

Appendix A - Salary Scales

Operating/Trust - Annual/Monthly/Hourly Salaries (35 Hrs) (Effective April 1, 2016)

		STEP																
		1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9
1		27,660.60	28,239.00	28,740.00	29,241.12	29,723.16	30,262.92	30,744.60	31,303.80	31,862.76	32,402.52	32,999.88	33,578.16	34,118.04	34,715.52	35,293.92	35,930.04	36,546.72
		2,305.05	2,353.25	2,395.00	2,436.76	2,476.93	2,521.91	2,562.05	2,608.65	2,655.23	2,700.21	2,749.99	2,798.18	2,843.17	2,892.96	2,941.16	2,994.17	3,045.56
		15.198132	15.515934	15.791209	16.066549	16.331407	16.627978	16.892637	17.199890	17.507011	17.803582	18.131802	18.449538	18.746176	19.074462	19.392264	19.741780	20.080615
2		29,896.56	30,436.32	30,937.56	31,515.84	32,094.00	32,672.40	33,250.56	33,751.68	34,368.72	35,023.92	35,621.52	36,315.48	36,816.60	37,452.60	38,108.04	38,763.60	39,418.80
		2,491.38	2,536.36	2,578.13	2,626.32	2,674.50	2,722.70	2,770.88	2,812.64	2,864.06	2,918.66	2,968.46	3,026.29	3,068.05	3,121.05	3,175.67	3,230.30	3,284.90
		16.426681	16.723253	16.998659	17.316396	17.634066	17.951868	18.269538	18.544879	18.883912	19.243912	19.572264	19.953560	20.228901	20.578352	20.938484	21.298681	21.658681
3		32,884.32	33,443.28	33,983.04	34,599.96	35,216.76	35,833.44	36,450.36	37,125.00	37,761.00	38,454.96	39,071.76	39,746.52	40,459.68	41,192.16	41,924.64	42,657.00	43,389.60
		2,740.36	2,786.94	2,831.92	2,883.33	2,934.73	2,986.12	3,037.53	3,093.75	3,146.75	3,204.58	3,255.98	3,312.21	3,371.64	3,432.68	3,493.72	3,554.75	3,615.80
		18.068308	18.375429	18.672000	19.010967	19.349868	19.688703	20.027670	20.398352	20.747802	21.120999	21.468000	21.838747	22.230593	22.633055	23.035516	23.437912	23.840440
4		35,833.44	36,469.68	37,125.00	37,761.00	38,454.96	39,110.40	39,765.72	40,459.68	41,095.68	41,924.64	42,657.00	43,408.92	44,179.92	44,912.40	45,644.88	46,512.36	47,302.44
		2,986.12	3,039.14	3,093.75	3,146.75	3,204.58	3,259.20	3,313.81	3,371.64	3,424.64	3,493.72	3,554.75	3,617.41	3,681.66	3,742.70	3,803.74	3,876.03	3,941.87
		19.688703	20.038286	20.398352	20.747802	21.120999	21.489231	21.849297	22.230593	22.580044	23.035516	23.437912	23.851055	24.274681	24.677143	25.079604	25.556242	25.990352
5		39,110.40	39,881.40	40,556.04	41,327.04	42,040.32	42,811.44	43,563.12	44,353.32	45,105.12	45,991.80	46,820.64	47,649.48	48,459.00	49,403.64	50,193.96	51,138.48	52,044.36
		3,259.20	3,323.45	3,379.67	3,443.92	3,503.36	3,567.62	3,630.26	3,696.11	3,758.76	3,832.65	3,901.72	3,970.79	4,038.25	4,116.97	4,182.83	4,261.54	4,337.03
		21.489231	21.912857	22.283538	22.707165	23.099077	23.522769	23.935780	24.369956	24.783033	25.270220	25.725626	26.181033	26.625824	27.144857	27.579099	28.098606	28.595802
6		42,830.52	43,620.96	44,391.84	45,317.04	46,107.48	46,936.32	47,803.68	48,728.88	49,596.36	50,521.56	51,466.20	52,449.12	53,355.12	54,396.00	55,417.68	56,381.52	57,364.32
		3,569.21	3,635.08	3,699.32	3,776.42	3,842.29	3,911.36	3,983.64	4,060.74	4,133.03	4,210.13	4,288.85	4,370.76	4,446.26	4,533.00	4,618.14	4,698.46	4,780.36
		23.533253	23.967560	24.391121	24.899473	25.333780	25.789187	26.265758	26.774110	27.250747	27.759099	28.278132	28.818198	29.316000	29.887912	30.449275	30.978857	31.518857
7		46,627.92	47,533.80	48,381.96	49,307.16	50,213.28	51,254.16	52,198.56	53,278.08	54,203.28	55,263.36	56,304.24	57,345.24	58,443.96	59,581.20	60,699.00	61,836.36	62,954.40
		3,885.66	3,961.15	4,031.83	4,108.93	4,184.44	4,271.18	4,349.88	4,439.84	4,516.94	4,605.28	4,692.02	4,778.77	4,870.33	4,965.10	5,058.25	5,153.03	5,246.20
		25.619736	26.117473	26.583495	27.091846	27.589714	28.161626	28.680527	29.273670	29.782022	30.364484	30.936396	31.508374	32.112066	32.736923	33.351099	33.976022	34.590330
8		50,425.32	51,408.24	52,449.12	53,412.84	54,415.32	55,494.72	56,497.08	57,692.16	58,771.56	59,966.64	61,084.68	62,279.88	63,571.20	64,785.72	66,019.20	67,214.28	68,486.52
