

**Oklahoma City Public Schools - FY21 Teacher Salary Schedule**

| <b>Regular Teachers</b>    |             | <b>*Instructional Coaches</b>          |                         |                |                        | <b>Schedule 001</b> |
|----------------------------|-------------|--|-------------------------|----------------|------------------------|---------------------|
| <b>Nurses</b>              |             | <b>*ELL Instructional Facilitators</b> |                         |                |                        | 181 days            |
| <b>*Homebound Teachers</b> |             | <b>*Administrative Interns</b>         |                         |                |                        | Base Schedule       |
| <b>Base Salary</b>         |             |  |                         |                |                        |                     |
| <b>Yrs. Exp</b>            | <b>STEP</b> | <b>BACHELOR</b>                        | <b>BACHELOR<br/>+15</b> | <b>MASTERS</b> | <b>MASTERS<br/>+30</b> | <b>DOCTORATE</b>    |
| 0                          | 0           | 41,500                                 | 42,000                  | 42,700         | 43,300                 | 44,400              |
| 1                          | 1           | 41,800                                 | 42,300                  | 43,000         | 43,600                 | 44,700              |
| 2                          | 2           | 42,100                                 | 42,600                  | 43,300         | 43,900                 | 45,000              |
| 3                          | 3           | 42,400                                 | 42,900                  | 43,600         | 44,200                 | 45,300              |
| 4                          | 4           | 42,800                                 | 43,300                  | 44,000         | 44,600                 | 45,700              |
| 5                          | 5           | 43,200                                 | 43,700                  | 44,400         | 45,000                 | 46,100              |
| 6                          | 6           | 43,700                                 | 44,200                  | 44,900         | 45,500                 | 46,600              |
| 7                          | 7           | 44,200                                 | 44,700                  | 45,400         | 46,000                 | 47,100              |
| 8                          | 8           | 44,700                                 | 45,200                  | 45,900         | 46,500                 | 47,600              |
| 9                          | 9           | 45,200                                 | 45,700                  | 46,400         | 47,000                 | 48,100              |
| 10                         | 10          | 45,700                                 | 46,200                  | 47,900         | 48,500                 | 49,600              |
| 11                         | 11          | 46,200                                 | 46,700                  | 48,400         | 49,000                 | 50,100              |
| 12                         | 12          | 46,800                                 | 47,300                  | 49,000         | 49,600                 | 50,700              |
| 13                         | 13          | 47,400                                 | 47,900                  | 49,600         | 50,200                 | 51,300              |
| 14                         | 14          | 48,000                                 | 48,500                  | 50,200         | 50,800                 | 51,900              |
| 15                         | 15          | 48,900                                 | 49,400                  | 51,100         | 51,700                 | 52,800              |
| 16                         | 16          | 49,800                                 | 50,300                  | 52,000         | 52,600                 | 53,700              |
| 17                         | 17          | 51,800                                 | 52,300                  | 54,000         | 54,600                 | 55,700              |
| 18                         | 18          | 54,200                                 | 54,700                  | 56,400         | 57,000                 | 58,100              |
| 19                         | 19          | 56,400                                 | 56,900                  | 58,600         | 59,200                 | 60,300              |
| 20                         | 20          | 58,000                                 | 58,500                  | 60,200         | 60,800                 | 61,900              |
| 21                         | 21          | 58,850                                 | 59,350                  | 61,050         | 61,650                 | 62,750              |
| 22                         | 22          | 59,600                                 | 60,100                  | 61,800         | 62,400                 | 63,500              |
| 23                         | 23          | 60,200                                 | 60,700                  | 62,400         | 63,000                 | 64,100              |
| 24                         | 24          | 60,800                                 | 61,300                  | 63,000         | 63,600                 | 64,700              |
| 25+                        | 25          | 61,735                                 | 62,235                  | 63,935         | 64,535                 | 65,635              |

\* Step increase and base salary are negotiated through AFT;

\* Reference Appendix G "Other"

