

# **COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**THE BOARD OF REGENTS FOR HIGHER  
EDUCATION**

**AND**

**THE FEDERATION OF TECHNICAL COLLEGE  
TEACHERS,  
AMERICAN FEDERATION OF TEACHERS, LOCAL  
1942, AFL-CIO**

**2021-2025**

## **ARTICLE XVI. SALARY AND FRINGE BENEFITS**

### **16.1. SALARIES**

16.1.1. General wage increases. Except as provided otherwise in subsection 16.2. of this Section, any general wage increase provided in this subsection shall be

added to and become part of the base salaries of members of the bargaining unit and shall be additional to the annual salaries to which bargaining unit members are entitled. During the term of this Agreement, members of the bargaining unit shall receive wage increases as follows:

The parties agree to the wage package negotiated by SEBAC for fiscal years 2021-2022, 2022-2023, 2023-2024 (see the table below) including advancement of steps provided in the 2016-2021 CBAs by the GWI provided in the chart. All wages/non-wage and miscellaneous rates if pay including longevity shall be increased consistent with the wage schedules in the table in this section (Longevity, coaches, part time lecturer, part time EAs, part time nursing, nursing/dental course leader, program coordinator (cash), department chairs (cash), PC/DC call-in rates, and payments in lieu of additional teaching. The bonuses identified in the table shall be paid to part time employees in a prorated basis.

General Wage Increases/Steps and Lump Sum Pattern			
Contract Year	Special Payment (part-timers are pro-rated for payments)	General Wage Increases	Steps (includes top payments where applicable)
7/1/21-6/30/22	Special Lump Sum of \$2500 payable as soon as practicable upon general assembly approval	2.5% GWI (retro payroll including to July 1) must be an active employee in the bargaining unit on the date of GA ratification or a former employee who left after 7/1/21 as defined below.*	Steps on time (retro step to date)
7/1/22-6/30/23	\$1,000 lump sum payment effective with the Fall 2022 semester.	7/1/2022 2.5% GWI	Steps on time
7/1/23-6/30/24		7/1/2023 2.5% GWI	Steps on time
7/1/24-6/30/25		Reopener on GWI	Reopener on Steps

\* Employees who left in good standing with 10 years or more of service, or who retired after 7/1/21 will be eligible for retroactive GMI and Steps through their date of departure. The state will have five years from date of legislature ratification to make any necessary pension adjustments as a result of retroactivity. No interest of other penalties will accrue during this five-year period. The resolution of the parties' differences with respect to retroactive wage increases for employees who resign state service prior to legislative ratification shall not be used to support either party's future arguments in any future dispute.

All wage/ non-wage and miscellaneous rates of pay including longevity shall be increased consistent with the wage schedule above. (Longevity, coaches, part-time lecturer, part time EA, part time nursing, nursing/dental course leader, program coordinators (cash), department chairs (cash), PC/DC call in rates, payments in lieu of additional teaching).

Wage Reopener for 2024-2025 (for effective date July 1, 2024). Either party, by a notice in writing no sooner than January 1, 2024, may reopen Article 16, Compensation, as well as any wage schedules that should be updated based on changes to this article. During any "opener" contemplated under this provision, only sections describing compensation shall be open and all other provisions shall remain in full force and effect.

The minima and maxima for all bargaining unit salary ranges shall increase by 2.5% on the effective dates designated above. For members who reach the maximum salary for their range prior to receiving a 2.5% increase, the difference will be paid to the member in a single lump sum. The lump sum payment will not be added to the member's base salary. Local parties not prevented from using part of GWI for restructuring.

**16.2 SALARY SCHEDULES**

The salary schedules for FY2021-2022, FY2022-2023, FY2023-2024 and FY2024-2025 shall be as set forth in Schedule B.

**16.3. MISCELLANEOUS RATES OF PAY**

16.3.1. Nursing and Dental Course Leaders shall be paid at the following per semester rate:

<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>
\$5,308	\$5,573	\$5,852	\$6,145

16.3.2. The cash payment for Program Coordinators shall be as follows:

<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>
\$5,553	\$5,844	\$6,151	\$6,474

16.3.3. The cash portion of the compensation for Department Chairs shall be as follows:

	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>
Per FTE faculty in the department below 17 FTE	\$225 per FTE	\$236 per FTE	\$248 per FTE	\$260 per FTE

Per FTE faculty commencing with the 17 FTE	\$571 per FTE	\$600 per FTE	\$630 per FTE	\$661 per FTE
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16.3.4. The Department Chair daily summer call-in rates shall be as follows:

<u>Summer 2020</u>	<u>Summer 2022</u>	<u>Summer 2023</u>	<u>Summer 2024</u>
\$473	\$497	\$522	\$548

A differential of 20% per contact/credit hour shall be paid for any contact/credit hour of lecture or laboratory instruction scheduled for 60 minutes. The premium for any such contact/credit hour in excess of 50 minutes but less than 60 minutes shall be paid on a pro-rated basis. The full value of this differential shall be 20% of the salary grid mean divided by 30.

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**SCHEDULE B**  
**SALARY SCHEDULES AND LUMP SUM VALUES**  
**FY2022, 2023, & 2024 - Faculty Salary Schedules**

**FY22 - Faculty**

	Group	Step 1	2	3	4	5	6	7
INSTR	1	\$57,237	\$59,127	\$61,016	\$62,906	\$64,796	\$66,685	\$68,575
ASS'T	2	\$61,816	\$63,857	\$65,898	\$67,939	\$69,980	\$72,021	\$74,063
ASSOC	3	\$69,824	\$72,132	\$74,440	\$76,748	\$79,056	\$81,364	\$83,672
PROF	4	\$80,134	\$82,775	\$85,417	\$88,059	\$90,701	\$93,343	\$95,984

	Group	Step 8	9	10	11	12	13	14
INSTR	1	\$70,465	\$72,354	\$74,244	\$76,134	\$78,023	\$79,913	\$81,803
ASS'T	2	\$76,104	\$78,145	\$80,186	\$82,227	\$84,269	\$86,310	\$88,351
ASSOC	3	\$85,980	\$88,288	\$90,596	\$92,904	\$95,212	\$97,520	\$99,828
PROF	4	\$98,626	\$101,268	\$103,910	\$106,552	\$109,193	\$111,835	\$114,477

	Group	15	16	17	18	19	AI Value	At Max Lump Value
INSTR	1	\$83,692	\$85,582	\$87,472			\$1,890	
ASS'T	2	\$90,392	\$92,433	\$94,475	\$97,222		\$2,083	1384
ASSOC	3	\$102,136	\$104,444	\$106,752	\$109,859	\$111,369	\$2,308	1499
PROF	4	\$117,119	\$119,761	\$122,402	\$125,959	\$127,686	\$2,642	1613

**FY23 – Faculty**

	Group	Step						
		1	2	3	4	5	6	7
INSTR	1	\$58,668	\$60,605	\$62,542	\$64,478	\$66,415	\$68,352	\$70,289
ASS'T	2	\$63,361	\$65,453	\$67,545	\$69,638	\$71,730	\$73,822	\$75,914
ASSOC	3	\$71,570	\$73,936	\$76,301	\$78,667	\$81,033	\$83,399	\$85,764
PROF	4	\$82,137	\$84,845	\$87,553	\$90,260	\$92,968	\$95,676	\$98,384

	Group	Step						
		8	9	10	11	12	13	14
INSTR	1	\$72,226	\$74,163	\$76,100	\$78,037	\$79,974	\$81,911	\$83,848
ASS'T	2	\$78,006	\$80,099	\$82,191	\$84,283	\$86,375	\$88,468	\$90,560
ASSOC	3	\$88,130	\$90,496	\$92,861	\$95,227	\$97,593	\$99,958	\$102,324
PROF	4	\$101,092	\$103,800	\$106,508	\$109,215	\$111,923	\$114,631	\$117,339

	Group						At Max	Lump
		15	16	17	18	19	AI Value	Value
INSTR	1	\$85,784	\$87,721	\$89,658			\$1,937	
ASS'T	2	\$92,652	\$94,744	\$96,836	\$99,653		\$2,135	1384
ASSOC	3	\$104,690	\$107,056	\$109,421	\$112,605	\$114,153	\$2,366	1499
PROF	4	\$120,047	\$122,755	\$125,462	\$129,108	\$130,878	\$2,708	1613

**FY24 - Faculty**

	Group	Step						
		1	2	3	4	5	6	7
INSTR	1	\$60,134	\$62,120	\$64,105	\$66,090	\$68,076	\$70,061	\$72,046
ASS'T	2	\$64,945	\$67,089	\$69,234	\$71,379	\$73,523	\$75,668	\$77,812
ASSOC	3	\$73,359	\$75,784	\$78,209	\$80,634	\$83,059	\$85,483	\$87,908
PROF	4	\$84,190	\$86,966	\$89,741	\$92,517	\$95,292	\$98,068	\$100,844

	Group	Step						
		8	9	10	11	12	13	14
INSTR	1	\$74,032	\$76,017	\$78,002	\$79,988	\$81,973	\$83,958	\$85,944
ASS'T	2	\$79,957	\$82,101	\$84,246	\$86,390	\$88,535	\$90,679	\$92,824
ASSOC	3	\$90,333	\$92,758	\$95,183	\$97,608	\$100,033	\$102,457	\$104,882
PROF	4	\$103,619	\$106,395	\$109,170	\$111,946	\$114,721	\$117,497	\$120,272

	Group						At	Max
		Step	16	17	18	19	AI Value	lump Value
INSTR	1	\$87,929	\$89,914	\$91,900			\$1,985	\$1,454
ASS'T	2	\$94,968	\$97,113	\$99,257	\$102,144		\$2,188	\$1,574
ASSOC	3	\$107,307	\$109,732	\$112,157	\$115,420	\$117,007	\$2,425	\$1,694
PROF	4	\$123,048	\$125,823	\$128,599	\$132,336	\$134,150	\$2,776	\$1,816

