#### ORLEANS PARISH SCHOOL BOARD

## SALARY SCHEDULE (*CERTIFIED TEACHERS, LIBRARIANS, COUNSELORS, NURSES, SOCIAL WORKERS*)

2009-10 SCHOOL YEAR

7 HOUR DAY, 204 DAYS PER YEAR

|      | BACHELOR'S | MASTER'S | MASTER'S +30 | SPECIALISTS | PH.D. OR ED.D. |
|------|------------|----------|--------------|-------------|----------------|
| STEP | 2009-10    | 2009-10  | 2009-10      | 2009-10     | 2009-10        |
| 0    | \$39,813   | \$40,613 | \$41,413     | \$42,213    | \$43,013       |
| 1    | \$40,413   | \$41,213 | \$42,013     | \$42,813    | \$43,613       |
| 2    | \$41,013   | \$41,813 | \$42,613     | \$43,413    | \$44,213       |
| 3    | \$41,613   | \$42,413 | \$43,213     | \$44,013    | \$44,813       |
| 4    | \$42,213   | \$43,013 | \$43,813     | \$44,613    | \$45,413       |
| 5    | \$42,813   | \$43,613 | \$44,413     | \$45,213    | \$46,013       |
| 6    | \$43,413   | \$44,213 | \$45,013     | \$45,813    | \$46,613       |
| 7    | \$44,013   | \$44,813 | \$45,613     | \$46,413    | \$47,213       |
| 8    | \$44,613   | \$45,413 | \$46,213     | \$47,013    | \$47,813       |
| 9    | \$45,213   | \$46,013 | \$46,813     | \$47,613    | \$48,413       |
| 10   | \$45,813   | \$46,613 | \$47,413     | \$48,213    | \$49,013       |
| 11   | \$46,413   | \$47,213 | \$48,013     | \$48,813    | \$49,613       |
| 12   | \$47,013   | \$47,813 | \$48,613     | \$49,413    | \$50,213       |
| 13   | \$47,613   | \$48,413 | \$49,213     | \$50,013    | \$50,813       |
| 14   | \$48,213   | \$49,013 | \$49,813     | \$50,613    | \$51,413       |
| 15   | \$48,813   | \$49,613 | \$50,413     | \$51,213    | \$52,013       |
| 16   | \$49,413   | \$50,213 | \$51,013     | \$51,813    | \$52,613       |
| 17   | \$50,013   | \$50,813 | \$51,613     | \$52,413    | \$53,213       |
| 18   | \$50,613   | \$51,413 | \$52,213     | \$53,013    | \$53,813       |
| 19   | \$51,213   | \$52,013 | \$52,813     | \$53,613    | \$54,413       |
| 20   | \$51,813   | \$52,613 | \$53,413     | \$54,213    | \$55,013       |
| 21   | \$52,413   | \$53,213 | \$54,013     | \$54,813    | \$55,613       |
| 22   | \$53,013   | \$53,813 | \$54,613     | \$55,413    | \$56,213       |
| 23   | \$53,613   | \$54,413 | \$55,213     | \$56,013    | \$56,813       |
| 24   | \$54,213   | \$55,013 | \$55,813     | \$56,613    | \$57,413       |
| 25   | \$54,813   | \$55,613 | \$56,413     | \$57,213    | \$58,013       |
| 26   | \$55,413   | \$56,213 | \$57,013     | \$57,813    | \$58,613       |
| 27   | \$56,013   | \$56,813 | \$57,613     | \$58,413    | \$59,213       |
| 28   | \$56,613   | \$57,413 | \$58,213     | \$59,013    | \$59,813       |
| 29   | \$57,213   | \$58,013 | \$58,813     | \$59,613    | \$60,413       |