**Oklahoma City Public Schools - FY21 Teacher Salary Schedule**

|                                   |   |
|-----------------------------------|---|
| <b>Special Education Teachers</b> | <b>Schedule 003</b><br>181 days<br><b>Base + 5%</b> |
|-----------------------------------|---|

| <b>Base Salary</b> |             |                 |                         |                |                        |                  |
|--------------------|-------------|-----------------|-------------------------|----------------|------------------------|------------------|
| <b>Yrs. Exp</b>    | <b>STEP</b> | <b>BACHELOR</b> | <b>BACHELOR<br/>+15</b> | <b>MASTERS</b> | <b>MASTERS<br/>+30</b> | <b>DOCTORATE</b> |
| 0                  | 0           | 43,575          | 44,100                  | 44,835         | 45,465                 | 46,620           |
| 1                  | 1           | 43,890          | 44,415                  | 45,150         | 45,780                 | 46,935           |
| 2                  | 2           | 44,205          | 44,730                  | 45,465         | 46,095                 | 47,250           |
| 3                  | 3           | 44,520          | 45,045                  | 45,780         | 46,410                 | 47,565           |
| 4                  | 4           | 44,940          | 45,465                  | 46,200         | 46,830                 | 47,985           |
| 5                  | 5           | 45,360          | 45,885                  | 46,620         | 47,250                 | 48,405           |
| 6                  | 6           | 45,885          | 46,410                  | 47,145         | 47,775                 | 48,930           |
| 7                  | 7           | 46,410          | 46,935                  | 47,670         | 48,300                 | 49,455           |
| 8                  | 8           | 46,935          | 47,460                  | 48,195         | 48,825                 | 49,980           |
| 9                  | 9           | 47,460          | 47,985                  | 48,720         | 49,350                 | 50,505           |
| 10                 | 10          | 47,985          | 48,510                  | 50,295         | 50,925                 | 52,080           |
| 11                 | 11          | 48,510          | 49,035                  | 50,820         | 51,450                 | 52,605           |
| 12                 | 12          | 49,140          | 49,665                  | 51,450         | 52,080                 | 53,235           |
| 13                 | 13          | 49,770          | 50,295                  | 52,080         | 52,710                 | 53,865           |
| 14                 | 14          | 50,400          | 50,925                  | 52,710         | 53,340                 | 54,495           |
| 15                 | 15          | 51,345          | 51,870                  | 53,655         | 54,285                 | 55,440           |
| 16                 | 16          | 52,290          | 52,815                  | 54,600         | 55,230                 | 56,385           |
| 17                 | 17          | 54,390          | 54,915                  | 56,700         | 57,330                 | 58,485           |
| 18                 | 18          | 56,910          | 57,435                  | 59,220         | 59,850                 | 61,005           |
| 19                 | 19          | 59,220          | 59,745                  | 61,530         | 62,160                 | 63,315           |
| 20                 | 20          | 60,900          | 61,425                  | 63,210         | 63,840                 | 64,995           |
| 21                 | 21          | 61,793          | 62,318                  | 64,103         | 64,733                 | 65,888           |
| 22                 | 22          | 62,580          | 63,105                  | 64,890         | 65,520                 | 66,675           |
| 23                 | 23          | 63,210          | 63,735                  | 65,520         | 66,150                 | 67,305           |
| 24                 | 24          | 63,840          | 64,365                  | 66,150         | 66,780                 | 67,935           |
| 25+                | 25          | 64,822          | 65,347                  | 67,132         | 67,762                 | 68,917           |