		4,202.11	4,284.02	4,370.76	4,451.07	4,534.61	4,624.56	4,708.09	4,807.68	4,897.63	4,997.22	5,090.39	5,189.99	5,297.60	5,398.81	5,501.60	5,601.19	5,707.21
		27.706220	28.246286	28.818198	29.347714	29.898527	30.491604	31.042352	31.698989	32.292066	32.948703	33.563011	34.219714	34.929231	35.596549	36.274286	36.930923	37.629956
9		54,531.00	55,591.08	56,728.32	57,865.44	59,060.76	60,217.32	61,392.96	62,665.32	63,821.76	65,132.52	66,443.28	67,792.68	69,122.64	70,529.76	71,879.16	73,266.96	74,751.12
		4,544.25	4,632.59	4,727.36	4,822.12	4,921.73	5,018.11	5,116.08	5,222.11	5,318.48	5,427.71	5,536.94	5,649.39	5,760.22	5,877.48	5,989.93	6,105.58	6,229.26
		29.962088	30.544549	31.169407	31.794198	32.450967	33.086440	33.732396	34.431495	35.066901	35.787099	36.507297	37.248725	37.979473	38.752615	39.494044	40.256571	41.072044
10		58,675.20	59,947.32	61,104.00	62,376.12	63,706.08	65,055.48	66,308.40	67,715.40	69,026.16	70,510.44	71,898.24	73,421.04	74,847.60	76,485.96	78,008.76	79,589.40	81,208.56
		4,889.60	4,995.61	5,092.00	5,198.01	5,308.84	5,421.29	5,525.70	5,642.95	5,752.18	5,875.87	5,991.52	6,118.42	6,237.30	6,373.83	6,500.73	6,632.45	6,767.38
		32.239121	32.938088	33.573626	34.272593	35.003341	35.744769	36.433187	37.206264	37.926462	38.742000	39.504527	40.341231	41.125055	42.025253	42.861956	43.730440	44.620088
11		62,877.36	64,207.32	65,595.24	66,983.04	68,351.64	69,778.08	71,242.92	72,823.56	74,288.52	75,849.84	77,391.96	79,068.96	80,707.32	82,403.64	84,138.36	85,815.36	87,627.24
		5,239.78	5,350.61	5,466.27	5,581.92	5,695.97	5,814.84	5,936.91	6,068.63	6,190.71	6,320.82	6,449.33	6,589.08	6,725.61	6,866.97	7,011.53	7,151.28	7,302.27
		34.548000	35.278747	36.041341	36.803868	37.555846	38.339604	39.144462	40.012945	40.817868	41.675736	42.523055	43.444484	44.344681	45.276725	46.229868	47.151297	48.146835
12		67,002.24	68,467.32	69,893.64	71,493.60	72,997.08	74,577.60	76,158.24	77,815.92	79,415.76	81,208.56	82,923.96	84,658.80	86,470.68	88,340.40	90,190.80	92,137.80	94,046.16
		5,583.52	5,705.61	5,824.47	5,957.80	6,083.09	6,214.80	6,346.52	6,484.66	6,617.98	6,767.38	6,910.33	7,054.90	7,205.89	7,361.70	7,515.90	7,678.15	7,837.18
		36.814418	37.619407	38.403099	39.282198	40.108286	40.976703	41.845187	42.756000	43.635033	44.620088	45.562615	46.515824	47.511363	48.538681	49.555385	50.625165	51.673714
13		73,825.92	75,483.60	77,083.44	78,837.60	80,553.24	82,384.32	84,234.72	86,027.40	87,897.12	89,863.32	91,791.00	93,776.28	95,857.92	97,959.12	100,079.28	102,296.16	104,512.80
		6,152.16	6,290.30	6,423.62	6,569.80	6,712.77	6,865.36	7,019.56	7,168.95	7,324.76	7,488.61	7,649.25	7,814.69	7,988.16	8,163.26	8,339.94	8,524.68	8,709.40
		40.563692	41.474505	42.353538	43.317363	44.260022	45.266110	46.282813	47.267802	48.295121	49.375451	50.434615	51.525429	52.669187	53.823692	54.988615	56.206681	57.424615
14		80,090.52	81,941.04	83,695.08	85,680.48	87,627.24	89,632.08	91,559.64	93,699.24	95,781.00	97,939.68	100,117.92	102,392.40	104,705.64	107,037.96	109,351.08	111,799.08	114,246.96
		6,674.21	6,828.42	6,974.59	7,140.04	7,302.27	7,469.34	7,629.97	7,808.27	7,981.75	8,161.64	8,343.16	8,532.70	8,725.47	8,919.83	9,112.59	9,316.59	9,520.58
		44.005780	45.022549	45.986308	47.077187	48.146835	49.248396	50.307495	51.483099	52.626923	53.813011	55.009846	56.259560	57.530571	58.812066	60.083011	61.428066	62.773055
15		86,547.84	88,629.48	90,595.80	92,774.04	94,875.00	97,111.08	99,308.52	101,602.20	103,953.84	106,324.80	108,772.80	111,278.64	113,842.32	116,425.32	119,008.08	121,764.48	124,482.36
		7,212.32	7,385.79	7,549.65	7,731.17	7,906.25	8,092.59	8,275.71	8,466.85	8,662.82	8,860.40	9,064.40	9,273.22	9,486.86	9,702.11	9,917.34	10,147.04	10,373.53
		47.533758	48.697516	49.777912	50.974747	52.192121	53.355736	54.565121	55.823585	57.117495	58.420220	59.765275	61.142110	62.550725	63.969956	65.389055	66.903560	68.396901
*	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	