**FY 2022, 2023, & 2024**  
**Nursing/Allied Health Salary Schedules**

**FY22 - Nursing / Allied Health Faculty**

		Step								
		5	6	7	8	9	10	11		
ASS'T	Group 2	\$69,980	\$72,021	\$74,063	\$76,104	\$78,145	\$80,186	\$82,227		
ASSOC	3	\$79,056	\$81,364	\$83,672	\$85,980	\$88,288	\$90,596	\$92,904		
PROF	4	\$90,701	\$93,343	\$95,984	\$98,626	\$101,268	\$103,910	\$106,552		
		12	13	14	15	16	17	18		
ASS'T	Group 2	\$84,269	\$86,310	\$88,351	\$90,392	\$92,433	\$94,475	\$96,516		
ASSOC	3	\$95,212	\$97,520	\$99,828	\$102,136	\$104,444	\$106,752	\$109,061		
PROF	4	\$109,193	\$111,835	\$114,477	\$117,119	\$119,761	\$122,402	\$125,044		
		19	20	21	22	23	AI Value	At Max Lump Value		
ASS'T	Group 2	\$98,557	\$100,598				\$2,041	\$1,499		
ASSOC	3	\$111,369	\$113,677	\$115,985	\$118,293		\$2,308	\$1,613		
PROF	4	\$127,686	\$130,328	\$132,970	\$135,611	\$138,253	\$2,642	\$1,729		

**FY23 - Nursing / Allied Health Faculty**

		Step								
		5	6	7	8	9	10	11		
ASS'T	Group 2	\$71,730	\$73,822	\$75,914	\$78,006	\$80,099	\$82,191	\$84,283		
ASSOC	3	\$81,033	\$83,399	\$85,764	\$88,130	\$90,496	\$92,861	\$95,227		
PROF	4	\$92,968	\$95,676	\$98,384	\$101,092	\$103,800	\$106,508	\$109,215		
		12	13	14	15	16	17	18		
ASS'T	Group 2	\$86,375	\$88,468	\$90,560	\$92,652	\$94,744	\$96,836	\$98,929		
ASSOC	3	\$97,593	\$99,958	\$102,324	\$104,690	\$107,056	\$109,421	\$111,787		
PROF	4	\$111,923	\$114,631	\$117,339	\$120,047	\$122,755	\$125,462	\$128,170		
		19	20	21	22	23	AI Value	At Max Lump Value		
ASS'T	Group 2	\$101,021	\$103,113				\$2,092	\$1,536		
ASSOC	3	\$114,153	\$116,518	\$118,884	\$121,250		\$2,366	\$1,653		
PROF	4	\$130,878	\$133,586	\$136,294	\$139,002	\$141,710	\$2,708	\$1,772		



**FY24 - Nursing / Allied Health Faculty**

	Group	Step 5	6	7	8	9	10	11
ASS'T	2	\$73,523	\$75,668	\$77,812	\$79,957	\$82,101	\$84,246	\$86,390
ASSOC	3	\$83,059	\$85,483	\$87,908	\$90,333	\$92,758	\$95,183	\$97,608
PROF	4	\$95,292	\$98,068	\$100,844	\$103,619	\$106,395	\$109,170	\$111,946

	Group	12	13	14	15	16	17	18
ASS'T	2	\$88,535	\$90,679	\$92,824	\$94,968	\$97,113	\$99,257	\$101,402
ASSOC	3	\$100,033	\$102,457	\$104,882	\$107,307	\$109,732	\$112,157	\$114,582
PROF	4	\$114,721	\$117,497	\$120,272	\$123,048	\$123,823	\$128,599	\$131,375

	Group	19	20	21	22	23	AI Value	At Max Lump Value
ASS'T	2	\$103,546	\$105,691				\$2,145	\$1,574
ASSOC	3	\$117,007	\$119,431	\$121,856	\$124,281		\$2,425	\$1,694
PROF	4	\$134,150	\$136,926	\$139,701	\$142,477	\$145,252	\$2,776	\$1,816

**FY 2022, 2023, 2024**  
**Administrators, Counselors, and Librarians**

**FY22 12-month Administrators, Counselors, and Librarians**

Group	Step 1	2	3	4	5	6	7	8
8	\$37,488	\$38,740	\$40,004	\$41,281	\$42,571	\$43,873	\$45,189	\$46,517
9	\$38,890	\$40,182	\$41,486	\$42,803	\$44,133	\$45,477	\$46,834	\$48,205
10	\$40,497	\$41,847	\$43,211	\$44,589	\$45,980	\$47,386	\$48,805	\$50,239
11	\$42,472	\$43,882	\$45,306	\$46,744	\$48,196	\$49,664	\$51,145	\$52,642
12	\$44,668	\$46,159	\$47,665	\$49,186	\$50,722	\$52,274	\$53,841	\$55,424
13	\$47,257	\$48,832	\$50,422	\$52,028	\$53,650	\$55,289	\$56,944	\$58,615
14	\$50,274	\$51,949	\$53,640	\$55,348	\$57,073	\$58,816	\$60,576	\$62,353
15	\$54,369	\$56,184	\$58,017	\$59,868	\$61,738	\$63,627	\$65,535	\$67,461
16	\$59,044	\$61,012	\$62,999	\$65,006	\$67,034	\$69,081	\$71,149	\$73,238
17	\$63,723	\$65,853	\$68,004	\$70,177	\$72,372	\$74,589	\$76,827	\$79,089
18	\$69,276	\$71,589	\$73,924	\$76,283	\$78,666	\$81,072	\$83,502	\$85,957
19	\$75,124	\$77,628	\$80,156	\$82,710	\$85,289	\$87,895	\$90,526	\$93,183
20	\$81,850	\$84,577	\$87,332	\$90,114	\$92,924	\$95,762	\$98,629	\$101,524
21	\$88,865	\$91,826	\$94,817	\$97,838	\$100,889	\$103,971	\$107,083	\$110,226
22	\$97,046	\$100,280	\$103,546	\$106,844	\$110,176	\$113,541	\$116,939	\$120,372

Group	9	10	11	12	13	14	15	16
8	\$47,860	\$49,215	\$50,584	\$51,967	\$53,363	\$54,774	\$56,198	\$57,637
9	\$49,589	\$50,987	\$52,400	\$53,826	\$55,267	\$56,722	\$58,191	\$59,675
10	\$51,687	\$53,149	\$54,626	\$56,118	\$57,625	\$59,147	\$60,684	\$62,236
11	\$54,153	\$55,680	\$57,222	\$58,779	\$60,352	\$61,941	\$63,545	\$65,166
12	\$57,023	\$58,637	\$60,268	\$61,915	\$63,579	\$65,259	\$66,956	\$68,670
13	\$60,303	\$62,008	\$63,730	\$65,470	\$67,226	\$69,000	\$70,792	\$72,602
14	\$64,148	\$65,962	\$67,793	\$69,643	\$71,511	\$73,398	\$75,303	\$77,228
15	\$69,407	\$71,373	\$73,358	\$75,363	\$77,388	\$79,433	\$81,498	\$83,585
16	\$75,347	\$77,478	\$79,630	\$81,803	\$83,999	\$86,216	\$88,455	\$90,717
17	\$81,372	\$83,679	\$86,009	\$88,362	\$90,738	\$93,138	\$95,563	\$98,011
18	\$88,436	\$90,940	\$93,469	\$96,024	\$98,603	\$101,209	\$103,841	\$106,499
19	\$95,867	\$98,578	\$101,316	\$104,081	\$106,874	\$109,695	\$112,545	\$115,422
20	\$104,448	\$107,402	\$110,385	\$113,398	\$116,441	\$119,514	\$122,618	\$125,753
21	\$113,401	\$116,608	\$119,847	\$123,118	\$126,422	\$129,759	\$133,129	\$136,533
22	\$123,839	\$127,340	\$130,877	\$134,449	\$138,057	\$141,700	\$145,381	\$149,097

Group	17	18	19	20	21	22	23	AI Value	At Max Lump Sum
8	\$59,090	\$60,558	\$62,040	\$63,538	\$65,050	\$66,577	\$68,120	\$1,392	\$1,153
9	\$61,175	\$62,689	\$64,218	\$65,762	\$67,322	\$68,898	\$70,489	\$1,436	\$1,153
10	\$63,804	\$65,388	\$66,987	\$68,603	\$70,234	\$71,882	\$73,547	\$1,502	\$1,153
11	\$66,803	\$68,456	\$70,126	\$71,812	\$73,515	\$75,235	\$76,973	\$1,568	\$1,268
12	\$70,401	\$72,149	\$73,915	\$75,699	\$77,500	\$79,320	\$81,157	\$1,659	\$1,268
13	\$74,430	\$76,277	\$78,141	\$80,025	\$81,927	\$83,848	\$85,789	\$1,751	\$1,384
14	\$79,172	\$81,135	\$83,118	\$85,121	\$87,144	\$89,187	\$91,251	\$1,863	\$1,384
15	\$85,692	\$87,820	\$89,970	\$92,141	\$94,333	\$96,548	\$98,785	\$2,019	\$1,499
16	\$93,001	\$95,308	\$97,639	\$99,992	\$102,369	\$104,770	\$107,195	\$2,189	\$1,499
17	\$100,484	\$102,982	\$105,505	\$108,053	\$110,626	\$113,225	\$115,850	\$2,369	\$1,613
18	\$109,184	\$111,895	\$114,634	\$117,400	\$120,193	\$123,015	\$125,865	\$2,572	\$1,613
19	\$118,329	\$121,264	\$124,229	\$127,224	\$130,248	\$133,303	\$136,388	\$2,785	\$1,729
20	\$128,920	\$132,118	\$135,348	\$138,610	\$141,905	\$145,233	\$148,595	\$3,034	\$1,729
21	\$139,971	\$143,443	\$146,950	\$150,493	\$154,070	\$157,684	\$161,333	\$3,294	\$1,729
22	\$152,852	\$156,643	\$160,473	\$164,341	\$168,247	\$172,193	\$176,178	\$3,597	\$1,729