\* Step increase and base salary are negotiated through AFT

**Oklahoma City Public Schools - FY21 Teacher Salary Schedule**

| <b>Career Tech<br/>*Agriculture Teacher</b> |             |                 |                         |                | <b>Schedule 004</b><br>196 days<br>Base + 8.3% + \$2000 |                  |
|---|-------------|-----------------|-------------------------|----------------|---|------------------|
| <b>Base Salary</b>                          |             |                 |                         |                |   |                  |
| <b>Yrs. Exp</b>                             | <b>STEP</b> | <b>BACHELOR</b> | <b>BACHELOR<br/>+15</b> | <b>MASTERS</b> | <b>MASTERS<br/>+30</b>                                  | <b>DOCTORATE</b> |
| 0   | 0           | 46,945          | 47,486                  | 48,245         | 48,894  | 50,086           |
| 1   | 1           | 47,270          | 47,811                  | 48,569         | 49,219  | 50,411           |
| 2   | 2           | 47,595          | 48,136                  | 48,894         | 49,544  | 50,735           |
| 3   | 3           | 47,920          | 48,461                  | 49,219         | 49,869  | 51,060           |
| 4   | 4           | 48,353          | 48,894                  | 49,652         | 50,302  | 51,494           |
| 5   | 5           | 48,786          | 49,328                  | 50,086         | 50,735  | 51,927           |
| 6   | 6           | 49,328          | 49,869                  | 50,627         | 51,277  | 52,468           |
| 7   | 7           | 49,869          | 50,411                  | 51,169         | 51,818  | 53,010           |
| 8   | 8           | 50,411          | 50,952                  | 51,710         | 52,360  | 53,551           |
| 9   | 9           | 50,952          | 51,494                  | 52,252         | 52,901  | 54,093           |
| 10  | 10          | 51,494          | 52,035                  | 53,876         | 54,526  | 55,717           |
| 11  | 11          | 52,035          | 52,577                  | 54,418         | 55,067  | 56,259           |
| 12  | 12          | 52,685          | 53,226                  | 55,067         | 55,717  | 56,909           |
| 13  | 13          | 53,335          | 53,876                  | 55,717         | 56,367  | 57,558           |
| 14  | 14          | 53,984          | 54,526                  | 56,367         | 57,017  | 58,208           |
| 15  | 15          | 54,959          | 55,501                  | 57,342         | 57,992  | 59,183           |
| 16  | 16          | 55,934          | 56,475                  | 58,316         | 58,966  | 60,158           |
| 17  | 17          | 58,100          | 58,641                  | 60,482         | 61,132  | 62,324           |
| 18  | 18          | 60,699          | 61,241                  | 63,082         | 63,731  | 64,923           |
| 19  | 19          | 63,082          | 63,623                  | 65,464         | 66,114  | 67,305           |
| 20  | 20          | 64,814          | 65,356                  | 67,197         | 67,847  | 69,038           |
| 21  | 21          | 65,735          | 66,277                  | 68,118         | 68,767  | 69,959           |
| 22  | 22          | 66,547          | 67,089                  | 68,930         | 69,580  | 70,771           |
| 23  | 23          | 67,197          | 67,739                  | 69,580         | 70,229  | 71,421           |
| 24  | 24          | 67,847          | 68,388                  | 70,229         | 70,879  | 72,071           |
| 25+   | 25          | 68,860          | 69,401                  | 71,242         | 71,892  | 73,083           |
|   |             |                 |                         |                |   |                  |

\* Reference Appendix G "Other"

\* Step increase and base salary are negotiated through AFT

**Oklahoma City Public Schools - FY21 Teacher Salary Schedule**

|  |  |
|--|--|
| <b>Speech and Language Pathologist</b> | <b>Schedule 005</b><br>181 days<br>Base + 5% + \$5,000 |
|--|--|

**Base Salary**

| <b>Yrs. Exp</b> | <b>STEP</b> | <b>BACHELOR</b> | <b>BACHELOR<br/>+15</b> | <b>MASTERS</b> | <b>MASTERS<br/>+30</b> | <b>DOCTORATE</b> |
|-----------------|-------------|-----------------|-------------------------|----------------|------------------------|------------------|
| 0               | 0           | 48,575          | 49,100                  | 49,835         | 50,465                 | 51,620           |
| 1               | 1           | 48,890          | 49,415                  | 50,150         | 50,780                 | 51,935           |
| 2               | 2           | 49,205          | 49,730                  | 50,465         | 51,095                 | 52,250           |
| 3               | 3           | 49,520          | 50,045                  | 50,780         | 51,410                 | 52,565           |
| 4               | 4           | 49,940          | 50,465                  | 51,200         | 51,830                 | 52,985           |
| 5               | 5           | 50,360          | 50,885                  | 51,620         | 52,250                 | 53,405           |
| 6               | 6           | 50,885          | 51,410                  | 52,145         | 52,775                 | 53,930           |
| 7               | 7           | 51,410          | 51,935                  | 52,670         | 53,300                 | 54,455           |
| 8               | 8           | 51,935          | 52,460                  | 53,195         | 53,825                 | 54,980           |
| 9               | 9           | 52,460          | 52,985                  | 53,720         | 54,350                 | 55,505           |
| 10              | 10          | 52,985          | 53,510                  | 54,245         | 54,875                 | 56,030           |
| 11              | 11          | 53,510          | 54,035                  | 54,770         | 55,400                 | 56,555           |
| 12              | 12          | 54,140          | 54,665                  | 55,405         | 56,035                 | 57,185           |
| 13              | 13          | 54,770          | 55,295                  | 56,040         | 56,670                 | 57,815           |
| 14              | 14          | 55,400          | 55,925                  | 56,675         | 57,305                 | 58,445           |
| 15              | 15          | 56,035          | 56,560                  | 57,310         | 57,940                 | 59,075           |
| 16              | 16          | 56,670          | 57,195                  | 57,945         | 58,575                 | 59,710           |
| 17              | 17          | 57,305          | 57,830                  | 58,580         | 59,210                 | 60,345           |
| 18              | 18          | 57,940          | 58,465                  | 59,215         | 59,845                 | 60,980           |
| 19              | 19          | 58,575          | 59,095                  | 59,850         | 60,480                 | 61,615           |
| 20              | 20          | 59,210          | 59,730                  | 60,485         | 61,115                 | 62,250           |
| 21              | 21          | 59,845          | 60,365                  | 61,120         | 61,750                 | 62,885           |
| 22              | 22          | 60,480          | 60,995                  | 61,755         | 62,385                 | 63,520           |
| 23              | 23          | 61,115          | 61,630                  | 62,390         | 63,020                 | 64,155           |
| 24              | 24          | 61,750          | 62,265                  | 63,025         | 63,655                 | 64,790           |
| 25+             | 25          | 62,385          | 62,895                  | 63,660         | 64,290                 | 65,425           |

