

OMAHA PUBLIC SCHOOLS
Salary and Benefit Summary
For Members of the
Omaha School Administrators Association

2021-2022

2022-2023

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INTRODUCTION

The following is a summary of the salary and benefits currently offered by the Omaha Public Schools (the “District”) to employees identified as part of the Omaha School Administrators Association (“OSAA”). This Summary is not a contract of employment or an employee handbook. The salary and benefits set forth herein may be changed at any time by the Board of Education of the Omaha Public Schools.

OSAA MEMBERSHIP

The OSAA is comprised of all administrative employees of the District, excluding those administrative employees who are assigned to Payroll and Benefits, Research, Human Resources, Executive Council, District Leadership Team, Legal, and any other non-negotiated administrative employee designated by the Superintendent.

SALARY AND ADDITIONAL PAY

1. Salary Tables, Placement and Movement

- a. Salary Table. The Board of Education, upon recommendation of the Superintendent and the Chief Talent Officer, reviews and approves the salary schedule for administrators on an annual basis. The salary tables are attached in Appendices A and B. Administrators are classified into levels based on the position they hold.
- b. Placement. Placement on the salary schedule shall be based upon three criteria: job level, creditable years of experience as an administrator within the District and total creditable years of service within the District. Administrators shall receive full credit for each year completed as an administrator within their current job level. In addition, administrators shall earn one-half year credit for each year of service completed within a different job level. If an administrator moves job-levels, the administrator shall receive one-half year credit for each year of service in their previous job level for placement on the salary schedule within their new job level. Twelve-month elementary school principals (level 8) shall receive a full year of credit for each year worked as a 10-month elementary principal (level 6) within the district. The Superintendent and the Chief Talent Officer shall recommend initial salary placement to the Board of Education for administrators who are new to the District but who have previous experience as administrators.
- c. Movement. Administrators shall move laterally within a level based on completed creditable years of service within the District. Administrators shall move vertically within a level based on completed creditable years of service as an administrator within the District.

2. Hard-to-Fill Stipend

OSAA positions designated by the Superintendent as “hard-to-fill” may be awarded a stipend as follows:

Position	Stipend
Level 1	\$2,000
Level 2	\$4,000

3. Enrollment Stipend

Principals may be awarded “enrollment stipends” based on the previous year's average daily membership as follows:

Position	Additional Stipend added to Base Salary
Elementary Assistant Principal – Wilson Focus	\$2,000
High School Assistant 10	\$3,000
Elementary Principal 11 = 400 to 600 students	\$2,000
Elementary Principal 11 = 600 to 800 students	\$3,000
Elementary Principal 11 > 800 students	\$4,000
Middle School Principal >1,000	\$4,500
Middle School Principal >1,500	\$5,000
High School Principal > 2,000	\$6,000
High School Principal > 2,500	\$6,500
High School Principal > 3,000	\$7,000

4. Summer School

OSAA employees who work during summer school are paid a summer school rate. Only employees who are working off contract receive additional pay for working summer school. The summer school rates are:

- \$32.50 per hour for Elementary Principals who serve as a Summer School Principal.
- \$30.50 for Assistant Principals/Deans who work as a Summer School Principal at the Elementary Level.
- \$29.50 for Assistant Principals who work as a Summer School Principal at the Secondary Level.

5. Extra Duty

OSAA members who work 12-month contracts cannot receive additional extra duty pay. OSAA members who work on 10-month contracts are paid \$32.50 per hour for any work outside of their 10-month contract period. OSAA members do not receive extra duty pay for time worked during their contract period.

6. Education Stipend

After August 1, 2017, any new member of OSAA is required to have a master's degree. All certificated and non-certificated members who have reached a master’s degree plus 30

credible degree hours will receive an annual stipend of \$2,251, upon verification of creditable hours by Human Resources. Certificated and non-certificated members who have completed a Ph.D. will receive an annual stipend of \$4,502, upon verification of creditable hours by Human Resources.

7. Long Service Increment

The District provides its employees with Long Service Increments (“LSI”) after the employee has completed a designated number of credible years of service. “Credible years of service” is defined by the District’s *Policies and Regulations*. The employees must complete the designated years of service, prior to receiving the LSI.