* Steps in PeopleSoft for administrative easy only.

** Hourly rates of pay are reflected at two decimal precision. Actual values used for calculations will be at six decimal precision.

Operating/Trust - Annual/Monthly/Hourly Salaries (37.5 Hrs)
(Effective April 1, 2016)

		STEP																
		1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9
1		29,636.40	30,255.96	30,792.96	31,329.84	31,846.20	32,424.48	32,940.72	33,539.64	34,138.56	34,716.84	35,357.04	35,976.72	36,555.00	37,195.20	37,814.64	38,496.24	39,157.32
		2,469.70	2,521.33	2,566.08	2,610.82	2,653.85	2,702.04	2,745.06	2,794.97	2,844.88	2,893.07	2,946.42	2,998.06	3,046.25	3,099.60	3,151.22	3,208.02	3,263.11
		15.198154	15.515877	15.791262	16.066585	16.331385	16.627938	16.892677	17.199815	17.506954	17.803508	18.131815	18.449600	18.746154	19.074462	19.392123	19.741662	20.080677
2		32,032.08	32,610.36	33,147.12	33,766.80	34,386.36	35,006.04	35,625.48	36,162.48	36,823.44	37,525.56	38,165.88	38,909.28	39,446.40	40,127.88	40,830.00	41,532.24	42,234.36
		2,669.34	2,717.53	2,762.26	2,813.90	2,865.53	2,917.17	2,968.79	3,013.54	3,068.62	3,127.13	3,180.49	3,242.44	3,287.20	3,343.99	3,402.50	3,461.02	3,519.53
		16.426708	16.723262	16.998523	17.316308	17.634031	17.951815	18.269477	18.544862	18.883815	19.243877	19.572246	19.953477	20.228923	20.578400	20.938462	21.298585	21.658646
3		35,233.20	35,832.12	36,410.28	37,071.24	37,732.08	38,392.92	39,053.88	39,776.76	40,458.24	41,201.64	41,862.72	42,585.60	43,349.64	44,134.32	44,919.24	45,704.04	46,488.72
		2,936.10	2,986.01	3,034.19	3,089.27	3,144.34	3,199.41	3,254.49	3,314.73	3,371.52	3,433.47	3,488.56	3,548.80	3,612.47	3,677.86	3,743.27	3,808.67	3,874.06
		18.068308	18.375446	18.671938	19.010892	19.349785	19.688677	20.027631	20.398338	20.747815	21.129046	21.468062	21.838769	22.230585	22.632985	23.035508	23.437969	23.840369
4		38,392.92	39,074.64	39,776.76	40,458.24	41,201.64	41,903.88	42,606.12	43,349.64	44,031.12	44,919.24	45,704.04	46,509.48	47,335.56	48,120.36	48,905.16	49,834.56	50,681.28
		3,199.41	3,256.22	3,314.73	3,371.52	3,433.47	3,491.99	3,550.51	3,612.47	3,669.26	3,743.27	3,808.67	3,875.79	3,944.63	4,010.03	4,075.43	4,152.88	4,223.44
		19.688677	20.038277	20.398338	20.747815	21.129046	21.489169	21.849292	22.230585	22.580062	23.035508	23.437969	23.851015	24.274646	24.677108	25.079569	25.556185	25.990400
5		41,903.88	42,729.96	43,452.84	44,279.04	45,043.08	45,869.16	46,674.84	47,521.44	48,327.00	49,276.92	50,164.92	51,053.04	51,920.52	52,932.36	53,779.20	54,791.04	55,761.84
		3,491.99	3,560.83	3,621.07	3,689.92	3,753.59	3,822.43	3,889.57	3,960.12	4,027.25	4,106.41	4,180.41	4,254.42	4,326.71	4,411.03	4,481.60	4,565.92	4,646.82