**FY23 12-month Administrators, Counselors, and Librarians**

Group	Step							
	1	2	3	4	5	6	7	8
8	\$38,425	\$39,708	\$41,004	\$42,313	\$43,635	\$44,970	\$46,318	\$47,680
9	\$39,863	\$41,186	\$42,523	\$43,873	\$45,237	\$46,614	\$48,005	\$49,410
10	\$41,509	\$42,893	\$44,292	\$45,704	\$47,130	\$48,570	\$50,025	\$51,495
11	\$43,534	\$44,979	\$46,438	\$47,913	\$49,401	\$50,905	\$52,424	\$53,958
12	\$45,785	\$47,313	\$48,857	\$50,416	\$51,990	\$53,581	\$55,187	\$56,810
13	\$48,438	\$50,052	\$51,682	\$53,329	\$54,992	\$56,671	\$58,367	\$60,080
14	\$51,531	\$53,248	\$54,981	\$56,732	\$58,500	\$60,286	\$62,090	\$63,912
15	\$55,728	\$57,588	\$59,467	\$61,365	\$63,282	\$65,218	\$67,173	\$69,148
16	\$60,520	\$62,537	\$64,574	\$66,631	\$68,709	\$70,808	\$72,928	\$75,069
17	\$65,316	\$67,499	\$69,704	\$71,932	\$74,181	\$76,453	\$78,748	\$81,066
18	\$71,008	\$73,379	\$75,773	\$78,190	\$80,632	\$83,099	\$85,590	\$88,106
19	\$77,003	\$79,569	\$82,160	\$84,778	\$87,422	\$90,092	\$92,789	\$95,513
20	\$83,896	\$86,692	\$89,515	\$92,367	\$95,247	\$98,157	\$101,095	\$104,062
21	\$91,087	\$94,122	\$97,188	\$100,284	\$103,411	\$106,570	\$109,760	\$112,982
22	\$99,472	\$102,787	\$106,134	\$109,515	\$112,930	\$116,379	\$119,863	\$123,381

Group								
	9	10	11	12	13	14	15	16
8	\$49,056	\$50,445	\$51,849	\$53,266	\$54,697	\$56,143	\$57,603	\$59,078
9	\$50,829	\$52,262	\$53,710	\$55,172	\$56,648	\$58,140	\$59,646	\$61,167
10	\$52,979	\$54,478	\$55,992	\$57,521	\$59,066	\$60,625	\$62,201	\$63,792
11	\$55,507	\$57,072	\$58,653	\$60,249	\$61,861	\$63,489	\$65,134	\$66,795
12	\$58,448	\$60,103	\$61,775	\$63,463	\$65,168	\$66,890	\$68,630	\$70,387
13	\$61,811	\$63,558	\$65,323	\$67,106	\$68,907	\$70,725	\$72,562	\$74,417
14	\$65,752	\$67,611	\$69,488	\$71,384	\$73,298	\$75,232	\$77,186	\$79,159
15	\$71,143	\$73,157	\$75,192	\$77,247	\$79,322	\$81,419	\$83,536	\$85,674
16	\$77,231	\$79,415	\$81,621	\$83,848	\$86,099	\$88,371	\$90,666	\$92,985
17	\$83,407	\$85,771	\$88,159	\$90,571	\$93,007	\$95,467	\$97,952	\$100,462
18	\$90,647	\$93,214	\$95,806	\$98,424	\$101,069	\$103,739	\$106,437	\$109,161
19	\$98,264	\$101,043	\$103,849	\$106,684	\$109,546	\$112,438	\$115,358	\$118,308
20	\$107,060	\$110,087	\$113,144	\$116,233	\$119,352	\$122,502	\$125,683	\$128,897
21	\$116,236	\$119,523	\$122,843	\$126,196	\$129,582	\$133,003	\$136,457	\$139,946
22	\$126,935	\$130,524	\$134,149	\$137,810	\$141,508	\$145,243	\$149,015	\$152,825

Group	17	18	19	20	21	22	23	AI Value	At Max Lump Value
8	\$60,567	\$62,072	\$63,591	\$65,126	\$66,676	\$68,242	\$69,823	\$1,427	1182
9	\$62,704	\$64,256	\$65,823	\$67,406	\$69,005	\$70,620	\$72,252	\$1,472	1182
10	\$65,399	\$67,023	\$68,662	\$70,318	\$71,990	\$73,679	\$75,385	\$1,540	1182
11	\$68,473	\$70,167	\$71,879	\$73,607	\$75,353	\$77,116	\$78,897	\$1,607	1300
12	\$72,161	\$73,953	\$75,763	\$77,591	\$79,438	\$81,303	\$83,186	\$1,700	1300
13	\$76,291	\$78,183	\$80,095	\$82,025	\$83,975	\$85,944	\$87,933	\$1,795	1419
14	\$81,151	\$83,164	\$85,196	\$87,249	\$89,323	\$91,417	\$93,532	\$1,909	1419
15	\$87,834	\$90,016	\$92,219	\$94,444	\$96,692	\$98,962	\$101,254	\$2,069	1536
16	\$95,326	\$97,691	\$100,080	\$102,492	\$104,929	\$107,389	\$109,875	\$2,243	1536
17	\$102,996	\$105,557	\$108,142	\$110,754	\$113,392	\$116,056	\$118,747	\$2,429	1653
18	\$111,913	\$114,692	\$117,499	\$120,335	\$123,198	\$126,090	\$129,011	\$2,636	1653
19	\$121,287	\$124,296	\$127,335	\$130,404	\$133,504	\$136,635	\$139,798	\$2,854	1733
20	\$132,143	\$135,421	\$138,732	\$142,076	\$145,453	\$148,864	\$152,310	\$3,110	1733
21	\$143,470	\$147,029	\$150,624	\$154,255	\$157,922	\$161,626	\$165,366	\$3,376	1733
22	\$156,673	\$160,559	\$164,485	\$168,449	\$172,454	\$176,498	\$180,583	\$3,687	1733

**FY24 12-month Administrators, Counselors, and Librarians**

Group	Step 1	2	3	4	5	6	7	8
8	\$39,386	\$40,701	\$42,029	\$43,371	\$44,726	\$46,094	\$47,476	\$48,872
9	\$40,859	\$42,216	\$43,586	\$44,970	\$46,368	\$47,779	\$49,205	\$50,645
10	\$42,547	\$43,966	\$45,399	\$46,846	\$48,308	\$49,785	\$51,276	\$52,782
11	\$44,622	\$46,103	\$47,599	\$49,110	\$50,636	\$52,178	\$53,735	\$55,307
12	\$46,929	\$48,496	\$50,078	\$51,676	\$53,290	\$54,920	\$56,567	\$58,230
13	\$49,649	\$51,304	\$52,974	\$54,662	\$56,366	\$58,088	\$59,826	\$61,582
14	\$52,820	\$54,579	\$56,356	\$58,150	\$59,963	\$61,793	\$63,642	\$65,510
15	\$57,121	\$59,028	\$60,954	\$62,899	\$64,864	\$66,848	\$68,852	\$70,877
16	\$62,033	\$64,101	\$66,188	\$68,297	\$70,427	\$72,578	\$74,751	\$76,945
17	\$66,949	\$69,187	\$71,447	\$73,730	\$76,036	\$78,365	\$80,717	\$83,092
18	\$72,784	\$75,213	\$77,667	\$80,145	\$82,648	\$85,176	\$87,730	\$90,309
19	\$78,928	\$81,558	\$84,214	\$86,897	\$89,607	\$92,344	\$95,109	\$97,901
20	\$85,993	\$88,859	\$91,753	\$94,676	\$97,629	\$100,610	\$103,622	\$106,664
21	\$93,364	\$96,475	\$99,617	\$102,791	\$105,997	\$109,234	\$112,504	\$115,807
22	\$101,959	\$105,356	\$108,788	\$112,253	\$115,754	\$119,289	\$122,860	\$126,466

Group	9	10	11	12	13	14	15	16
8	\$50,282	\$51,706	\$53,145	\$54,597	\$56,065	\$57,547	\$59,043	\$60,555
9	\$52,100	\$53,569	\$55,052	\$56,551	\$58,064	\$59,593	\$61,137	\$62,697
10	\$54,303	\$55,840	\$57,392	\$58,959	\$60,542	\$62,141	\$63,756	\$65,387
11	\$56,895	\$58,499	\$60,119	\$61,755	\$63,408	\$65,077	\$66,762	\$68,465
12	\$59,909	\$61,606	\$63,319	\$65,050	\$66,797	\$68,563	\$70,346	\$72,146
13	\$63,356	\$65,147	\$66,957	\$68,784	\$70,629	\$72,494	\$74,376	\$76,278
14	\$67,396	\$69,301	\$71,225	\$73,168	\$75,131	\$77,113	\$79,115	\$81,138
15	\$72,921	\$74,986	\$77,072	\$79,178	\$81,305	\$83,454	\$85,624	\$87,816
16	\$79,162	\$81,400	\$83,661	\$85,945	\$88,251	\$90,580	\$92,933	\$95,309
17	\$85,492	\$87,915	\$90,363	\$92,835	\$95,332	\$97,854	\$100,401	\$102,973
18	\$92,913	\$95,544	\$98,201	\$100,885	\$103,595	\$106,333	\$109,098	\$111,890
19	\$100,721	\$103,569	\$106,445	\$109,351	\$112,285	\$115,249	\$118,242	\$121,266
20	\$109,736	\$112,839	\$115,973	\$119,138	\$122,335	\$125,564	\$128,826	\$132,119
21	\$119,142	\$122,511	\$125,914	\$129,351	\$132,822	\$136,328	\$139,869	\$143,445
22	\$130,108	\$133,787	\$137,503	\$141,255	\$145,046	\$148,874	\$152,740	\$156,646

Group	17	18	19	20	21	22	23	AI Value	At Max Lump Value
8	\$62,082	\$63,624	\$65,181	\$66,754	\$68,343	\$69,948	\$71,568	\$1,463	1212
9	\$64,272	\$65,862	\$67,469	\$69,092	\$70,731	\$72,386	\$74,058	\$1,509	1212
10	\$67,034	\$68,698	\$70,379	\$72,076	\$73,790	\$75,521	\$77,270	\$1,578	1212
11	\$70,185	\$71,921	\$73,676	\$75,447	\$77,237	\$79,044	\$80,870	\$1,648	1333
12	\$73,965	\$75,802	\$77,657	\$79,531	\$81,424	\$83,335	\$85,266	\$1,743	1333
13	\$78,198	\$80,138	\$82,097	\$84,076	\$86,074	\$88,093	\$90,132	\$1,840	1454
14	\$83,180	\$85,243	\$87,326	\$89,431	\$91,556	\$93,703	\$95,871	\$1,957	1454
15	\$90,030	\$92,266	\$94,524	\$96,805	\$99,109	\$101,436	\$103,786	\$2,121	1574
16	\$97,709	\$100,133	\$102,582	\$105,054	\$107,552	\$110,074	\$112,622	\$2,299	1574
17	\$105,571	\$108,195	\$110,846	\$113,523	\$116,227	\$118,957	\$121,715	\$2,489	1694
18	\$114,711	\$117,560	\$120,437	\$123,343	\$126,278	\$129,242	\$132,236	\$2,702	1694
19	\$124,319	\$127,403	\$130,518	\$133,664	\$136,842	\$140,051	\$143,293	\$2,926	1776
20	\$135,446	\$138,806	\$142,200	\$145,627	\$149,089	\$152,586	\$156,117	\$3,187	1776
21	\$147,057	\$150,705	\$154,390	\$158,111	\$161,870	\$165,666	\$169,501	\$3,461	1776
22	\$160,590	\$164,573	\$168,597	\$172,661	\$176,765	\$180,910	\$185,097	\$3,779	1776

