,092	\$51,344	\$52,628	\$53,943	\$55,292	\$56,674
	Monthly	\$3,496	\$3,586	\$3,678	\$3,772	\$3,869	\$3,968	\$4,070	\$4,174	\$4,279	\$4,386	\$4,495	\$4,608	\$4,723
	Hourly	\$25.71	\$26.37	\$27.04	\$27.74	\$28.45	\$29.18	\$29.93	\$30.69	\$31.46	\$32.25	\$33.05	\$33.88	\$34.73
64	Annual	\$46,152	\$47,335	\$48,549	\$49,794	\$51,071	\$52,380	\$53,723	\$55,101	\$56,478	\$57,890	\$59,337	\$60,821	\$62,341
	Monthly	\$3,846	\$3,945	\$4,046	\$4,149	\$4,256	\$4,365	\$4,477	\$4,592	\$4,707	\$4,824	\$4,945	\$5,068	\$5,195
	Hourly	\$28.28	\$29.00	\$29.75	\$30.51	\$31.29	\$32.10	\$32.92	\$33.76	\$34.61	\$35.47	\$36.36	\$37.27	\$38.20
65	Annual	\$50,767	\$52,069	\$53,404	\$54,774	\$56,178	\$57,619	\$59,096	\$60,611	\$62,126	\$63,680	\$65,272	\$66,903	\$68,576
	Monthly	\$4,231	\$4,339	\$4,450	\$4,564	\$4,682	\$4,802	\$4,925	\$5,051	\$5,177	\$5,307	\$5,439	\$5,575	\$5,715
	Hourly	\$31.11	\$31.91	\$32.72	\$33.56	\$34.42	\$35.31	\$36.21	\$37.14	\$38.07	\$39.02	\$39.99	\$40.99	\$42.02
66	Annual	\$55,844	\$57,276	\$58,745	\$60,251	\$61,796	\$63,380	\$65,005	\$66,672	\$68,339	\$70,047	\$71,799	\$73,594	\$75,433
	Monthly	\$4,654	\$4,773	\$4,895	\$5,021	\$5,150	\$5,282	\$5,417	\$5,556	\$5,695	\$5,837	\$5,983	\$6,133	\$6,286
	Hourly	\$34.22	\$35.10	\$36.00	\$36.92	\$37.87	\$38.84	\$39.83	\$40.85	\$41.87	\$42.92	\$43.99	\$45.09	\$46.22
67	Annual	\$61,429	\$63,004	\$64,619	\$66,276	\$67,975	\$69,718	\$71,506	\$73,340	\$75,173	\$77,052	\$78,979	\$80,953	\$82,977
	Monthly	\$5,119	\$5,250	\$5,385	\$5,523	\$5,665	\$5,810	\$5,959	\$6,112	\$6,264	\$6,421	\$6,582	\$6,746	\$6,915
	Hourly	\$37.64	\$38.61	\$39.60	\$40.61	\$41.65	\$42.72	\$43.82	\$44.94	\$46.06	\$47.21	\$48.39	\$49.60	\$50.84