Unless grandfathered onto another LSI structure, OSAA employees receive the following LSI:

CAN LSI STRUCTURE

YEARS OF SERVICE	LSI AMOUNT
After 15 credible years of service	\$ 948.75
After 20 credible years of service	\$1,897.50
After 25 credible years of service	\$2,846.25
After 30 credible years of service	\$3,795.00
After 35 credible years of service	\$4,743.75
After 40 credible years of service	\$5,692.50
After 45 credible years of service	\$6,641.25

In 2001, some OSAA employees elected to remain on the CAD LSI Structure and have been grandfathered on the CAD LSI Structure. No OSAA employees may be added to the CAD LSI Structure:

CAD LSI STRUCTURE

YEARS OF SERVICE	LSI AMOUNT
After 20 credible years of service	\$1,581.25
After 25 credible years of service	\$3,162.50
After 30 credible years of service	\$4,743.75
After 35 credible years of service	\$6,325.00
After 40 credible years of service	\$7,906.25
After 45 credible years of service	\$9,487.50

8. Principal Mentor Pay

Executive Director of School Support select mentoring assignments for new principals on a yearly basis. Principals who mentor other principals receive a stipend of \$1,200 upon successful completion of all mentoring activities, as determined by the Executive Director of School Support.

9. Cell Phone Stipend

The District provides certain employees a cell phone stipend of \$50 per month. Ten month employees only receive the stipend during the ten months that they are working. The Superintendent designates which positions need to be available by cell phone and shall receive the stipend. Administrators receiving this stipend are required to publish their cell phone number for business purposes.

10. Association Dues

Upon written authorization from the employee, the District will make a salary deduction for OSAA dues of \$8.33 per month for OSAA members. Employees may revoke their written authorization at any time by submitting the revocation in writing to the Compensation and Benefits Department.

11. Professional Development

Employees within OSAA may submit requests to the Chief Talent Officer for approval to attend professional development conferences. If approved, the District will cover the costs associated with attendance at the professional development program in compliance with Board Policies.

In addition, employees are expected to comply with the provisions of Policy 4140 – Evidence of Professional Growth.

12. Use of Personal Automobile

The car allowance reimbursement for use of personal automobiles for approved school business shall be at the rate established by Board of Education's *Policies and Regulations*. Staff members who transport students in personal vehicles are covered under the School District policy if claims go beyond the limits of their personal liability policy. Staff members are required to have a valid driver's license to be eligible to transport students. Employees providing this kind of assistance are required to have sufficient liability coverage under their own personal policies to meet state minimal requirements. According to current statutory requirements, certificated staff who use their own cars for transporting students must have \$25,000 property damage, \$25,000 bodily injury and \$50,000 per accident coverage.

13. Retirement Notification Stipend

An employee eligible to retire shall receive a retirement stipend of \$500 if notice is given to the Chief Talent Officer by the January 15 prior to the school year in which retirement is sought.

BENEFITS

1. Health and Dental Insurance

The District shall provide BlueCross/BlueShield insurance plan to all full-time employees. The District shall offer employees the choice of the following from BlueCross/BlueShield: Network Blue PPO (\$1,200 deductible), Premium Select BlueChoice (\$0 deductible), or Blueprint Health (\$0 deductible). In the event the District's health insurance plan deductible increases or decreases during the year, the parties agree the new deductible will be the closest deductible to the current deductible that provides the same or similar coverage.

Employees, who have been with the District for 30 days shall be included under the group insurance coverage as follows:

The District shall pay the following portion of the total premium for the District's Health Insurance Plan for the 2021-2022 school year:

Health Insurance	Monthly	Yearly
Employee	\$658.43	\$7,901.11
Employee and Children	\$935.99	\$11,231.90
Employee and Spouse	\$1,004.25	\$12,051.04
Employee, Spouse and Children	\$1,231.20	\$14,774.43
Dual Employees	\$1,386.16	\$16,633.92
Dual Employees and Children	\$1,954.29	\$23,451.48

The District shall pay the following portion of the total premium for the District's Health Insurance Plan for the 2022-2023 school year:

Health Insurance	Monthly	Yearly
Employee	\$691.34	\$8,296.12
Employee and Children	\$982.79	\$11,793.50
Employee and Spouse	\$1,054.46	\$12,653.58
Employee, Spouse and Children	\$1,292.76	\$15,513.12
Dual Employees	\$1,455.46	\$17,465.52
Dual Employees and Children	\$2,052.00	\$24,624.00

The District shall pay the following dollar amounts toward the District's Dental Insurance Plan for both the 2021-2022 school year and the 2022-2023 school year:

Health Insurance	Monthly	Yearly
Employee	\$28.67	\$344.04
Employee and Children	\$28.67	\$344.04
Employee and Spouse	\$28.67	\$344.04
Employee, Spouse and Children	\$28.67	\$344.04
Dual Employees	\$57.34	\$688.08

An employee who retires after completing all contractual obligations and who elects to begin his/her voluntary retirement before August 31 of the year of his/her retirement will continue to be covered by the health insurance program until August 31 of the year of retirement, and the premiums will be paid in the same manner that they were paid prior to taking voluntary retirement.