**FY22 11-month Administrators, Counselors, and Librarians**

Group	Step							
	1	2	3	4	5	6	7	8
8	\$34,365	\$35,511	\$36,667	\$37,836	\$39,015	\$40,207	\$41,411	\$42,626
9	\$35,649	\$36,833	\$38,028	\$39,236	\$40,455	\$41,687	\$42,931	\$44,187
10	\$37,122	\$38,361	\$39,612	\$40,875	\$42,151	\$43,440	\$44,742	\$46,057
11	\$38,933	\$40,225	\$41,531	\$42,849	\$44,181	\$45,525	\$46,884	\$48,256
12	\$40,946	\$42,313	\$43,693	\$45,088	\$46,496	\$47,919	\$49,356	\$50,807
13	\$43,319	\$44,762	\$46,221	\$47,694	\$49,181	\$50,684	\$52,201	\$53,734
14	\$46,084	\$47,619	\$49,170	\$50,736	\$52,317	\$53,914	\$55,528	\$57,157
15	\$49,840	\$51,501	\$53,179	\$54,873	\$56,585	\$58,314	\$60,060	\$61,823
16	\$54,124	\$55,928	\$57,750	\$59,590	\$61,449	\$63,326	\$65,222	\$67,137
17	\$58,414	\$60,365	\$62,336	\$64,326	\$66,336	\$68,367	\$70,417	\$72,489
18	\$63,503	\$65,623	\$67,765	\$69,928	\$72,112	\$74,319	\$76,547	\$78,798
19	\$68,865	\$71,161	\$73,480	\$75,822	\$78,187	\$80,576	\$82,989	\$85,426
20	\$75,028	\$77,529	\$80,055	\$82,607	\$85,184	\$87,787	\$90,416	\$93,071
21	\$81,460	\$84,174	\$86,916	\$89,684	\$92,481	\$95,305	\$98,158	\$101,039
22	\$88,959	\$91,923	\$94,916	\$97,939	\$100,992	\$104,076	\$107,191	\$110,337

Group								
	9	10	11	12	13	14	15	16
8	\$43,854	\$45,094	\$46,347	\$47,612	\$48,890	\$50,180	\$51,483	\$52,800
9	\$45,456	\$46,738	\$48,033	\$49,340	\$50,661	\$51,994	\$53,341	\$54,702
10	\$47,385	\$48,726	\$50,080	\$51,449	\$52,830	\$54,226	\$55,636	\$57,059
11	\$49,641	\$51,041	\$52,454	\$53,882	\$55,323	\$56,780	\$58,250	\$59,736
12	\$52,272	\$53,753	\$55,248	\$56,758	\$58,283	\$59,823	\$61,379	\$62,950
13	\$55,282	\$56,846	\$58,425	\$60,020	\$61,630	\$63,257	\$64,901	\$66,560
14	\$58,803	\$60,465	\$62,144	\$63,840	\$65,552	\$67,282	\$69,029	\$70,793
15	\$63,604	\$65,403	\$67,220	\$69,055	\$70,909	\$72,781	\$74,671	\$76,581
16	\$69,072	\$71,025	\$72,998	\$74,991	\$77,004	\$79,036	\$81,089	\$83,163
17	\$74,581	\$76,693	\$78,827	\$80,983	\$83,159	\$85,358	\$87,579	\$89,821
18	\$81,071	\$83,367	\$85,686	\$88,028	\$90,393	\$92,782	\$95,195	\$97,633
19	\$87,888	\$90,374	\$92,885	\$95,421	\$97,983	\$100,570	\$103,183	\$105,822
20	\$95,752	\$98,461	\$101,197	\$103,959	\$106,750	\$109,568	\$112,415	\$115,290
21	\$103,949	\$106,889	\$109,857	\$112,855	\$115,884	\$118,942	\$122,031	\$125,151
22	\$113,514	\$116,723	\$119,964	\$123,238	\$126,544	\$129,883	\$133,256	\$136,663

Group	17	18	19	20	21	22	23	AI Value	At Max Lump Value
8	\$54,129	\$55,472	\$56,829	\$58,198	\$59,582	\$60,979	\$62,391	\$1,274	\$1,153
9	\$56,076	\$57,464	\$58,866	\$60,282	\$61,712	\$63,156	\$64,615	\$1,317	\$1,153
10	\$58,497	\$59,950	\$61,416	\$62,898	\$64,394	\$65,905	\$67,432	\$1,378	\$1,153
11	\$61,236	\$62,752	\$64,282	\$65,828	\$67,389	\$68,966	\$70,559	\$1,438	\$1,268
12	\$64,538	\$66,140	\$67,759	\$69,395	\$71,046	\$72,714	\$74,399	\$1,521	\$1,268
13	\$68,237	\$69,930	\$71,640	\$73,367	\$75,111	\$76,873	\$78,652	\$1,606	\$1,384
14	\$72,575	\$74,375	\$76,193	\$78,029	\$79,884	\$81,757	\$83,649	\$1,707	\$1,384
15	\$78,510	\$80,458	\$82,425	\$84,412	\$86,419	\$88,446	\$90,494	\$1,848	\$1,499
16	\$85,258	\$87,373	\$89,509	\$91,667	\$93,847	\$96,048	\$98,271	\$2,007	\$1,499
17	\$92,087	\$94,375	\$96,685	\$99,019	\$101,376	\$103,757	\$106,162	\$2,170	\$1,613
18	\$100,094	\$102,580	\$105,091	\$107,627	\$110,189	\$112,776	\$115,389	\$2,358	\$1,613
19	\$108,488	\$111,180	\$113,899	\$116,645	\$119,419	\$122,220	\$125,050	\$2,554	\$1,729
20	\$118,194	\$121,127	\$124,089	\$127,081	\$130,103	\$133,155	\$136,238	\$2,782	\$1,729
21	\$128,302	\$131,485	\$134,700	\$137,946	\$141,225	\$144,537	\$147,882	\$3,019	\$1,729
22	\$140,103	\$143,578	\$147,088	\$150,633	\$154,213	\$157,829	\$161,481	\$3,296	\$1,729

**FY23 – 11-month Administrators, Counselors, and Librarians**

Group	Step							
	1	2	3	4	5	6	7	8
8	\$35,225	\$36,398	\$37,584	\$38,781	\$39,991	\$41,212	\$42,446	\$43,692
9	\$36,540	\$37,753	\$38,979	\$40,216	\$41,466	\$42,729	\$44,004	\$45,292
10	\$38,051	\$39,320	\$40,602	\$41,897	\$43,205	\$44,526	\$45,861	\$47,208
11	\$39,906	\$41,231	\$42,569	\$43,920	\$45,285	\$46,664	\$48,056	\$49,462
12	\$41,969	\$43,371	\$44,786	\$46,215	\$47,659	\$49,117	\$50,590	\$52,077
13	\$44,401	\$45,881	\$47,376	\$48,886	\$50,411	\$51,951	\$53,506	\$55,077
14	\$47,237	\$48,810	\$50,399	\$52,004	\$53,625	\$55,262	\$56,916	\$58,586
15	\$51,086	\$52,788	\$54,508	\$56,245	\$58,000	\$59,772	\$61,561	\$63,369
16	\$55,477	\$57,326	\$59,194	\$61,080	\$62,985	\$64,909	\$66,853	\$68,816
17	\$59,874	\$61,874	\$63,894	\$65,934	\$67,995	\$70,076	\$72,178	\$74,301
18	\$65,091	\$67,264	\$69,459	\$71,676	\$73,915	\$76,177	\$78,461	\$80,768
19	\$70,586	\$72,940	\$75,317	\$77,717	\$80,142	\$82,591	\$85,064	\$87,562
20	\$76,904	\$79,467	\$82,057	\$84,672	\$87,314	\$89,981	\$92,676	\$95,397
21	\$83,496	\$86,279	\$89,089	\$91,927	\$94,793	\$97,688	\$100,612	\$103,565
22	\$91,183	\$94,221	\$97,289	\$100,388	\$103,517	\$106,678	\$109,871	\$113,095

Group	9	10	11	12	13	14	15	16
8	\$44,951	\$46,222	\$47,506	\$48,802	\$50,112	\$51,435	\$52,771	\$54,120
9	\$46,593	\$47,906	\$49,233	\$50,574	\$51,927	\$53,294	\$54,675	\$56,070
10	\$48,569	\$49,944	\$51,332	\$52,735	\$54,151	\$55,582	\$57,026	\$58,486
11	\$50,882	\$52,317	\$53,765	\$55,229	\$56,706	\$58,199	\$59,707	\$61,229
12	\$53,579	\$55,096	\$56,629	\$58,177	\$59,740	\$61,319	\$62,914	\$64,524
13	\$56,664	\$58,267	\$59,885	\$61,520	\$63,171	\$64,839	\$66,523	\$68,224
14	\$60,273	\$61,977	\$63,698	\$65,436	\$67,191	\$68,964	\$70,755	\$72,563
15	\$65,195	\$67,038	\$68,901	\$70,782	\$72,682	\$74,600	\$76,538	\$78,496
16	\$70,798	\$72,801	\$74,823	\$76,866	\$78,929	\$81,012	\$83,117	\$85,242
17	\$76,445	\$78,611	\$80,798	\$83,007	\$85,238	\$87,492	\$89,768	\$92,067
18	\$83,098	\$85,451	\$87,828	\$90,228	\$92,653	\$95,102	\$97,575	\$100,073
19	\$90,085	\$92,634	\$95,207	\$97,807	\$100,432	\$103,084	\$105,763	\$108,468
20	\$98,146	\$100,922	\$103,726	\$106,558	\$109,419	\$112,308	\$115,226	\$118,173
21	\$106,548	\$109,561	\$112,604	\$115,677	\$118,781	\$121,916	\$125,082	\$128,280
22	\$116,352	\$119,641	\$122,963	\$126,319	\$129,708	\$133,131	\$136,588	\$140,079