		21.489169	21.912800	22.283508	22.707200	23.099015	23.522646	23.935815	24.369969	24.783077	25.270215	25.725600	26.181046	26.625908	27.144800	27.579077	28.097969	28.595815
6		45,889.92	46,736.64	47,562.72	48,554.16	49,400.88	50,288.88	51,218.28	52,209.60	53,139.00	54,130.32	55,142.28	56,195.52	57,166.20	58,281.36	59,376.00	60,408.60	61,461.84
		3,824.16	3,894.72	3,963.56	4,046.18	4,116.74	4,190.74	4,268.19	4,350.80	4,428.25	4,510.86	4,595.19	4,682.96	4,763.85	4,856.78	4,948.00	5,034.05	5,121.82
		23.533292	23.967508	24.391138	24.899569	25.333785	25.789169	26.265785	26.774154	27.250769	27.759138	28.278092	28.818215	29.316000	29.887877	30.449231	30.978769	31.518892
7		49,958.40	50,929.08	51,837.84	52,829.28	53,799.84	54,915.00	55,927.08	57,083.52	58,074.96	59,210.76	60,325.92	61,441.20	62,618.52	63,836.88	65,034.72	66,253.20	67,451.16
		4,163.20	4,244.09	4,319.82	4,402.44	4,483.32	4,576.25	4,660.59	4,756.96	4,839.58	4,934.23	5,027.16	5,120.10	5,218.21	5,319.74	5,419.56	5,521.10	5,620.93
		25.619692	26.117477	26.583508	27.091938	27.589662	28.161538	28.680554	29.273600	29.782031	30.364492	30.936369	31.508308	32.112062	32.736862	33.351138	33.976000	34.590338
8		54,027.00	55,080.24	56,195.52	57,228.12	58,302.00	59,458.56	60,532.44	61,812.96	62,969.52	64,249.92	65,447.76	66,728.28	68,112.12	69,413.04	70,734.84	72,015.36	73,378.32
		4,502.25	4,590.02	4,682.96	4,769.01	4,858.50	4,954.88	5,044.37	5,151.08	5,247.46	5,354.16	5,453.98	5,560.69	5,676.01	5,784.42	5,894.57	6,001.28	6,114.86
		27.706154	28.246277	28.818215	29.347754	29.898462	30.491569	31.042277	31.698954	32.292062	32.948677	33.562954	34.219631	34.929292	35.596431	36.274277	36.930954	37.629908
9		58,425.84	59,561.88	60,780.36	61,998.84	63,279.36	64,518.48	65,778.36	67,141.44	68,380.44	69,784.80	71,189.16	72,634.92	74,060.04	75,567.60	77,013.12	78,500.16	80,090.52
		4,868.82	4,963.49	5,065.03	5,166.57	5,273.28	5,376.54	5,481.53	5,595.12	5,698.37	5,815.40	5,932.43	6,052.91	6,171.67	6,297.30	6,417.76	6,541.68	6,674.21
		29.961969	30.544554	31.169415	31.794277	32.450954	33.086400	33.732492	34.431508	35.066892	35.787077	36.507262	37.248677	37.993908	38.752615	39.493908	40.256492	41.072052
10		62,866.32	64,229.40	65,468.64	66,831.72	68,256.60	69,702.24	71,044.80	72,552.24	73,956.72	75,546.96	77,033.88	78,665.40	80,193.72	81,949.20	83,580.72	85,274.28	87,009.00
		5,238.86	5,352.45	5,455.72	5,569.31	5,688.05	5,808.52	5,920.40	6,046.02	6,163.06	6,295.58	6,419.49	6,555.45	6,682.81	6,829.10	6,965.06	7,106.19	7,250.75
		32.239138	32.938154	33.573662	34.272677	35.003385	35.744738	36.433231	37.206277	37.926523	38.742031	39.504554	40.341231	41.124985	42.025231	42.861908	43.730400	44.620000