2. Vision Insurance

Employees are eligible to purchase Vision Insurance pursuant to the Vision Insurance Plan document.

3. Group Term Life Insurance

The District provides group term life insurance for full-time employees in the amount of \$25,000, with an option to purchase additional life insurance coverage. The details of this benefit are described in the Plan document that can be obtained from Compensation and Benefits.

4. Long-Term Disability Program

The District provides long-term disability benefits for full-time employees incurring long illness. The details of this benefit are described in the Plan document that can be obtained from Compensation and Benefits.

5. Flexible Benefit Plan

Premiums paid by the employee shall be made pursuant to a salary reduction agreement under the District's Flexible Benefit Plan. Premiums are excluded from the employee's income and social security tax base and accordingly, are paid by the employee on a pretax basis. Employees shall execute any documents or agreements required by the District as administrator of the Flexible Benefit Plan to effectuate the employee's election and agreement to pay his/her required premiums for group health insurance on a pretax basis under the Flexible Benefit Plan. Any employee who fails to file the required salary reduction agreement shall be deemed to have elected under the Flexible Benefit Plan to pay the required premiums for the health insurance coverage of the employee (and his/her dependents if applicable) through a reduction in salary, and the District shall be authorized

to reduce and withhold the required premiums from the employee's salary as a pretax contribution to the Flexible Benefit Plan.

6. Employee Personal Property Insurance

The District provides reimbursement for personal property of any full-time employee of the District if such property is stolen, damaged, or destroyed by assault, theft, vandalism, water damage, riot or fire on the school premises or at any official function of the school. Reimbursement will be provided, however, only if proper security measures have been taken by the owner to discourage theft or vandalism, and if said property was of instructional value in the classroom and approved for use by the building administration, or was damaged in the process of controlling discipline. No claim of stolen property, damaged, or destroyed by assault, theft or vandalism will be considered in an amount less than ten dollars and in no event shall the liability of the District assumed hereby exceed \$250 on any one occurrence per claimant. In the event of water damage, riot or fire, the liability of the District shall not exceed \$500 per claimant per occurrence.

7. Tax-Sheltered Annuity (403B)

The District authorizes eligible employees to make contributions to tax-sheltered annuity plans of authorized private companies through established payroll deduction procedures.

8. Employee Assistance Plan

The District offers a complimentary Employee Assistance Plan benefits for all employees. Any staff member can review the services provided at www.humana.com/eap using *OPS* as the username and *eap* as the password or call 1-866-440-6556.

9. Retirement

Employees are statutorily required to participate in the Omaha School Employees Retirement System ("OSERS"). For more information on retirement benefits please visit the OSERS office.

10. Workers' Compensation Insurance

The District has been approved by the Nebraska Workers' Compensation Court to self-insure its workers' compensation insurance and use a Managed Care Program. If an employee is injured at work, they must report the injury to their supervisor immediately. If you have any questions, please contact Workers' Compensation & Insurance Management Department.

11. Payout of Accrued but Unused Sick Leave

A full-time certificated employee who resigns or dies after 18 creditable years of service to the Omaha Public Schools, or who retires through normal or disability retirement under the Omaha School Employees' Retirement System, shall have accrued but unused sick

leave paid or applied to provide supplemental retirement or post-retirement medical care benefits as follows:

- a. The applicable dollar amount of the employee's unused sick leave shall be calculated as follows: 50% of the employee's contracted daily rate at the time of retirement or resignation, termination due to reduction-in-force, or death multiplied by the number of unused sick days, not to exceed the maximum day's accumulation as defined in Policy.
- b. If the employee dies after 18 creditable years of service to the Omaha Public Schools, the applicable dollar amount of the employee's unused sick leave shall be paid to the employee's estate in a lump sum within 60 days of the employee's death.
- c. If the number of the employee's unused sick leave days at the time of the employee's resignation or retirement is less than 10, the applicable dollar amount of the employee's unused sick leave shall be paid in a lump sum to the employee within 60 days of such resignation or retirement.
- d. If the number of the employee's unused sick leave days at the time of the employee's resignation or retirement is 10 or more, the applicable dollar amount of the employee's unused sick leave shall be applied to provide supplemental retirement income benefits and/or post-retirement medical care benefits pursuant to the terms and conditions of the Omaha Public Schools Accumulated Sick Leave Conversion Plan. The employee shall not have any option to receive a cash payment of the applicable dollar amount of the unused sick leave or to have the unused sick leave applied to provide any form of benefit that is not provided under the Omaha Public Schools Accumulated Sick Leave Conversion Plan.