Group	17	18	19
8	\$55,483	\$56,859	\$58,249
9	\$57,478	\$58,901	\$60,338
10	\$59,960	\$61,448	\$62,952
11	\$62,767	\$64,321	\$65,889
12	\$66,151	\$67,794	\$69,453
13	\$69,943	\$71,678	\$73,431
14	\$74,390	\$76,235	\$78,098
15	\$80,473	\$82,469	\$84,486
16	\$87,389	\$89,557	\$91,747
17	\$94,389	\$96,734	\$99,102
18	\$102,596	\$105,145	\$107,719
19	\$111,200	\$113,959	\$116,746
20	\$121,149	\$124,155	\$127,192
21	\$131,510	\$134,772	\$138,067
22	\$143,606	\$147,168	\$150,765



**FY24 – 11-month Administrators, Counselors, and Librarians**

Group	Step							
	1	2	3	4	5	6	7	8
8	\$36,105	\$37,308	\$38,524	\$39,751	\$40,991	\$42,243	\$43,507	\$44,784
9	\$37,454	\$38,697	\$39,953	\$41,222	\$42,503	\$43,797	\$45,104	\$46,424
10	\$39,002	\$40,303	\$41,617	\$42,945	\$44,285	\$45,639	\$47,007	\$48,388
11	\$40,904	\$42,262	\$43,633	\$45,018	\$46,417	\$47,830	\$49,257	\$50,698
12	\$43,019	\$44,455	\$45,905	\$47,371	\$48,850	\$50,345	\$51,854	\$53,379
13	\$45,512	\$47,028	\$48,561	\$50,108	\$51,671	\$53,250	\$54,844	\$56,454
14	\$48,417	\$50,030	\$51,659	\$53,304	\$54,966	\$56,644	\$58,339	\$60,051
15	\$52,363	\$54,108	\$55,871	\$57,651	\$59,450	\$61,266	\$63,100	\$64,953
16	\$56,864	\$58,759	\$60,674	\$62,607	\$64,560	\$66,532	\$68,524	\$70,536
17	\$61,371	\$63,421	\$65,491	\$67,583	\$69,695	\$71,828	\$73,982	\$76,158
18	\$66,718	\$68,946	\$71,195	\$73,468	\$75,763	\$78,081	\$80,422	\$82,787
19	\$72,351	\$74,763	\$77,199	\$79,660	\$82,145	\$84,655	\$87,191	\$89,751
20	\$78,826	\$81,454	\$84,108	\$86,789	\$89,496	\$92,231	\$94,993	\$97,782
21	\$85,584	\$88,436	\$91,316	\$94,225	\$97,163	\$100,130	\$103,127	\$106,155
22	\$93,463	\$96,576	\$99,721	\$102,897	\$106,105	\$109,345	\$112,617	\$115,923

Group	9	10	11	12	13	14	15	16
8	\$46,074	\$47,377	\$48,693	\$50,022	\$51,365	\$52,720	\$54,090	\$55,473
9	\$47,758	\$49,104	\$50,464	\$51,838	\$53,225	\$54,627	\$56,042	\$57,471
10	\$49,784	\$51,193	\$52,616	\$54,053	\$55,505	\$56,971	\$58,452	\$59,948
11	\$52,154	\$53,624	\$55,109	\$56,609	\$58,124	\$59,654	\$61,199	\$62,760
12	\$54,919	\$56,474	\$58,045	\$59,631	\$61,233	\$62,852	\$64,486	\$66,137
13	\$58,081	\$59,723	\$61,382	\$63,058	\$64,751	\$66,460	\$68,186	\$69,930
14	\$61,780	\$63,526	\$65,290	\$67,072	\$68,871	\$70,688	\$72,523	\$74,377
15	\$66,824	\$68,714	\$70,623	\$72,551	\$74,499	\$76,465	\$78,452	\$80,458
16	\$72,568	\$74,621	\$76,694	\$78,787	\$80,902	\$83,038	\$85,195	\$87,373
17	\$78,356	\$80,576	\$82,818	\$85,082	\$87,369	\$89,679	\$92,012	\$94,369
18	\$85,175	\$87,587	\$90,023	\$92,484	\$94,969	\$97,479	\$100,015	\$102,575
19	\$92,337	\$94,949	\$97,588	\$100,252	\$102,943	\$105,661	\$108,407	\$111,179
20	\$100,600	\$103,445	\$106,320	\$109,222	\$112,154	\$115,115	\$118,106	\$121,127
21	\$109,212	\$112,300	\$115,419	\$118,569	\$121,750	\$124,964	\$128,209	\$131,487
22	\$119,261	\$122,632	\$126,037	\$129,477	\$132,950	\$136,459	\$140,002	\$143,581

Group	17	18	19	20	21	22	23	AI Value	At Max Lump Value
8	\$56,870	\$58,281	\$59,706	\$61,145	\$62,598	\$64,066	\$65,549	\$1,338	1212
9	\$58,915	\$60,373	\$61,846	\$63,334	\$64,836	\$66,353	\$67,886	\$1,383	1212
10	\$61,459	\$62,984	\$64,526	\$66,082	\$67,654	\$69,242	\$70,845	\$1,447	1212
11	\$64,336	\$65,929	\$67,537	\$69,161	\$70,801	\$72,458	\$74,131	\$1,510	1333
12	\$67,805	\$69,489	\$71,190	\$72,908	\$74,643	\$76,395	\$78,165	\$1,598	1333
13	\$71,691	\$73,470	\$75,267	\$77,081	\$78,914	\$80,765	\$82,634	\$1,687	1454
14	\$76,250	\$78,141	\$80,051	\$81,980	\$83,928	\$85,896	\$87,883	\$1,794	1454
15	\$82,484	\$84,531	\$86,598	\$88,686	\$90,794	\$92,924	\$95,075	\$1,941	1574
16	\$89,574	\$91,796	\$94,041	\$96,308	\$98,598	\$100,910	\$103,246	\$2,108	1574
17	\$96,749	\$99,152	\$101,580	\$104,032	\$106,509	\$109,010	\$111,536	\$2,280	1694
18	\$105,161	\$107,773	\$110,412	\$113,076	\$115,767	\$118,485	\$121,231	\$2,478	1694
19	\$113,980	\$116,808	\$119,665	\$122,550	\$125,464	\$128,408	\$131,380	\$2,683	1776
20	\$124,178	\$127,259	\$130,371	\$133,515	\$136,689	\$139,896	\$143,135	\$2,923	1776
21	\$134,798	\$138,142	\$141,519	\$144,930	\$148,375	\$151,855	\$155,369	\$3,172	1776
22	\$147,196	\$150,847	\$154,534	\$158,259	\$162,020	\$165,819	\$169,656	\$3,463	1776

**FY22 – 10-month Administrators, Counselors, Librarians**

Group	Step							
	1	2	3	4	5	6	7	8
8	\$31,242	\$32,281	\$33,332	\$34,392	\$35,464	\$36,546	\$37,638	\$38,742
9	\$32,409	\$33,484	\$34,569	\$35,666	\$36,773	\$37,892	\$39,022	\$40,163
10	\$33,746	\$34,873	\$36,010	\$37,160	\$38,320	\$39,493	\$40,677	\$41,873
11	\$35,392	\$36,569	\$37,758	\$38,959	\$40,171	\$41,396	\$42,633	\$43,883
12	\$37,223	\$38,466	\$39,722	\$40,990	\$42,270	\$43,564	\$44,870	\$46,189
13	\$39,380	\$40,692	\$42,017	\$43,356	\$44,708	\$46,073	\$47,452	\$48,845
14	\$41,894	\$43,290	\$44,699	\$46,123	\$47,561	\$49,013	\$50,480	\$51,961
15	\$45,308	\$46,820	\$48,347	\$49,889	\$51,447	\$53,021	\$54,610	\$56,215
16	\$49,203	\$50,843	\$52,500	\$54,173	\$55,863	\$57,571	\$59,295	\$61,036
17	\$53,104	\$54,877	\$56,668	\$58,477	\$60,304	\$62,149	\$64,013	\$65,896
18	\$57,730	\$59,656	\$61,601	\$63,566	\$65,550	\$67,554	\$69,578	\$71,622
19	\$62,604	\$64,690	\$66,797	\$68,925	\$71,075	\$73,246	\$75,438	\$77,653
20	\$68,208	\$70,481	\$72,777	\$75,095	\$77,437	\$79,802	\$82,191	\$84,604
21	\$74,053	\$76,522	\$79,016	\$81,535	\$84,080	\$86,649	\$89,245	\$91,866
22	\$80,871	\$83,567	\$86,290	\$89,039	\$91,817	\$94,622	\$97,455	\$100,316

Group	9	10	11	12	13	14	15	16
8	\$39,857	\$40,983	\$42,120	\$43,269	\$44,429	\$45,601	\$46,784	\$47,979
9	\$41,315	\$42,479	\$43,655	\$44,842	\$46,042	\$47,253	\$48,476	\$49,712
10	\$43,080	\$44,300	\$45,532	\$46,777	\$48,034	\$49,303	\$50,585	\$51,880
11	\$45,145	\$46,419	\$47,707	\$49,007	\$50,320	\$51,646	\$52,986	\$54,339
12	\$47,522	\$48,868	\$50,227	\$51,600	\$52,987	\$54,388	\$55,802	\$57,231
13	\$50,252	\$51,673	\$53,108	\$54,557	\$56,021	\$57,499	\$58,993	\$60,501
14	\$53,458	\$54,969	\$56,495	\$58,037	\$59,594	\$61,166	\$62,755	\$64,359
15	\$57,836	\$59,473	\$61,126	\$62,797	\$64,483	\$66,187	\$67,908	\$69,646
16	\$62,795	\$64,571	\$66,365	\$68,177	\$70,007	\$71,856	\$73,723	\$75,608
17	\$67,797	\$69,717	\$71,656	\$73,615	\$75,594	\$77,592	\$79,610	\$81,648
18	\$73,687	\$75,773	\$77,879	\$80,006	\$82,155	\$84,325	\$86,517	\$88,731
19	\$79,890	\$82,149	\$84,430	\$86,735	\$89,062	\$91,413	\$93,787	\$96,185
20	\$87,040	\$89,502	\$91,987	\$94,498	\$97,034	\$99,595	\$102,182	\$104,794
21	\$94,514	\$97,188	\$99,888	\$102,616	\$105,371	\$108,154	\$110,964	\$113,803
22	\$103,206	\$106,125	\$109,073	\$112,051	\$115,058	\$118,096	\$121,164	\$124,262