11		67,368.60	68,793.48	70,280.52	71,767.44	73,233.96	74,762.16	76,331.76	78,025.32	79,594.92	81,267.72	82,919.88	84,716.64	86,472.12	88,289.40	90,148.32	91,945.08	93,886.44
		5,614.05	5,732.79	5,856.71	5,980.62	6,102.83	6,230.18	6,360.98	6,502.11	6,632.91	6,772.31	6,909.99	7,059.72	7,206.01	7,357.45	7,512.36	7,662.09	7,823.87
		34.548000	35.278708	36.041292	36.803815	37.555877	38.339569	39.144492	40.012985	40.817908	41.675754	42.523015	43.444431	44.344677	45.276615	46.229908	47.151323	48.146892
12		71,788.20	73,357.80	74,886.12	76,600.20	78,211.08	79,904.64	81,598.08	83,374.20	85,088.40	87,009.00	88,847.16	90,705.84	92,647.32	94,650.48	96,633.24	98,719.08	100,763.64
		5,982.35	6,113.15	6,240.51	6,383.35	6,517.59	6,658.72	6,799.84	6,947.85	7,090.70	7,250.75	7,403.93	7,558.82	7,720.61	7,887.54	8,052.77	8,226.59	8,396.97
		36.814462	37.619385	38.403138	39.282154	40.108246	40.976738	41.845169	42.756000	43.635077	44.620000	45.562646	46.515815	47.511446	48.538708	49.555508	50.625169	51.673662
13		79,099.20	80,875.32	82,589.28	84,468.72	86,306.88	88,269.00	90,251.52	92,172.12	94,175.52	96,282.12	98,347.32	100,474.44	102,705.00	104,956.20	107,227.92	109,602.84	111,978.12
		6,591.60	6,739.61	6,882.44	7,039.06	7,192.24	7,355.75	7,520.96	7,681.01	7,847.96	8,023.51	8,195.61	8,372.87	8,558.75	8,746.35	8,935.66	9,133.57	9,331.51
		40.563692	41.474523	42.353477	43.317292	44.259938	45.266154	46.282831	47.267754	48.295138	49.375446	50.434523	51.525354	52.669231	53.823692	54.988677	56.206585	57.424677
14		85,811.16	87,793.80	89,673.24	91,800.48	93,886.44	96,034.32	98,099.52	100,392.00	102,622.32	104,935.32	107,269.20	109,706.28	112,184.64	114,683.52	117,161.76	119,784.60	122,407.56
		7,150.93	7,316.15	7,472.77	7,650.04	7,823.87	8,002.86	8,174.96	8,366.00	8,551.86	8,744.61	8,939.10	9,142.19	9,348.72	9,556.96	9,763.48	9,982.05	10,200.63
		44.005723	45.022462	45.986277	47.077169	48.146892	49.248369	50.307446	51.483077	52.626831	53.812985	55.009846	56.259631	57.530585	58.812062	60.082954	61.428000	62.773108
15		92,729.88	94,960.32	97,066.92	99,400.56	101,651.76	104,047.44	106,401.84	108,859.44	111,379.08	113,919.36	116,542.08	119,226.96	121,973.76	124,741.32	127,508.64	130,461.96	133,374.12
		7,727.49	7,913.36	8,088.91	8,283.38	8,470.98	8,670.62	8,866.82	9,071.62	9,281.59	9,493.28	9,711.84	9,935.58	10,164.48	10,395.11	10,625.72	10,871.83	11,114.51
		47.553785	48.697600	49.777908	50.974646	52.129108	53.357662	54.565046	55.825354	57.117477	58.420185	59.765169	61.142031	62.550646	63.969908	65.389046	66.903569	68.396985
*	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	