\* Step increase and base salary are negotiated through AFT

**Oklahoma City Public Schools - FY21 Teacher Salary Schedule**

| <b>Media Specialist</b> |             |                 |                         |                |                        | <b>Schedule 006</b> |
|-------------------------|-------------|-----------------|-------------------------|----------------|------------------------|---------------------|
|                         |             |                 |                         |                |                        | 201                 |
|                         |             |                 |                         |                |                        | Base + 19.985%      |
| <b>Base Salary</b>      |             |                 |                         |                |                        |                     |
| <b>Yrs. Exp</b>         | <b>STEP</b> | <b>BACHELOR</b> | <b>BACHELOR<br/>+15</b> | <b>MASTERS</b> | <b>MASTERS<br/>+30</b> | <b>DOCTORATE</b>    |
| 0                       | 0           | 49,794          | 50,394                  | 51,234         | 51,954                 | 53,274              |
| 1                       | 1           | 50,154          | 50,754                  | 51,594         | 52,314                 | 53,634              |
| 2                       | 2           | 50,514          | 51,114                  | 51,954         | 52,674                 | 53,994              |
| 3                       | 3           | 50,874          | 51,474                  | 52,314         | 53,034                 | 54,354              |
| 4                       | 4           | 51,354          | 51,954                  | 52,794         | 53,514                 | 54,834              |
| 5                       | 5           | 51,834          | 52,434                  | 53,274         | 53,994                 | 55,314              |
| 6                       | 6           | 52,434          | 53,034                  | 53,874         | 54,594                 | 55,914              |
| 7                       | 7           | 53,034          | 53,634                  | 54,474         | 55,194                 | 56,513              |
| 8                       | 8           | 53,634          | 54,234                  | 55,074         | 55,794                 | 57,113              |
| 9                       | 9           | 54,234          | 54,834                  | 55,674         | 56,393                 | 57,713              |
| 10                      | 10          | 54,834          | 55,434                  | 57,473         | 58,193                 | 59,513              |
| 11                      | 11          | 55,434          | 56,033                  | 58,073         | 58,793                 | 60,113              |
| 12                      | 12          | 56,153          | 56,753                  | 58,793         | 59,513                 | 60,833              |
| 13                      | 13          | 56,873          | 57,473                  | 59,513         | 60,233                 | 61,553              |
| 14                      | 14          | 57,593          | 58,193                  | 60,233         | 60,953                 | 62,273              |
| 15                      | 15          | 58,673          | 59,273                  | 61,313         | 62,033                 | 63,353              |
| 16                      | 16          | 59,753          | 60,353                  | 62,393         | 63,113                 | 64,432              |
| 17                      | 17          | 62,153          | 62,753                  | 64,792         | 65,512                 | 66,832              |
| 18                      | 18          | 65,032          | 65,632                  | 67,672         | 68,392                 | 69,712              |
| 19                      | 19          | 67,672          | 68,272                  | 70,312         | 71,032                 | 72,351              |
| 20                      | 20          | 69,592          | 70,192                  | 72,231         | 72,951                 | 74,271              |
| 21                      | 21          | 70,612          | 71,212                  | 73,251         | 73,971                 | 75,291              |
| 22                      | 22          | 71,512          | 72,111                  | 74,151         | 74,871                 | 76,191              |
| 23                      | 23          | 72,231          | 72,831                  | 74,871         | 75,591                 | 76,911              |
| 24                      | 24          | 72,951          | 73,551                  | 75,591         | 76,311                 | 77,631              |
| 25+                     | 25          | 74,073          | 74,673                  | 76,713         | 77,433                 | 78,753              |
|                         |             |                 |                         |                |                        |                     |