#### ORLEANS PARISH SCHOOL BOARD

# SALARY SCHEDULE (<u>SUPPORT AND APPRAISAL TEAM - PSYCHOLOGISTS, ED DIAGNOSTICIANS AND APPRAISAL SOCIAL WORKERS)</u>

2009-10 SCHOOL YEAR

7 HOUR DAY, 223 DAYS PER YEAR

|      | BACHELOR'S | MASTER'S | MASTER'S +30 | SPECIALIST | PH.D. OR ED.D. |
|------|------------|----------|--------------|------------|----------------|
| STEP | 2009-10    | 2009-10  | 2009-10      | 2009-10    | 2009-10        |
| 0    | \$42,272   | \$43,155 | \$44,039     | \$44,922   | \$45,805       |
| 1    | \$42,935   | \$43,818 | \$44,702     | \$45,585   | \$46,468       |
| 2    | \$43,598   | \$44,481 | \$45,365     | \$46,248   | \$47,131       |
| 3    | \$44,261   | \$45,144 | \$46,028     | \$46,911   | \$47,794       |
| 4    | \$44,924   | \$45,807 | \$46,691     | \$47,574   | \$48,457       |
| 5    | \$45,587   | \$46,470 | \$47,354     | \$48,237   | \$49,120       |
| 6    | \$46,250   | \$47,133 | \$48,017     | \$48,900   | \$49,783       |
| 7    | \$46,913   | \$47,796 | \$48,680     | \$49,563   | \$50,446       |
| 8    | \$47,576   | \$48,459 | \$49,343     | \$50,226   | \$51,109       |
| 9    | \$48,239   | \$49,122 | \$50,006     | \$50,889   | \$51,772       |
| 10   | \$48,902   | \$49,785 | \$50,669     | \$51,552   | \$52,435       |
| 11   | \$49,565   | \$50,448 | \$51,332     | \$52,215   | \$53,098       |
| 12   | \$50,228   | \$51,111 | \$51,995     | \$52,878   | \$53,761       |
| 13   | \$50,891   | \$51,774 | \$52,658     | \$53,541   | \$54,424       |
| 15   | \$51,554   | \$52,437 | \$53,321     | \$54,204   | \$55,087       |
| 15   | \$52,217   | \$53,100 | \$53,984     | \$54,867   | \$55,750       |
| 16   | \$52,880   | \$53,763 | \$54,647     | \$55,530   | \$56,413       |
| 17   | \$53,543   | \$54,426 | \$55,310     | \$56,193   | \$57,076       |
| 18   | \$54,206   | \$55,089 | \$55,973     | \$56,856   | \$57,739       |
| 19   | \$54,869   | \$55,752 | \$56,636     | \$57,519   | \$58,402       |
| 20   | \$55,532   | \$56,415 | \$57,299     | \$58,182   | \$59,065       |
| 21   | \$56,195   | \$57,078 | \$57,962     | \$58,845   | \$59,728       |
| 22   | \$56,858   | \$57,741 | \$58,625     | \$59,508   | \$60,391       |
| 23   | \$57,521   | \$58,404 | \$59,288     | \$60,171   | \$61,054       |
| 24   | \$58,184   | \$59,067 | \$59,951     | \$60,834   | \$61,717       |
| 25   | \$58,847   | \$59,730 | \$60,614     | \$61,497   | \$62,380       |
| 26   | \$59,510   | \$60,393 | \$61,277     | \$62,160   | \$63,043       |
| 27   | \$60,173   | \$61,056 | \$61,940     | \$62,823   | \$63,706       |
| 28   | \$60,836   | \$61,719 | \$62,603     | \$63,486   | \$64,369       |
| 29   | \$61,499   | \$62,382 | \$63,266     | \$64,149   | \$65,032       |