* Steps in PeopleSoft for administrative easy only.

** Hourly rates of pay are reflected at two decimal precision. Actual values used for calculations will be at six decimal precision.

Operating/Trust - Annual/Monthly/Hourly Salaries (40 Hrs)
(Effective April 1, 2016)

		STEP																
		1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9
1		31,612.08	32,273.04	32,845.80	33,418.56	33,969.24	34,586.04	35,136.96	35,775.60	36,414.60	37,031.40	37,714.32	38,375.16	38,991.96	39,674.88	40,335.72	41,062.68	41,767.68
		2,634.34	2,689.42	2,737.15	2,784.88	2,830.77	2,882.17	2,928.08	2,981.30	3,034.55	3,085.95	3,142.86	3,197.93	3,249.33	3,306.24	3,361.31	3,421.89	3,480.64
2		15.198115	15.515885	15.791250	16.066615	16.331365	16.627904	16.892769	17.199808	17.507019	17.803558	18.131885	18.449596	18.746135	19.074462	19.392173	19.741673	20.086015
		34,167.60	34,784.28	35,357.04	36,018.00	36,678.84	37,339.80	38,000.76	38,573.40	39,278.28	40,027.44	40,710.12	41,503.32	42,076.20	42,803.16	43,552.08	44,300.88	45,050.16
3		2,847.30	2,898.69	2,946.42	3,001.50	3,056.57	3,111.65	3,166.73	3,214.45	3,273.19	3,335.62	3,392.51	3,458.61	3,506.35	3,566.93	3,629.34	3,691.74	3,754.18
		16.426731	16.723212	16.998577	17.316346	17.634058	17.951827	18.269596	18.544904	18.883788	19.243962	19.572173	19.953519	20.228942	20.578442	20.938500	21.298500	21.658731
4		37,582.20	38,220.84	38,837.76	39,542.64	40,247.52	40,952.64	41,657.40	42,428.52	43,155.48	43,948.68	44,653.56	45,424.56	46,239.60	47,076.72	47,913.96	48,751.08	49,588.08
		3,131.85	3,185.07	3,236.48	3,295.22	3,353.96	3,412.72	3,471.45	3,535.71	3,596.29	3,662.39	3,721.13	3,785.38	3,853.30	3,923.06	3,992.83	4,062.59	4,132.34
5		18.068365	18.375404	18.672000	19.010885	19.349769	19.688769	20.027596	20.398327	20.747827	21.129173	21.468058	21.838731	22.230577	22.633038	23.035558	23.438019	23.840423
		40,952.64	41,679.48	42,428.52	43,155.48	43,948.68	44,697.60	45,446.64	46,239.60	46,966.68	47,913.96	48,751.08	49,610.16	50,491.20	51,328.56	52,165.44	53,156.76	54,060.00
6		3,412.72	3,473.29	3,535.71	3,596.29	3,662.39	3,724.80	3,787.22	3,853.30	3,913.89	3,992.83	4,062.59	4,134.18	4,207.60	4,277.38	4,347.12	4,429.73	4,505.00
		19.688769	20.038212	20.398327	20.747827	21.129173	21.489231	21.849346	22.230577	22.580135	23.035558	23.438019	23.851038	24.274615	24.677192	25.079538	25.556135	25.990385
7		44,697.60	45,578.76	46,349.76	47,231.04	48,046.08	48,927.24	49,786.32	50,689.56	51,548.64	52,562.04	53,509.44	54,456.60	55,381.80	56,461.20	57,364.32	58,443.96	59,479.20
		3,724.80	3,798.23	3,862.48	3,935.92	4,003.84	4,077.27	4,148.86	4,224.13	4,295.72	4,380.17	4,459.12	4,538.05	4,615.15	4,705.10	4,780.36	4,870.33	4,956.60
8		21.489231	21.912865	22.283538	22.707231	23.099077	23.522712	23.935731	24.369981	24.783000	25.270212	25.725692	26.181058	26.625865	27.144808	27.579000	28.098058	28.595769
		48,949.32	49,852.44	50,733.72	51,791.16	52,694.16	53,641.56	54,632.88	55,690.20	56,681.64	57,739.08	58,818.36	59,941.80	60,977.28	62,166.96	63,334.32	64,436.04	65,559.36