\* Step increase and base salary are negotiated through AFT

**Oklahoma City Public Schools - FY21 Teacher Salary Schedule**

| Psychologists |      |          |                 |         |                | Schedule 014<br>205 days<br>Base + 27% |
|---------------|------|----------|-----------------|---------|----------------|--|
| Base Salary   |      |          |                 |         |                |  |
| Yrs. Exp      | STEP | BACHELOR | BACHELOR<br>+15 | MASTERS | MASTERS<br>+30 | DOCTORATE                              |
| 0             | 0    |          |                 | 54,229  | 54,991         | 56,388                                 |
| 1             | 1    |          |                 | 54,610  | 55,372         | 56,769                                 |
| 2             | 2    |          |                 | 54,991  | 55,753         | 57,150                                 |
| 3             | 3    |          |                 | 55,372  | 56,134         | 57,531                                 |
| 4             | 4    |          |                 | 55,880  | 56,642         | 58,039                                 |
| 5             | 5    |          |                 | 56,388  | 57,150         | 58,547                                 |
| 6             | 6    |          |                 | 57,023  | 57,785         | 59,182                                 |
| 7             | 7    |          |                 | 57,658  | 58,420         | 59,817                                 |
| 8             | 8    |          |                 | 58,293  | 59,055         | 60,452                                 |
| 9             | 9    |          |                 | 58,928  | 59,690         | 61,087                                 |
| 10            | 10   |          |                 | 60,833  | 61,595         | 62,992                                 |
| 11            | 11   |          |                 | 61,468  | 62,230         | 63,627                                 |
| 12            | 12   |          |                 | 62,230  | 62,992         | 64,389                                 |
| 13            | 13   |          |                 | 62,992  | 63,754         | 65,151                                 |
| 14            | 14   |          |                 | 63,754  | 64,516         | 65,913                                 |
| 15            | 15   |          |                 | 64,897  | 65,659         | 67,056                                 |
| 16            | 16   |          |                 | 66,040  | 66,802         | 68,199                                 |
| 17            | 17   |          |                 | 68,580  | 69,342         | 70,739                                 |
| 18            | 18   |          |                 | 71,628  | 72,390         | 73,787                                 |
| 19            | 19   |          |                 | 74,422  | 75,184         | 76,581                                 |
| 20            | 20   |          |                 | 76,454  | 77,216         | 78,613                                 |
| 21            | 21   |          |                 | 77,534  | 78,296         | 79,693                                 |
| 22            | 22   |          |                 | 78,486  | 79,248         | 80,645                                 |
| 23            | 23   |          |                 | 79,248  | 80,010         | 81,407                                 |
| 24            | 24   |          |                 | 80,010  | 80,772         | 82,169                                 |
| 25+           | 25   |          |                 | 81,198  | 81,960         | 83,357                                 |