#### 2009-10 SCHOOL YEAR 7.75 HOUR DAY, 207 DAYS PER YEAR

| ELEM | MASTER'S | MASTER'S+30 | PH.D. OR ED.D. |
|------|----------|-------------|----------------|
| STEP | 2009-10  | 2009-10     | 2009-10        |
| 0    | \$52,080 | \$52,580    | \$53,080       |
| 1    | \$52,683 | \$53,183    | \$53,683       |
| 2    | \$53,286 | \$53,786    | \$54,286       |
| 3    | \$53,889 | \$54,389    | \$54,889       |
| 4    | \$54,492 | \$54,992    | \$55,492       |
| 5    | \$55,095 | \$55,595    | \$56,095       |
| 6    | \$55,698 | \$56,198    | \$56,698       |
| 7    | \$56,301 | \$56,801    | \$57,301       |
| 8    | \$56,904 | \$57,404    | \$57,904       |
| 9    | \$57,507 | \$58,007    | \$58,507       |
| 10   | \$58,110 | \$58,610    | \$59,110       |
| 11   | \$58,713 | \$59,213    | \$59,713       |
| 12   | \$59,316 | \$59,816    | \$60,316       |
| MID  | MASTER'S | 2009-10     | PH.D. OR ED.D. |
| STEP | 2009-10  | 2009-10     | 2009-10        |
| 0    | \$54,027 | \$54,527    | \$55,027       |
| 1    | \$54,654 | \$55,154    | \$55,654       |
| 2    | \$55,281 | \$55,781    | \$56,281       |
| 3    | \$55,908 | \$56,408    | \$56,908       |
| 4    | \$56,535 | \$57,035    | \$57,535       |
| 5    | \$57,162 | \$57,662    | \$58,162       |
| 6    | \$57,789 | \$58,289    | \$58,789       |
| 7    | \$58,416 | \$58,916    | \$59,416       |
| 8    | \$59,043 | \$59,543    | \$60,043       |
| 9    | \$59,670 | \$60,170    | \$60,670       |
| 1    | \$60,297 | \$60,797    | \$61,297       |
| 11   | \$60,294 | \$61,424    | \$61,924       |
| 12   | \$61,551 | \$62,051    | \$62,551       |
| HIGH | MASTER'S | MASTER'S+30 | PH.D. OR ED.D. |
| STEP | 2009-10  | 2009-10     | 2009-10        |
| 0    | \$57,065 | \$57,595    | \$58,125       |
| 1    | \$57,730 | \$58,260    | \$58,790       |
| 2    | \$58,395 | \$58,925    | \$59,455       |
| 3    | \$59,060 | \$59,590    | \$60,120       |
| 4    | \$59,725 | \$60,255    | \$60,785       |
| 5    | \$60,390 | \$60,920    | \$61,450       |
| 6    | \$61,055 | \$61,585    | \$62,115       |
| 7    | \$61,720 | \$62,250    | \$62,780       |
| 8    | \$62,385 | \$62,915    | \$63,445       |
| 9    | \$63,050 | \$63,580    | \$64,110       |
| 10   | \$63,715 | \$64,245    | \$64,775       |
| 11   | \$64,380 | \$64,910    | \$65,440       |
| 12   | \$65,045 | \$65,575    | \$66,105       |

#### 2009-10 SCHOOL YEAR 7.75 HOUR DAY, 234 DAYS PER YEAR

| ELEM | MASTER'S | MASTER'S +30 | PH.D. OR ED.D. |
|------|----------|--------------|----------------|
| STEP |          |              |                |
| 0    | \$62,278 | \$63,278     | \$64,278       |
| 1    | \$63,001 | \$64,001     | \$65,001       |
| 2    | \$63,724 | \$64,724     | \$65,724       |
| 3    | \$64,447 | \$65,447     | \$66,447       |
| 4    | \$65,170 | \$66,170     | \$67,170       |
| 5    | \$65,893 | \$66,893     | \$67,893       |
| 6    | \$66,616 | \$67,616     | \$68,616       |
| 7    | \$67,339 | \$68,339     | \$69,339       |
| 8    | \$68,062 | \$69,062     | \$70,062       |
| 9    | \$68,785 | \$69,766     | \$70,785       |
| 10   | \$69,508 | \$70,508     | \$71,508       |
| 11   | \$70,231 | \$71,231     | \$72,231       |
| 12   | \$70,954 | \$71,954     | \$72,954       |
| MID  | MASTER'S | MASTER'S+30  | PH.D. OR ED.D. |
| STEP | 2009-10  | 2009-10      |                |
| 0    | \$64,633 | \$65,673     | \$66,713       |
| 1    | \$65,386 | \$66,426     | \$67,466       |
| 2    | \$66,139 | \$67,179     | \$68,219       |
| 3    | \$66,892 | \$67,932     | \$68,972       |
| 4    | \$67,645 | \$68,685     | \$69,725       |
| 5    | \$68,398 | \$69,438     | \$70,478       |
| 6    | \$69,151 | \$70,191     | \$71,231       |
| 7    | \$69,904 | \$70,944     | \$71,984       |
| 8    | \$70,657 | \$71,697     | \$72,737       |
| 9    | \$71,410 | \$72,450     | \$73,490       |
| 10   | \$72,163 | \$73,203     | \$74,243       |
| 11   | \$72,916 | \$73,956     | \$74,996       |
| 12   | \$73,669 | \$74,709     | \$75,749       |
| HIGH | MASTER'S | MASTER'S+30  | PH.D. OR ED.D. |
| STEP | 2009-10  |              |                |
| 0    | \$68,307 | \$69,410     | \$70,512       |
| 1    | \$69,105 | \$70,208     | \$71,310       |
| 2    | \$69,903 | \$71,006     | \$72,108       |
| 3    | \$70,701 | \$71,804     | \$72,906       |
| 4    | \$71,499 | \$72,602     | \$73,704       |
| 5    | \$72,297 | \$73,400     | \$74,502       |
| 6    | \$73,095 | \$74,198     | \$75,300       |
| 7    | \$73,893 | \$74,996     | \$76,098       |
| 8    | \$74,691 | \$75,794     | \$76,896       |
| 9    | \$75,489 | \$76,592     | \$77,694       |
| 10   | \$76,287 | \$77,390     | \$78,492       |
| 11   | \$77,085 | \$78,188     | \$79,290       |
| 12   | \$77,883 | \$78,986     | \$80,088       |