9		4,079.11	4,154.37	4,227.81	4,315.93	4,391.18	4,470.13	4,552.74	4,640.85	4,723.47	4,811.59	4,901.53	4,995.15	5,081.44	5,180.58	5,277.86	5,369.67	5,463.28
		23.533327	23.967519	24.391212	24.899596	25.333731	25.789212	26.265808	26.774135	27.250788	27.759173	28.278058	28.818173	29.316000	29.887962	30.449192	30.978865	31.518923
10		53,288.88	54,324.48	55,293.84	56,351.28	57,386.40	58,576.08	59,655.60	60,889.08	61,946.52	63,158.28	64,347.84	65,537.52	66,793.20	68,092.68	69,370.56	70,670.16	71,948.04
		4,440.74	4,527.04	4,607.82	4,695.94	4,782.20	4,881.34	4,971.30	5,074.09	5,162.21	5,263.19	5,362.32	5,461.46	5,566.10	5,674.39	5,780.88	5,889.18	5,995.67
11		25.619654	26.117538	26.583577	27.091962	27.589615	28.161577	28.680577	29.273596	29.781981	30.364558	30.936462	31.508423	32.112115	32.736865	33.351231	33.976038	34.590404
		57,628.80	58,752.36	59,941.80	61,043.40	62,188.92	63,422.64	64,568.16	65,933.88	67,167.48	68,533.32	69,810.96	71,176.92	72,652.80	74,040.60	75,450.72	76,816.32	78,270.36
12		4,802.40	4,896.03	4,995.15	5,086.95	5,182.41	5,285.22	5,380.68	5,494.49	5,597.29	5,711.11	5,817.58	5,931.41	6,054.40	6,170.05	6,287.56	6,401.36	6,522.53
		27.706154	28.246327	28.818173	29.347788	29.898519	30.491654	31.042385	31.698981	32.292058	32.948712	33.562962	34.219673	34.929231	35.596442	36.274385	36.930923	37.629981
13		62,321.04	63,532.56	64,832.40	66,132.24	67,497.96	68,819.76	70,163.52	71,617.44	72,939.24	74,437.20	75,935.16	77,477.28	78,997.20	80,605.44	82,147.56	83,733.60	85,429.92
		5,193.42	5,294.38	5,402.70	5,511.02	5,624.83	5,734.98	5,846.96	5,968.12	6,078.27	6,203.10	6,327.93	6,456.44	6,583.10	6,717.12	6,845.63	6,977.80	7,119.16
14		29.962038	30.544500	31.169423	31.794346	32.450942	33.086423	33.732462	34.431462	35.066942	35.787115	36.507288	37.248692	37.979423	38.752615	39.494019	40.256538	41.072077
		67,057.44	68,511.36	69,833.16	71,287.08	72,807.00	74,349.24	75,781.08	77,389.20	78,887.28	80,583.36	82,169.52	83,909.88	85,539.96	87,412.56	89,152.68	90,959.28	92,809.68
15		5,588.12	5,709.28	5,819.43	5,940.59	6,067.25	6,195.77	6,315.09	6,449.10	6,573.94	6,715.28	6,847.46	6,992.49	7,128.33	7,284.38	7,429.39	7,579.94	7,734.14
		32.239154	32.938154	33.573635	34.272635	35.003365	35.744827	36.433212	37.206346	37.926577	38.742000	39.504577	40.341288	41.124981	42.025269	42.861865	43.730423	44.620038
16		71,859.72	73,379.88	74,965.92	76,551.84	78,116.16	79,746.36	81,420.60	83,226.84	84,901.08	86,685.60	88,447.80	90,364.44	92,236.92	94,175.52	96,158.16	98,074.80	100,145.52
		5,988.31	6,114.99	6,247.16	6,379.32	6,509.68	6,645.53	6,785.05	6,935.57	7,075.09	7,223.80	7,370.65	7,530.37	7,686.41	7,847.96	8,013.18	8,172.90	8,345.46
17		34.547942	35.278788	36.041308	36.803769	37.555846	38.339596	39.144519	40.012904	40.817827	41.675769	42.522981	43.444442	44.344673	45.276692	46.229885	47.151346	48.146885
		76,574.04	78,248.28	79,878.36	81,706.92	83,425.20	85,231.68	87,038.04	88,932.60	90,760.92	92,809.68	94,770.36	96,752.88	98,823.72	100,960.56	103,075.44	105,300.36	107,481.24