\* Step increase and base salary are negotiated through AFT

**Oklahoma City Public Schools - FY21 Teacher Salary Schedule**

**Elementary Counselors**

**Schedule 015**

181 days

Base + 7%

**Base Salary**

| <b>Yrs. Exp</b> | <b>STEP</b> | <b>BACHELOR</b> | <b>BACHELOR<br/>+15</b> | <b>MASTERS</b> | <b>MASTERS<br/>+30</b> | <b>DOCTORATE</b> |
|-----------------|-------------|-----------------|-------------------------|----------------|------------------------|------------------|
| 0               | 0           |                 |                         | 45,689         | 46,331                 | 47,508           |
| 1               | 1           |                 |                         | 46,010         | 46,652                 | 47,829           |
| 2               | 2           |                 |                         | 46,331         | 46,973                 | 48,150           |
| 3               | 3           |                 |                         | 46,652         | 47,294                 | 48,471           |
| 4               | 4           |                 |                         | 47,080         | 47,722                 | 48,899           |
| 5               | 5           |                 |                         | 47,508         | 48,150                 | 49,327           |
| 6               | 6           |                 |                         | 48,043         | 48,685                 | 49,862           |
| 7               | 7           |                 |                         | 48,578         | 49,220                 | 50,397           |
| 8               | 8           |                 |                         | 49,113         | 49,755                 | 50,932           |
| 9               | 9           |                 |                         | 49,648         | 50,290                 | 51,467           |
| 10              | 10          |                 |                         | 51,253         | 51,895                 | 53,072           |
| 11              | 11          |                 |                         | 51,788         | 52,430                 | 53,607           |
| 12              | 12          |                 |                         | 52,430         | 53,072                 | 54,249           |
| 13              | 13          |                 |                         | 53,072         | 53,714                 | 54,891           |
| 14              | 14          |                 |                         | 53,714         | 54,356                 | 55,533           |
| 15              | 15          |                 |                         | 54,677         | 55,319                 | 56,496           |
| 16              | 16          |                 |                         | 55,640         | 56,282                 | 57,459           |
| 17              | 17          |                 |                         | 57,780         | 58,422                 | 59,599           |
| 18              | 18          |                 |                         | 60,348         | 60,990                 | 62,167           |
| 19              | 19          |                 |                         | 62,702         | 63,344                 | 64,521           |
| 20              | 20          |                 |                         | 64,414         | 65,056                 | 66,233           |
| 21              | 21          |                 |                         | 65,324         | 65,966                 | 67,143           |
| 22              | 22          |                 |                         | 66,126         | 66,768                 | 67,945           |
| 23              | 23          |                 |                         | 66,768         | 67,410                 | 68,587           |
| 24              | 24          |                 |                         | 67,410         | 68,052                 | 69,229           |
| 25+             | 25          |                 |                         | 68,411         | 69,053                 | 70,230           |

\* Step increase and base salary are negotiated through AFT

**Oklahoma City Public Schools - FY21 Teacher Salary Schedule**

| Secondary Counselors |      |          |                 |         |                | Schedule 016<br>196 days<br>Base + 17% |
|----------------------|------|----------|-----------------|---------|----------------|--|
| Base Salary          |      |          |                 |         |                |  |
| Yrs. Exp             | STEP | BACHELOR | BACHELOR<br>+15 | MASTERS | MASTERS<br>+30 | DOCTORATE                              |
| 0                    | 0    |          |                 | 49,959  | 50,661         | 51,948                                 |
| 1                    | 1    |          |                 | 50,310  | 51,012         | 52,299                                 |
| 2                    | 2    |          |                 | 50,661  | 51,363         | 52,650                                 |
| 3                    | 3    |          |                 | 51,012  | 51,714         | 53,001                                 |
| 4                    | 4    |          |                 | 51,480  | 52,182         | 53,469                                 |
| 5                    | 5    |          |                 | 51,948  | 52,650         | 53,937                                 |
| 6                    | 6    |          |                 | 52,533  | 53,235         | 54,522                                 |
| 7                    | 7    |          |                 | 53,118  | 53,820         | 55,107                                 |
| 8                    | 8    |          |                 | 53,703  | 54,405         | 55,692                                 |
| 9                    | 9    |          |                 | 54,288  | 54,990         | 56,277                                 |
| 10                   | 10   |          |                 | 56,043  | 56,745         | 58,032                                 |
| 11                   | 11   |          |                 | 56,628  | 57,330         | 58,617                                 |
| 12                   | 12   |          |                 | 57,330  | 58,032         | 59,319                                 |
| 13                   | 13   |          |                 | 58,032  | 58,734         | 60,021                                 |
| 14                   | 14   |          |                 | 58,734  | 59,436         | 60,723                                 |
| 15                   | 15   |          |                 | 59,787  | 60,489         | 61,776                                 |
| 16                   | 16   |          |                 | 60,840  | 61,542         | 62,829                                 |
| 17                   | 17   |          |                 | 63,180  | 63,882         | 65,169                                 |
| 18                   | 18   |          |                 | 65,988  | 66,690         | 67,977                                 |
| 19                   | 19   |          |                 | 68,562  | 69,264         | 70,551                                 |
| 20                   | 20   |          |                 | 70,434  | 71,136         | 72,423                                 |
| 21                   | 21   |          |                 | 71,429  | 72,131         | 73,418                                 |
| 22                   | 22   |          |                 | 72,306  | 73,008         | 74,295                                 |
| 23                   | 23   |          |                 | 73,008  | 73,710         | 74,997                                 |
| 24                   | 24   |          |                 | 73,710  | 74,412         | 75,699                                 |
| 25+                  | 25   |          |                 | 74,804  | 75,506         | 76,793                                 |

\* Step increase and base salary are negotiated through AFT