# ORLEANS PARISH SCHOOL BOARD SALARY SCHEDULE (SCHOOL BASED - NON CERTIFICATED STAFF) 2009-10 SCHOOL YEAR 7.75 HOURS PER DAY, 77.50 HOURS PER PAY PERIOD, 202 DAYS PER YEAR

|    | SB-01                      | SB-02                                  | SB-03                         | SB-04                          | SB-05  |
|----|----------------------------|--|-------------------------------|--------------------------------|--|
|    | Food Service<br>Technician | School Aides, Food<br>Service Managers | Security Officers 9<br>Months | Security Officers 12<br>Months | SASI Manager, School<br>Secretary, Business<br>Manager |
| 0  | \$15,695                   | \$17,165                               | \$18,781                      | \$20,559                       | \$22,515   |
| 1  | \$15,927                   | \$17,420                               | \$19,062                      | \$20,919                       | \$22,911   |
| 2  | \$16,159                   | \$17,675                               | \$19,342                      | \$21,280                       | \$23,308   |
| 3  | \$16,391                   | \$17,930                               | \$19,623                      | \$21,640                       | \$23,704   |
| 4  | \$16,623                   | \$18,185                               | \$19,904                      | \$22,000                       | \$24,100   |
| 5  | \$16,855                   | \$18,441                               | \$20,185                      | \$22,361                       | \$24,497   |
| 6  | \$17,087                   | \$18,696                               | \$20,465                      | \$22,721                       | \$24,893   |
| 7  | \$17,319                   | \$18,951                               | \$20,746                      | \$23,081                       | \$25,289   |
| 8  | \$17,551                   | \$19,206                               | \$21,027                      | \$23,441                       | \$25,686   |
| 9  | \$17,783                   | \$19,462                               | \$21,308                      | \$23,802                       | \$26,082   |
| 10 | \$18,015                   | \$19,717                               | \$21,588                      | \$24,162                       | \$26,478   |
| 11 | \$18,247                   | \$19,972                               | \$21,869                      | \$24,522                       | \$26,875   |
| 12 | \$18,479                   | \$20,227                               | \$22,150                      | \$24,883                       | \$27,271   |
| 13 | \$18,711                   | \$20,482                               | \$22,431                      | \$25,243                       | \$27,667   |
| 14 | \$18,943                   | \$20,738                               | \$22,711                      | \$25,603                       | \$28,064   |
| 15 | \$19,175                   | \$20,993                               | \$22,992                      | \$25,964                       | \$28,460   |
| 16 | \$19,407                   | \$21,248                               | \$23,273                      | \$26,324                       | \$28,856   |
| 17 | \$19,639                   | ·                                      | \$23,554                      | \$26,684                       | \$29,253   |
| 18 | \$19,871                   | \$21,759                               | \$23,834                      | \$27,044                       | \$29,649   |
| 19 | \$20,104                   | \$22,014                               | \$24,115                      | \$27,405                       | \$30,045   |