Group	17	18	19	20	21	22	At Max	
							Avg AI Value	Lump Value
8	\$49,186	\$50,406	\$51,637	\$52,881	\$54,137	\$55,406	\$1,151	\$1,153
9	\$50,960	\$52,220	\$53,494	\$54,779	\$56,078	\$57,390	\$1,190	\$1,153
10	\$53,188	\$54,509	\$55,843	\$57,191	\$58,552	\$59,926	\$1,247	\$1,153
11	\$55,706	\$57,086	\$58,480	\$59,888	\$61,310	\$62,746	\$1,303	\$1,268
12	\$58,674	\$60,131	\$61,603	\$63,090	\$64,592	\$66,108	\$1,375	\$1,268
13	\$62,024	\$63,563	\$65,117	\$66,686	\$68,271	\$69,873	\$1,452	\$1,384
14	\$65,979	\$67,615	\$69,268	\$70,937	\$72,623	\$74,326	\$1,544	\$1,384
15	\$71,401	\$73,174	\$74,965	\$76,773	\$78,600	\$80,445	\$1,673	\$1,499
16	\$77,513	\$79,436	\$81,379	\$83,341	\$85,323	\$87,325	\$1,815	\$1,499
17	\$83,707	\$85,786	\$87,886	\$90,007	\$92,150	\$94,314	\$1,962	\$1,613
18	\$90,967	\$93,225	\$95,506	\$97,810	\$100,136	\$102,486	\$2,131	\$1,613
19	\$98,607	\$101,054	\$103,524	\$106,020	\$108,540	\$111,086	\$2,309	\$1,729
20	\$107,433	\$110,098	\$112,790	\$115,509	\$118,254	\$121,028	\$2,515	\$1,729
21	\$116,670	\$119,565	\$122,490	\$125,444	\$128,427	\$131,440	\$2,733	\$1,729
22	\$127,392	\$130,553	\$133,745	\$136,969	\$140,226	\$143,515	\$2,983	\$1,729

**FY23 – 10-month Administrators, Counselors, Librarians**

Group	Step							
	1	2	3	4	5	6	7	8
8	\$32,023	\$33,088	\$34,165	\$35,252	\$36,350	\$37,459	\$38,579	\$39,711
9	\$33,219	\$34,321	\$35,434	\$36,558	\$37,693	\$38,839	\$39,997	\$41,167
10	\$34,590	\$35,744	\$36,911	\$38,089	\$39,278	\$40,480	\$41,694	\$42,919
11	\$36,277	\$37,483	\$38,702	\$39,933	\$41,176	\$42,431	\$43,699	\$44,980
12	\$38,154	\$39,428	\$40,715	\$42,014	\$43,327	\$44,653	\$45,992	\$47,344
13	\$40,364	\$41,709	\$43,068	\$44,440	\$45,825	\$47,225	\$48,638	\$50,066
14	\$42,942	\$44,372	\$45,817	\$47,276	\$48,750	\$50,239	\$51,742	\$53,260
15	\$46,441	\$47,991	\$49,556	\$51,137	\$52,733	\$54,346	\$55,975	\$57,620
16	\$50,433	\$52,114	\$53,812	\$55,528	\$57,260	\$59,010	\$60,777	\$62,562
17	\$54,432	\$56,249	\$58,085	\$59,939	\$61,812	\$63,703	\$65,614	\$67,543
18	\$59,173	\$61,147	\$63,141	\$65,155	\$67,189	\$69,243	\$71,317	\$73,413
19	\$64,169	\$66,307	\$68,467	\$70,648	\$72,852	\$75,077	\$77,324	\$79,594
20	\$69,913	\$72,243	\$74,596	\$76,973	\$79,373	\$81,797	\$84,246	\$86,719
21	\$75,904	\$78,435	\$80,992	\$83,574	\$86,182	\$88,816	\$91,476	\$94,163
22	\$82,893	\$85,656	\$88,447	\$91,265	\$94,112	\$96,987	\$99,891	\$102,824

Group	9	10	11	12	13	14	15	16
8	\$40,854	\$42,008	\$43,173	\$44,351	\$45,540	\$46,741	\$47,954	\$49,179
9	\$42,348	\$43,541	\$44,746	\$45,964	\$47,193	\$48,434	\$49,688	\$50,955
10	\$44,157	\$45,408	\$46,671	\$47,946	\$49,234	\$50,536	\$51,850	\$53,177
11	\$46,273	\$47,580	\$48,899	\$50,232	\$51,578	\$52,938	\$54,311	\$55,698
12	\$48,710	\$50,090	\$51,483	\$52,890	\$54,312	\$55,747	\$57,197	\$58,662
13	\$51,508	\$52,964	\$54,435	\$55,921	\$57,421	\$58,937	\$60,468	\$62,014
14	\$54,794	\$56,343	\$57,907	\$59,488	\$61,084	\$62,695	\$64,323	\$65,968
15	\$59,282	\$60,960	\$62,655	\$64,367	\$66,096	\$67,842	\$69,606	\$71,387
16	\$64,365	\$66,185	\$68,024	\$69,882	\$71,758	\$73,652	\$75,566	\$77,499
17	\$69,492	\$71,460	\$73,448	\$75,456	\$77,483	\$79,532	\$81,600	\$83,689
18	\$75,529	\$77,667	\$79,826	\$82,007	\$84,209	\$86,433	\$88,680	\$90,949
19	\$81,887	\$84,202	\$86,541	\$88,903	\$91,289	\$93,698	\$96,132	\$98,590
20	\$89,216	\$91,739	\$94,287	\$96,860	\$99,460	\$102,085	\$104,736	\$107,414
21	\$96,876	\$99,617	\$102,386	\$105,182	\$108,005	\$110,858	\$113,738	\$116,648
22	\$105,786	\$108,778	\$111,800	\$114,852	\$117,935	\$121,048	\$124,193	\$127,369

Group	17	18	19	20	21	22	Avg AI	At Max
							Value	Value
8	\$50,416	\$51,666	\$52,928	\$54,203	\$55,491	\$56,791	\$1,179	1182
9	\$52,234	\$53,526	\$54,831	\$56,149	\$57,480	\$58,824	\$1,219	1182
10	\$54,518	\$55,872	\$57,239	\$58,620	\$60,015	\$61,424	\$1,278	1182
11	\$57,098	\$58,513	\$59,942	\$61,385	\$62,842	\$64,315	\$1,335	1300
12	\$60,141	\$61,635	\$63,144	\$64,667	\$66,207	\$67,761	\$1,410	1300
13	\$63,575	\$65,152	\$66,745	\$68,353	\$69,978	\$71,619	\$1,488	1419
14	\$67,628	\$69,306	\$71,000	\$72,711	\$74,439	\$76,184	\$1,583	1419
15	\$73,186	\$75,003	\$76,839	\$78,693	\$80,565	\$82,456	\$1,715	1536
16	\$79,451	\$81,422	\$83,414	\$85,425	\$87,456	\$89,508	\$1,861	1536
17	\$85,800	\$87,931	\$90,084	\$92,258	\$94,454	\$96,671	\$2,011	1653
18	\$93,241	\$95,556	\$97,894	\$100,255	\$102,640	\$105,048	\$2,185	1653
19	\$101,073	\$103,580	\$106,112	\$108,670	\$111,254	\$113,863	\$2,366	1733
20	\$110,119	\$112,851	\$115,610	\$118,396	\$121,211	\$124,054	\$2,578	1733
21	\$119,586	\$122,554	\$125,552	\$128,580	\$131,638	\$134,726	\$2,801	1733
22	\$130,577	\$133,816	\$137,089	\$140,394	\$143,732	\$147,103	\$3,058	1733

**FY24 – 10-month Administrators, Counselors, Librarians**

Group	Step							
	1	2	3	4	5	6	7	8
8	\$32,823	\$33,916	\$35,019	\$36,133	\$37,259	\$38,396	\$39,544	\$40,704
9	\$34,049	\$35,179	\$36,319	\$37,472	\$38,635	\$39,810	\$40,997	\$42,196
10	\$35,455	\$36,638	\$37,834	\$39,041	\$40,260	\$41,492	\$42,736	\$43,992
11	\$37,184	\$38,420	\$39,669	\$40,931	\$42,205	\$43,492	\$44,792	\$46,104
12	\$39,108	\$40,414	\$41,733	\$43,065	\$44,410	\$45,769	\$47,142	\$48,528
13	\$41,374	\$42,752	\$44,144	\$45,551	\$46,971	\$48,406	\$49,854	\$51,318
14	\$44,015	\$45,482	\$46,962	\$48,458	\$49,969	\$51,494	\$53,035	\$54,592
15	\$47,602	\$49,190	\$50,795	\$52,415	\$54,052	\$55,705	\$57,374	\$59,061
16	\$51,694	\$53,417	\$55,158	\$56,916	\$58,692	\$60,485	\$62,296	\$64,126
17	\$55,792	\$57,655	\$59,537	\$61,438	\$63,357	\$65,296	\$67,254	\$69,232
18	\$60,652	\$62,676	\$64,719	\$66,784	\$68,868	\$70,974	\$73,100	\$75,248
19	\$65,773	\$67,965	\$70,179	\$72,415	\$74,673	\$76,954	\$79,257	\$81,584
20	\$71,661	\$74,049	\$76,461	\$78,897	\$81,357	\$83,842	\$86,352	\$88,887
21	\$77,802	\$80,396	\$83,017	\$85,663	\$88,336	\$91,036	\$93,763	\$96,517
22	\$84,966	\$87,798	\$90,658	\$93,547	\$96,465	\$99,412	\$102,388	\$105,395