18		6,381.17	6,520.69	6,656.53	6,808.91	6,952.10	7,102.64	7,253.17	7,411.05	7,563.41	7,734.14	7,897.53	8,062.74	8,235.31	8,413.38	8,589.62	8,775.03	8,956.77
		36.814442	37.619365	38.403058	39.282173	40.108269	40.976769	41.845212	42.756058	43.635058	44.620038	45.562673	46.515808	47.511404	48.538731	49.555500	50.625173	51.673673
19		84,372.60	86,267.04	88,095.48	90,099.96	92,060.76	94,153.56	96,268.32	98,317.08	100,453.92	102,700.80	104,903.76	107,172.84	109,552.08	111,953.28	114,376.44	116,909.76	119,443.20
		7,031.05	7,188.92	7,341.29	7,508.33	7,671.73	7,846.13	8,022.36	8,193.09	8,371.16	8,558.40	8,741.98	8,931.07	9,129.34	9,329.44	9,531.37	9,742.48	9,953.60
20		40.563750	41.474538	42.353596	43.317288	44.259981	45.266135	46.282846	47.267827	48.295154	49.375385	50.434500	51.525404	52.669269	53.823692	54.988673	56.206615	57.424615
		91,531.92	93,646.80	95,651.40	97,920.60	100,145.52	102,436.44	104,639.40	107,084.64	109,463.88	111,931.20	114,420.48	117,020.04	119,663.64	122,329.20	124,972.56	127,770.36	130,568.04
21		7,627.66	7,803.90	7,970.95	8,160.05	8,345.46	8,536.37	8,719.95	8,923.72	9,121.99	9,327.60	9,535.04	9,751.67	9,971.97	10,194.10	10,414.38	10,647.53	10,880.67
		44.005731	45.022500	45.986250	47.077212	48.146885	49.248288	50.307404	51.483000	52.626865	53.813077	55.009846	56.259635	57.530596	58.812115	60.082962	61.428058	62.773096
22		98,911.80	101,291.04	103,538.04	106,027.20	108,428.52	110,983.92	113,495.28	116,116.80	118,804.32	121,514.04	124,311.72	127,175.52	130,105.44	133,057.20	136,009.32	139,159.56	142,265.76
		8,242.65	8,440.92	8,628.17	8,835.60	9,035.71	9,248.66	9,457.94	9,676.40	9,900.36	10,126.17	10,359.31	10,597.96	10,842.12	11,088.10	11,334.11	11,596.63	11,855.48
23		47.553750	48.697615	49.777904	50.974615	52.129096	53.357654	54.565038	55.825385	57.117462	58.420212	59.765250	61.142077	62.550692	63.969808	65.389096	66.903635	68.397000
	*	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17

* Steps in PeopleSoft for administrative easy only.

** Hourly rates of pay are reflected at two decimal precision. Actual values used for calculations will be at six decimal precision.

ESL Instructors - Annual/Monthly/Hourly Salaries
 (Effective April 1, 2016)

GRADE	STEP																
	1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9
9	53,931.72	54,980.28	56,104.92	57,229.80	58,411.68	59,555.52	60,718.44	61,976.64	63,120.48	64,416.84	65,713.08	67,047.72	68,363.04	69,754.68	71,089.20	72,461.76	73,929.60
	4,494.31	4,581.69	4,675.41	4,769.15	4,867.64	4,962.96	5,059.87	5,164.72	5,260.04	5,368.07	5,476.09	5,587.31	5,696.92	5,812.89	5,924.10	6,038.48	6,160.80
	29.97	30.55	31.17	31.80	32.46	33.09	33.74	34.44	35.07	35.79	36.51	37.25	37.99	38.76	39.50	40.26	41.08
*	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17

* Steps in PeopleSoft for administrative easy only.

** Hourly rates of pay are reflected at two decimal precision. Actual values used for calculations will be at six decimal precision.