#### ORLEANS PARISH SCHOOL BOARD SALARY SCHEDULE (CENTRAL ADMINISTRATION CERTIFICATED) 2009-10 SCHOOL YEAR

7.75 HOUR DAY, 234 DAYS PER YEAR

|      | EC-01    | EC-02    | EC-03    | EC-04    | EC-05    |
|------|----------|----------|----------|----------|----------|
| STEP | 2009-10  | 2009-10  | 2009-10  | 2009-10  | 2009-10  |
| 1    | \$37,894 | \$41,344 | \$45,139 | \$49,314 | \$53,905 |
| 2    | \$38,530 | \$42,043 | \$45,908 | \$50,160 | \$54,836 |
| 3    | \$39,166 | \$42,742 | \$46,677 | \$51,006 | \$55,767 |
| 4    | \$39,802 | \$43,441 | \$47,446 | \$51,852 | \$56,698 |
| 5    | \$40,438 | \$44,140 | \$48,215 | \$52,698 | \$57,629 |
| 6    | \$41,074 | \$44,839 | \$48,984 | \$53,544 | \$58,560 |
| 7    | \$41,710 | \$45,538 | \$49,753 | \$54,390 | \$59,491 |
| 8    | \$42,346 | \$46,237 | \$50,522 | \$55,236 | \$60,422 |
| 9    | \$42,982 | \$46,936 | \$51,291 | \$56,082 | \$61,353 |
| 10   | \$43,618 | \$47,635 | \$52,060 | \$56,928 | \$62,284 |
| 11   | \$44,254 | \$48,334 | \$52,829 | \$57,774 | \$63,215 |
| 12   | \$44,890 | \$49,033 | \$53,598 | \$58,620 | \$64,146 |
| 13   | \$45,526 | \$49,732 | \$54,367 | \$59,466 | \$65,077 |
| 14   | \$46,162 | \$50,431 | \$55,136 | \$60,312 | \$66,008 |
| 15   | \$46,798 | \$51,130 | \$55,905 | \$61,158 | \$66,939 |
| 16   | \$47,434 | \$51,829 | \$56,674 | \$62,004 | \$67,870 |
| 17   | \$48,070 | \$52,528 | \$57,443 | \$62,850 | \$68,801 |
| 18   | \$48,706 | \$53,227 | \$58,212 | \$63,696 | \$69,732 |
| 19   | \$49,342 | \$53,926 | \$58,981 | \$64,542 | \$70,663 |
| 20   | \$49,978 | \$54,625 | \$59,750 | \$65,388 | \$71,594 |

|      | EC-06    | EC-07    | EC-08    | EC-09     | EC-10     |
|------|----------|----------|----------|-----------|-----------|
| STEP | 2009-10  | 2009-10  | 2009-10  | 2009-10   | 2009-10   |
| 1    | \$58,957 | \$64,513 | \$70,625 | \$77,348  | \$84,743  |
| 2    | \$60,127 | \$65,800 | \$72,041 | \$78,905  | \$86,456  |
| 3    | \$61,297 | \$67,087 | \$73,457 | \$80,462  | \$88,169  |
| 4    | \$62,467 | \$68,374 | \$74,873 | \$82,019  | \$89,882  |
| 5    | \$63,637 | \$69,661 | \$76,289 | \$83,576  | \$91,595  |
| 6    | \$64,807 | \$70,948 | \$77,705 | \$85,133  | \$93,308  |
| 7    | \$65,977 | \$72,235 | \$79,121 | \$86,690  | \$95,021  |
| 8    | \$67,147 | \$73,522 | \$80,537 | \$88,247  | \$96,734  |
| 9    | \$68,317 | \$74,809 | \$81,953 | \$89,804  | \$98,447  |
| 10   | \$69,487 | \$76,096 | \$83,369 | \$91,361  | \$100,160 |
| 11   | \$70,657 | \$77,383 | \$84,785 | \$92,918  | \$101,873 |
| 12   | \$71,827 | \$78,670 | \$86,201 | \$94,475  | \$103,586 |
| 13   | \$72,997 | \$79,957 | \$87,617 | \$96,032  | \$105,299 |
| 14   | \$74,167 | \$81,244 | \$89,033 | \$97,589  | \$107,012 |
| 15   | \$75,337 | \$82,531 | \$90,449 | \$99,146  | \$108,725 |
| 16   | \$76,507 | \$83,818 | \$91,865 | \$100,703 | \$110,438 |
| 17   | \$77,677 | \$85,105 | \$93,281 | \$102,260 | \$112,151 |
| 18   | \$78,847 | \$86,392 | \$94,697 | \$103,817 | \$113,864 |
| 19   | \$80,017 | \$87,679 | \$96,113 | \$105,374 | \$115,577 |
| 20   | \$81,187 | \$88,966 | \$97,529 | \$106,931 | \$117,290 |