Group	9	10	11	12	13	14	15	16
8	\$41,875	\$43,058	\$44,253	\$45,459	\$46,678	\$47,909	\$49,152	\$50,408
9	\$43,407	\$44,630	\$45,865	\$47,113	\$48,373	\$49,645	\$50,931	\$52,229
10	\$45,261	\$46,543	\$47,837	\$49,145	\$50,465	\$51,799	\$53,146	\$54,507
11	\$47,430	\$48,769	\$50,122	\$51,488	\$52,868	\$54,261	\$55,668	\$57,090
12	\$49,928	\$51,342	\$52,770	\$54,213	\$55,670	\$57,141	\$58,627	\$60,128
13	\$52,796	\$54,288	\$55,796	\$57,319	\$58,857	\$60,410	\$61,979	\$63,564
14	\$56,164	\$57,752	\$59,355	\$60,975	\$62,611	\$64,263	\$65,931	\$67,617
15	\$60,764	\$62,484	\$64,221	\$65,976	\$67,748	\$69,538	\$71,346	\$73,172
16	\$65,974	\$67,840	\$69,725	\$71,629	\$73,551	\$75,494	\$77,455	\$79,436
17	\$71,229	\$73,246	\$75,284	\$77,342	\$79,420	\$81,520	\$83,640	\$85,782
18	\$77,418	\$79,609	\$81,822	\$84,057	\$86,314	\$88,594	\$90,897	\$93,223
19	\$83,934	\$86,307	\$88,705	\$91,126	\$93,571	\$96,041	\$98,535	\$101,055
20	\$91,447	\$94,033	\$96,644	\$99,282	\$101,946	\$104,637	\$107,355	\$110,099
21	\$99,298	\$102,108	\$104,945	\$107,811	\$110,706	\$113,629	\$116,582	\$119,564
22	\$108,431	\$111,498	\$114,595	\$117,724	\$120,883	\$124,074	\$127,298	\$130,553

Group	17	18	19	20	21	22	AI Value	At Max Lump Value
8	\$51,677	\$52,958	\$54,251	\$55,558	\$56,878	\$58,211	\$1,209	1212
9	\$53,540	\$54,864	\$56,202	\$57,553	\$58,917	\$60,295	\$1,250	1212
10	\$55,881	\$57,269	\$58,670	\$60,086	\$61,516	\$62,960	\$1,310	1212
11	\$58,526	\$59,976	\$61,440	\$62,920	\$64,414	\$65,923	\$1,369	1333
12	\$61,644	\$63,176	\$64,722	\$66,284	\$67,862	\$69,455	\$1,445	1333
13	\$65,164	\$66,781	\$68,413	\$70,062	\$71,728	\$73,410	\$1,526	1454
14	\$69,319	\$71,038	\$72,775	\$74,529	\$76,300	\$78,089	\$1,623	1454
15	\$75,016	\$76,879	\$78,760	\$80,660	\$82,579	\$84,517	\$1,758	1574
16	\$81,437	\$83,458	\$85,499	\$87,561	\$89,643	\$91,746	\$1,907	1574
17	\$87,945	\$90,129	\$92,336	\$94,564	\$96,815	\$99,088	\$2,062	1694
18	\$95,572	\$97,945	\$100,341	\$102,761	\$105,206	\$107,675	\$2,239	1694
19	\$103,599	\$106,170	\$108,765	\$111,387	\$114,035	\$116,709	\$2,426	1776
20	\$112,872	\$115,672	\$118,500	\$121,356	\$124,241	\$127,155	\$2,643	1776
21	\$122,576	\$125,618	\$128,691	\$131,794	\$134,928	\$138,094	\$2,871	1776
22	\$133,841	\$137,162	\$140,516	\$143,903	\$147,325	\$150,781	\$3,134	1776

**FY22 – 9-month Administrators, Counselors, Librarians**

Group	Step							
	1	2	3	4	5	6	7	8
8	\$28,118	\$29,054	\$30,000	\$30,956	\$31,921	\$32,895	\$33,880	\$34,874
9	\$29,167	\$30,135	\$31,112	\$32,099	\$33,095	\$34,102	\$35,119	\$36,145
10	\$30,372	\$31,385	\$32,409	\$33,443	\$34,487	\$35,542	\$36,607	\$37,683
11	\$31,853	\$32,912	\$33,981	\$35,060	\$36,151	\$37,252	\$38,365	\$39,489
12	\$33,501	\$34,620	\$35,750	\$36,892	\$38,044	\$39,209	\$40,385	\$41,572
13	\$35,443	\$36,623	\$37,815	\$39,019	\$40,235	\$41,464	\$42,704	\$43,957
14	\$37,706	\$38,962	\$40,230	\$41,512	\$42,806	\$44,113	\$45,433	\$46,767
15	\$40,778	\$42,138	\$43,512	\$44,900	\$46,302	\$47,717	\$49,147	\$50,591
16	\$44,283	\$45,758	\$47,249	\$48,754	\$50,275	\$51,810	\$53,361	\$54,928
17	\$47,793	\$49,389	\$51,002	\$52,630	\$54,275	\$55,937	\$57,615	\$59,309
18	\$51,957	\$53,691	\$55,444	\$57,213	\$59,001	\$60,806	\$62,629	\$64,471
19	\$56,344	\$58,221	\$60,116	\$62,030	\$63,963	\$65,916	\$67,888	\$69,880
20	\$61,386	\$63,433	\$65,500	\$67,588	\$69,697	\$71,826	\$73,977	\$76,150
21	\$66,648	\$68,870	\$71,115	\$73,382	\$75,672	\$77,984	\$80,320	\$82,679
22	\$72,785	\$75,210	\$77,660	\$80,134	\$82,633	\$85,157	\$87,706	\$90,281

Group	Step							
	9	10	11	12	13	14	15	16
8	\$35,878	\$36,892	\$37,917	\$38,951	\$39,996	\$41,052	\$42,117	\$43,194
9	\$37,183	\$38,230	\$39,288	\$40,357	\$41,436	\$42,526	\$43,627	\$44,739
10	\$38,769	\$39,867	\$40,975	\$42,094	\$43,225	\$44,367	\$45,521	\$46,685
11	\$40,623	\$41,770	\$42,927	\$44,096	\$45,277	\$46,470	\$47,675	\$48,891
12	\$42,772	\$43,983	\$45,207	\$46,443	\$47,691	\$48,952	\$50,225	\$51,512
13	\$45,223	\$46,501	\$47,792	\$49,096	\$50,412	\$51,742	\$53,086	\$54,443
14	\$48,113	\$49,473	\$50,847	\$52,235	\$53,636	\$55,052	\$56,481	\$57,925
15	\$52,050	\$53,523	\$55,011	\$56,514	\$58,031	\$59,564	\$61,113	\$62,676
16	\$56,510	\$58,108	\$59,722	\$61,352	\$62,998	\$64,661	\$66,341	\$68,037
17	\$61,021	\$62,750	\$64,496	\$66,259	\$68,041	\$69,839	\$71,656	\$73,492
18	\$66,331	\$68,210	\$70,107	\$72,023	\$73,959	\$75,914	\$77,888	\$79,882
19	\$71,892	\$73,924	\$75,976	\$78,049	\$80,143	\$82,257	\$84,393	\$86,550
20	\$78,344	\$80,561	\$82,799	\$85,060	\$87,343	\$89,650	\$91,979	\$94,331
21	\$85,062	\$87,468	\$89,899	\$92,354	\$94,833	\$97,337	\$99,866	\$102,421
22	\$92,881	\$95,508	\$98,161	\$100,840	\$103,546	\$106,279	\$109,039	\$111,828

Group	17	18	19	20	21	22	23	AI Value	At Max Lump Value
8	\$44,281	\$45,380	\$46,489	\$47,609	\$48,741	\$49,884	\$51,038	\$1,042	\$1,153
9	\$45,862	\$46,996	\$48,142	\$49,299	\$50,467	\$51,648	\$52,840	\$1,076	\$1,153
10	\$47,862	\$49,050	\$50,251	\$51,463	\$52,687	\$53,924	\$55,173	\$1,127	\$1,153
11	\$50,120	\$51,361	\$52,615	\$53,881	\$55,160	\$56,451	\$57,756	\$1,177	\$1,268
12	\$52,811	\$54,122	\$55,448	\$56,786	\$58,138	\$59,503	\$60,882	\$1,245	\$1,268
13	\$55,813	\$57,197	\$58,595	\$60,007	\$61,433	\$62,873	\$64,328	\$1,313	\$1,384
14	\$59,383	\$60,856	\$62,344	\$63,846	\$65,364	\$66,897	\$68,445	\$1,397	\$1,384
15	\$64,256	\$65,851	\$67,462	\$69,089	\$70,733	\$72,393	\$74,070	\$1,513	\$1,499
16	\$69,750	\$71,481	\$73,228	\$74,994	\$76,776	\$78,577	\$80,396	\$1,642	\$1,499
17	\$75,345	\$77,217	\$79,108	\$81,017	\$82,946	\$84,894	\$86,862	\$1,776	\$1,613
18	\$81,896	\$83,931	\$85,985	\$88,060	\$90,156	\$92,273	\$94,411	\$1,930	\$1,613
19	\$88,728	\$90,929	\$93,151	\$95,396	\$97,663	\$99,952	\$102,265	\$2,087	\$1,729
20	\$96,708	\$99,107	\$101,531	\$103,979	\$106,452	\$108,949	\$111,472	\$2,277	\$1,729
21	\$105,001	\$107,607	\$110,239	\$112,897	\$115,582	\$118,294	\$121,033	\$2,472	\$1,729
22	\$114,643	\$117,488	\$120,360	\$123,261	\$126,192	\$129,151	\$132,140	\$2,698	\$1,729

**FY23 – 9-month Administrators, Counselors, Librarians**

Group	Step							
	1	2	3	4	5	6	7	8
8	\$28,821	\$29,781	\$30,750	\$31,730	\$32,719	\$33,718	\$34,727	\$35,746
9	\$29,897	\$30,888	\$31,890	\$32,901	\$33,923	\$34,954	\$35,996	\$37,049
10	\$31,131	\$32,170	\$33,219	\$34,279	\$35,349	\$36,430	\$37,522	\$38,625
11	\$32,649	\$33,734	\$34,830	\$35,937	\$37,055	\$38,184	\$39,324	\$40,476
12	\$34,339	\$35,486	\$36,644	\$37,814	\$38,995	\$40,189	\$41,394	\$42,612
13	\$36,329	\$37,538	\$38,760	\$39,995	\$41,241	\$42,500	\$43,772	\$45,056
14	\$38,648	\$39,936	\$41,236	\$42,549	\$43,876	\$45,216	\$46,569	\$47,936
15	\$41,797	\$43,192	\$44,600	\$46,022	\$47,459	\$48,910	\$50,376	\$51,856
16	\$45,390	\$46,902	\$48,430	\$49,973	\$51,531	\$53,105	\$54,695	\$56,301
17	\$48,988	\$50,624	\$52,277	\$53,946	\$55,632	\$57,335	\$59,055	\$60,792
18	\$53,255	\$55,034	\$56,830	\$58,644	\$60,476	\$62,326	\$64,195	\$66,083
19	\$57,753	\$59,676	\$61,619	\$63,581	\$65,563	\$67,564	\$69,586	\$71,627
20	\$62,921	\$65,019	\$67,138	\$69,278	\$71,439	\$73,622	\$75,827	\$78,054
21	\$68,314	\$70,592	\$72,893	\$75,216	\$77,563	\$79,934	\$82,328	\$84,746
22	\$74,604	\$77,090	\$79,601	\$82,137	\$84,699	\$87,286	\$89,899	\$92,538