## ORLEANS PARISH SCHOOL BOARD SALARY SCHEDULE (*CENTRAL ADMINISTRATION - NON CERTIFICATED STAFF*) 2009-10 SCHOOL YEAR

7.75 HOURS PER DAY, 77.50 HOURS PER PAY PERIOD, 260 DAYS PER YEAR

|    | NE - 01  | NE - 02  | NE-03    | NE-04    | NE-05    |
|----|----------|----------|----------|----------|----------|
| 0  | \$22,473 | \$24,620 | \$26,982 | \$29,581 | \$32,439 |
| 1  | \$22,812 | \$24,993 | \$27,393 | \$30,032 | \$32,935 |
| 2  | \$23,151 | \$25,366 | \$27,803 | \$30,483 | \$33,431 |
| 3  | \$23,490 | \$25,739 | \$28,213 | \$30,934 | \$33,928 |
| 4  | \$23,829 | \$26,112 | \$28,623 | \$31,386 | \$34,424 |
| 5  | \$24,168 | \$26,485 | \$29,034 | \$31,837 | \$34,921 |
| 6  | \$24,507 | \$26,858 | \$29,444 | \$32,288 | \$35,417 |
| 7  | \$24,846 | \$27,231 | \$29,854 | \$32,739 | \$35,913 |
| 8  | \$25,185 | \$27,604 | \$30,624 | \$33,191 | \$36,410 |
| 9  | \$25,524 | \$27,977 | \$30,675 | \$33,642 | \$36,906 |
| 10 | \$25,863 | \$28,350 | \$31,085 | \$34,093 | \$37,403 |
| 11 | \$26,203 | \$28,723 | \$31,495 | \$34,545 | \$37,899 |
| 12 | \$26,542 | \$29,096 | \$31,905 | \$34,996 | \$38,395 |
| 13 | \$26,881 | \$29,469 | \$32,316 | \$35,447 | \$38,892 |
| 14 | \$27,220 | \$29,842 | \$32,726 | \$35,898 | \$39,388 |
| 15 | \$27,559 | \$30,215 | \$33,136 | \$36,350 | \$39,885 |
| 16 | \$27,898 | \$30,588 | \$33,546 | \$36,801 | \$40,381 |
| 17 | \$28,237 | \$30,960 | \$33,957 | \$37,252 | \$40,877 |
| 18 | \$28,576 | \$31,333 | \$34,367 | \$37,703 | \$41,374 |
| 19 | \$28,915 | \$31,706 | \$34,777 | \$38,155 | \$41,870 |

#### ORLEANS PARISH SCHOOL BOARD SALARY SCHEDULE (*CENTRAL ADMINISTRATION - EXEMPT NON CERTIFICATED STAFF*) 2009-10 SCHOOL YEAR

7.75 HOURS PER DAY, 77.50 HOURS PER PAY PERIOD, 260 DAYS PER YEAR

|      | E-01           | E-02             | E-03                             | E-04         | E-05             |
|------|----------------|------------------|----------------------------------|--------------|------------------|
| STEP | SECRETARY 6500 | ACCOUNTANTS 5500 | OFFICE<br>ADMINISTRATORS<br>6000 | COORDINATORS | IT PROFESSIONALS |
| 0    | \$35,500       | \$38,950         | \$42,745                         | \$46,920     | \$51,511         |
| 1    | \$36,136       | \$39,649         | \$43,514                         | \$47,765     | \$52,442         |
| 2    | \$36,771       | \$40,348         | \$44,283                         | \$48,611     | \$53,372         |
| 3    | \$37,407       | \$41,047         | \$45,052                         | \$49,457     | \$54,303         |
| 4    | \$38,042       | \$41,746         | \$45,821                         | \$50,303     | \$55,233         |
| 5    | \$38,678       | \$42,445         | \$46,590                         | \$51,149     | \$56,164         |
| 6    | \$39,313       | \$43,144         | \$47,359                         | \$51,995     | \$57,094         |
| 7    | \$39,949       | \$43,844         | \$48,128                         | \$52,841     | \$58,025         |
| 8    | \$40,584       | \$44,543         | \$48,897                         | \$53,687     | \$58,955         |
| 9    | \$41,220       | \$45,242         | \$49,666                         | \$54,532     | \$59,886         |
| 10   | \$41,855       | \$45,941         | \$50,435                         | \$55,378     | \$60,816         |
| 11   | \$42,491       | \$46,640         | \$51,204                         | \$56,224     | \$61,747         |
| 12   | \$43,126       | \$47,339         | \$51,973                         | \$57,070     | \$62,677         |
| 13   | \$43,762       | \$48,038         | \$52,742                         | \$57,916     | \$63,608         |
| 14   | \$44,397       | \$48,737         | \$53,511                         | \$58,762     | \$64,538         |
| 15   | \$45,033       | \$49,436         | \$54,280                         | \$59,608     | \$65,469         |
| 16   | \$45,668       | \$50,135         | \$55,049                         | \$60,454     | \$66,399         |
| 17   | \$46,304       | \$50,834         | \$55,818                         | \$51,300     | \$67,330         |
| 18   | \$46,939       | \$51,233         | \$57,356                         | \$63,991     | \$69,190         |
| 19   | \$47,575       | \$52,233         | \$57,356                         | \$62,991     | \$69,190         |

|      | E-06                           | E-07         | E-08           | E-09           | E-10                   |
|------|--------------------------------|--------------|----------------|----------------|------------------------|
| STEP | MGRS., SUPERV, IT<br>PROF.4500 | IT STAFF MGR | ASST DIRECTORS | DIRECTORS 3500 | EXEC DIRECTORS<br>2500 |
| 0    | \$56,563                       | \$62,119     | \$68,231       | \$74,954       | \$82,349               |
| 1    | \$57,732                       | \$63,406     | \$69,646       | \$76,511       | \$84,062               |
| 2    | \$58,902                       | \$64,692     | \$71,062       | \$78,068       | \$85,774               |
| 3    | \$60,072                       | \$65,979     | \$72,477       | \$79,625       | \$87,487               |
| 4    | \$61,242                       | \$67,266     | \$73,892       | \$81,182       | \$89,200               |
| 5    | \$62,411                       | \$68,552     | \$75,308       | \$82,738       | \$90,912               |
| 6    | \$63,581                       | \$69,839     | \$76,723       | \$84,295       | \$92,625               |
| 7    | \$64,751                       | \$71,126     | \$78,138       | \$85,852       | \$94,337               |
| 8    | \$65,921                       | \$72,413     | \$79,554       | \$87,409       | \$96,050               |
| 9    | \$67,090                       | \$73,699     | \$80,969       | \$88,966       | \$97,763               |
| 10   | \$68,260                       | \$74,986     | \$82,385       | \$90,523       | \$99,475               |
| 11   | \$69,430                       | \$76,273     | \$83,800       | \$92,080       | \$101,188              |
| 12   | \$70,599                       | \$77,559     | \$85,215       | \$93,637       | \$102,901              |
| 13   | \$71,769                       | \$78,846     | \$86,631       | \$95,194       | \$104,613              |
| 14   | \$72,939                       | \$80,133     | \$88,046       | \$96,751       | \$106,326              |
| 15   | \$74,109                       | \$81,420     | \$89,461       | \$98,308       | \$108,038              |
| 16   | \$75,278                       | \$82,706     | \$90,877       | \$99,865       | \$109,751              |
| 17   | \$76,448                       | \$83,993     | \$92,292       | \$101,421      | \$111,464              |
| 18   | \$77,618                       | \$85,280     | \$93,708       | \$102,978      | \$113,176              |
| 19   | \$78,788                       | \$86,566     | \$95,123       | \$104,535      | \$114,889              |