Group	9	10	11	12	13	14	15	16
8	\$36,775	\$37,815	\$38,865	\$39,925	\$40,996	\$42,078	\$43,170	\$44,274
9	\$38,112	\$39,186	\$40,270	\$41,365	\$42,472	\$43,589	\$44,717	\$45,857
10	\$39,738	\$40,863	\$41,999	\$43,147	\$44,306	\$45,476	\$46,659	\$47,853
11	\$41,639	\$42,814	\$44,000	\$45,199	\$46,409	\$47,632	\$48,867	\$50,114
12	\$43,841	\$45,083	\$46,337	\$47,604	\$48,884	\$50,176	\$51,481	\$52,799
13	\$46,353	\$47,663	\$48,986	\$50,323	\$51,673	\$53,036	\$54,413	\$55,804
14	\$49,316	\$50,710	\$52,118	\$53,541	\$54,977	\$56,428	\$57,893	\$59,373
15	\$53,351	\$54,861	\$56,386	\$57,926	\$59,482	\$61,053	\$62,640	\$64,243
16	\$57,923	\$59,561	\$61,215	\$62,886	\$64,573	\$66,278	\$67,999	\$69,738
17	\$62,546	\$64,318	\$66,108	\$67,916	\$69,742	\$71,585	\$73,448	\$75,329
18	\$67,989	\$69,915	\$71,860	\$73,824	\$75,808	\$77,811	\$79,835	\$81,879
19	\$73,689	\$75,772	\$77,876	\$80,000	\$82,146	\$84,314	\$86,503	\$88,714
20	\$80,303	\$82,575	\$84,869	\$87,186	\$89,527	\$91,891	\$94,278	\$96,690
21	\$87,188	\$89,655	\$92,146	\$94,662	\$97,204	\$99,771	\$102,363	\$104,982
22	\$95,203	\$97,896	\$100,615	\$103,361	\$106,135	\$108,936	\$111,765	\$114,623

Group	17	18	19	20	21	22	23	AI Value	At Max Lump Value
8	\$45,388	\$46,514	\$47,651	\$48,799	\$49,959	\$51,131	\$52,314	\$1,068	1182
9	\$47,008	\$48,171	\$49,345	\$50,531	\$51,729	\$52,939	\$54,161	\$1,103	1182
10	\$49,059	\$50,277	\$51,507	\$52,749	\$54,004	\$55,272	\$56,552	\$1,155	1182
11	\$51,373	\$52,645	\$53,930	\$55,228	\$56,539	\$57,863	\$59,200	\$1,207	1300
12	\$54,131	\$55,476	\$56,834	\$58,206	\$59,591	\$60,990	\$62,404	\$1,276	1300
13	\$57,208	\$58,627	\$60,060	\$61,507	\$62,969	\$64,445	\$65,936	\$1,346	1419
14	\$60,868	\$62,378	\$63,903	\$65,443	\$66,998	\$68,569	\$70,156	\$1,432	1419
15	\$65,862	\$67,497	\$69,149	\$70,817	\$72,501	\$74,203	\$75,921	\$1,551	1536
16	\$71,494	\$73,268	\$75,059	\$76,868	\$78,696	\$80,542	\$82,406	\$1,683	1536
17	\$77,229	\$79,148	\$81,086	\$83,043	\$85,020	\$87,017	\$89,033	\$1,820	1653
18	\$83,944	\$86,029	\$88,135	\$90,262	\$92,410	\$94,580	\$96,771	\$1,978	1653
19	\$90,947	\$93,202	\$95,480	\$97,781	\$100,104	\$102,451	\$104,822	\$2,139	1733
20	\$99,125	\$101,585	\$104,070	\$106,579	\$109,113	\$111,673	\$114,259	\$2,334	1733
21	\$107,626	\$110,297	\$112,995	\$115,720	\$118,472	\$121,251	\$124,058	\$2,534	1733
22	\$117,510	\$120,425	\$123,369	\$126,343	\$129,346	\$132,380	\$135,444	\$2,765	1733

**FY24 – 9-month Administrators, Counselors, Librarians**

Group	Step							
	1	2	3	4	5	6	7	8
8	\$29,541	\$30,525	\$31,519	\$32,523	\$33,537	\$34,561	\$35,595	\$36,639
9	\$30,644	\$31,660	\$32,687	\$33,724	\$34,771	\$35,828	\$36,896	\$37,975
10	\$31,910	\$32,974	\$34,050	\$35,136	\$36,233	\$37,341	\$38,460	\$39,590
11	\$33,466	\$34,578	\$35,701	\$36,835	\$37,981	\$39,138	\$40,307	\$41,488
12	\$35,197	\$36,373	\$37,560	\$38,759	\$39,970	\$41,194	\$42,429	\$43,677
13	\$37,237	\$38,477	\$39,729	\$40,994	\$42,272	\$43,563	\$44,866	\$46,182
14	\$39,614	\$40,934	\$42,267	\$43,613	\$44,973	\$46,346	\$47,733	\$49,134
15	\$42,842	\$44,271	\$45,715	\$47,173	\$48,646	\$50,133	\$51,635	\$53,152
16	\$46,524	\$48,075	\$49,641	\$51,222	\$52,820	\$54,433	\$56,063	\$57,708
17	\$50,212	\$51,890	\$53,584	\$55,295	\$57,023	\$58,768	\$60,531	\$62,312
18	\$54,587	\$56,410	\$58,250	\$60,110	\$61,988	\$63,884	\$65,800	\$67,735
19	\$59,197	\$61,168	\$63,159	\$65,170	\$67,202	\$69,253	\$71,325	\$73,418
20	\$64,494	\$66,644	\$68,816	\$71,009	\$73,225	\$75,463	\$77,723	\$80,005
21	\$70,022	\$72,357	\$74,715	\$77,097	\$79,502	\$81,932	\$84,386	\$86,865
22	\$76,469	\$79,018	\$81,591	\$84,191	\$86,816	\$89,468	\$92,146	\$94,851

Group	Step							
	9	10	11	12	13	14	15	16
8	\$37,694	\$38,760	\$39,836	\$40,923	\$42,021	\$43,130	\$44,250	\$45,381
9	\$39,065	\$40,165	\$41,277	\$42,400	\$43,533	\$44,679	\$45,835	\$47,004
10	\$40,732	\$41,885	\$43,049	\$44,225	\$45,413	\$46,613	\$47,825	\$49,049
11	\$42,680	\$43,884	\$45,100	\$46,329	\$47,569	\$48,823	\$50,088	\$51,366
12	\$44,937	\$46,210	\$47,496	\$48,794	\$50,106	\$51,430	\$52,768	\$54,119
13	\$47,512	\$48,855	\$50,211	\$51,581	\$52,965	\$54,362	\$55,773	\$57,199
14	\$50,549	\$51,978	\$53,421	\$54,879	\$56,352	\$57,839	\$59,341	\$60,858
15	\$54,685	\$56,233	\$57,796	\$59,375	\$60,969	\$62,580	\$64,206	\$65,849
16	\$59,371	\$61,050	\$62,745	\$64,458	\$66,188	\$67,935	\$69,699	\$71,481
17	\$64,110	\$65,926	\$67,761	\$69,614	\$71,485	\$73,375	\$75,284	\$77,212
18	\$69,689	\$71,663	\$73,656	\$75,669	\$77,703	\$79,757	\$81,831	\$83,926
19	\$75,532	\$77,667	\$79,823	\$82,000	\$84,200	\$86,422	\$88,665	\$90,931
20	\$82,311	\$84,639	\$86,991	\$89,366	\$91,765	\$94,188	\$96,635	\$99,107
21	\$89,368	\$91,896	\$94,450	\$97,029	\$99,634	\$102,265	\$104,922	\$107,606
22	\$97,584	\$100,343	\$103,130	\$105,945	\$108,788	\$111,659	\$114,560	\$117,489

Group	17	18	19	20	21	22	23	AI Value	At Max Lump Value
8	\$46,523	\$47,677	\$48,842	\$50,019	\$51,208	\$52,409	\$53,622	\$1,095	1212
9	\$48,183	\$49,375	\$50,579	\$51,794	\$53,022	\$54,262	\$55,515	\$1,130	1212
10	\$50,285	\$51,534	\$52,795	\$54,068	\$55,355	\$56,654	\$57,966	\$1,184	1212
11	\$52,658	\$53,962	\$55,279	\$56,609	\$57,952	\$59,309	\$60,680	\$1,237	1333
12	\$55,484	\$56,862	\$58,255	\$59,661	\$61,081	\$62,515	\$63,964	\$1,308	1333
13	\$58,638	\$60,093	\$61,561	\$63,045	\$64,543	\$66,056	\$67,584	\$1,379	1454
14	\$62,390	\$63,937	\$65,500	\$67,079	\$68,673	\$70,283	\$71,910	\$1,468	1454
15	\$67,509	\$69,185	\$70,877	\$72,587	\$74,314	\$76,058	\$77,819	\$1,590	1574
16	\$73,281	\$75,099	\$76,936	\$78,790	\$80,663	\$82,555	\$84,466	\$1,725	1574
17	\$79,159	\$81,126	\$83,113	\$85,119	\$87,145	\$89,192	\$91,259	\$1,866	1694
18	\$86,042	\$88,180	\$90,338	\$92,518	\$94,720	\$96,944	\$99,191	\$2,027	1694
19	\$93,220	\$95,532	\$97,867	\$100,225	\$102,607	\$105,012	\$107,442	\$2,193	1776
20	\$101,603	\$104,125	\$106,671	\$109,243	\$111,841	\$114,465	\$117,115	\$2,392	1776
21	\$110,317	\$113,055	\$115,820	\$118,613	\$121,433	\$124,282	\$127,160	\$2,597	1776
22	\$120,447	\$123,435	\$126,453	\$129,501	\$132,580	\$135,689	\$138,830	\$2,835	1776