A full-time certificated employee who is terminated from employment because of a reduction-in-force shall, regardless of the number of the employee's creditable years of service to the Omaha Public Schools, be paid the applicable dollar amount of the employee's unused sick leave in a lump sum within 60 days of such termination.

If employment is terminated prior to reaching 18 creditable years in service unused sick leave is not paid out, unless termination is a reduction in force.

LEAVES

1. Employee Time Off

All OSAA employees are permitted to utilize leave in accordance with Policy 4007, Employee Time Off. Vacation will be restricted on the following dates for administrators:

- Start of contract year for administrators/teachers
- Any day when students and teachers are in session especially:
 - New Teacher Days/Curriculum Days/Teacher In-Service/Work Days
 - Parent/Teacher Conferences
 - Last Teacher Duty Day of the school year

Notwithstanding the provisions of Policy 4007, for OSAA members who are eligible for vacation shall have an annual maximum accrual of 33 days for the 2021-2022 and 2022-2023 school year.

2. Vacation Leave for 11-month Elementary Principals

For the 2021-2022 and 2022-2023 school years, those elementary principals moving from a 10-month contract to an 11-month contract will receive two (2) vacation days per month for the first 10 months and one (1) day per month for the 11th month. Annual maximum accrual will be 21 days and overall maximum accrual will be 31 days.

3. Vacation Leave for 12-month Elementary Principals

For the 2021-2022 and 2022-2023 school years, those elementary principals at turnaround schools who are moving from a 10-month contract to a 12-month contract will receive two (2) vacation days per month for the first 11 months and one (1) day for the 12th month. Annual maximum accrual will be 23 days and overall maximum accrual will be 33 days.

4. Vacation for Building Principals

Building principals will not have to take vacation days during the week between Christmas and New Year's or during Spring Break.

5. Vacation Payout

All OSAA members will be able to cash out up to ten (10) vacation days each year.

6. Personal Leave

Administrators will receive three personal days at the beginning of each school year. Unused whole days will roll over into an employee's sick leave bank at the end of each school year. Requests for personal leave must be approved by the Administrator's immediate supervisor. Approval will be subject to OPS and department scheduling requirements and needs. Personal leave cannot be utilized during the first five student contact days, days when parent/teacher conferences are scheduled (exceptions may be granted in the event of an emergency after consulting with your direct supervisor), the last ten contracted days, or on days immediately preceding or following an OPS observed holiday and/or recess period except for the following reason (personal leave requested on any of the aforementioned days for one or more of the reasons listed below must be done in writing on the appropriate form):

a. A leave will be granted for an employee's wedding or wedding of parents, children, grandchildren, or brothers/sisters of an employee. Wedding leave must begin no later than two working days following the actual wedding day.

b. For legal arrangements which are related to the settlement of an estate of a relative.

- c. To comply with a court summons when it does not involve an instance where the employee has violated the law.
- d. To take a special examination administered by a university for an advanced degree program,
- e. To attend the funeral of a close friend.
- f. Absence of an employee resulting from mandatory pre-induction physical examination requested by the Selective Service System.
- g. For legal proceedings requiring the attendance of a parent/legal guardian.
- h. To attend the graduation, ordination, or similar ceremony of an immediate relative/ Immediate relative shall be interpreted to include the employee's spouse, parent, child, mother-in-law, father-in-law, brother, sister, son-in-law, daughter-in-law, grandparent, grandparent-in-law, grandchild. Aunt, uncle, niece, nephew, or any other individual who is a permanent resident in the employee's home for whom the employee has specific responsibility. Travel consecutive with the event will be allowed within the two-day personal leave provision.
- i. To close on a house which will be the primary residence of the employee only if the closing cannot be scheduled outside of normal business hours.

MISCELLANEOUS

1. Attendance

Administrators are expected to report their absences in accordance with Policy 4005, Absence of Employees. Additionally, principals must contact their Principal Supervisor and enter their absence into OPS Anywhere.

2. Grievance/Complaints

Administrators may file a Grievance/Complaint in keeping with Policy 4027, Grievances and Complaints.

3. Inclement Weather

On School Weather Closure days, school based principals must report to their respective school until 10 a.m. and may then choose whether to work from home the rest of the day. Non-school based administrators will still be required to report to the Teacher Administrative Center and other non-student attendance sites unless otherwise designated by the Superintendent.

APPENDIX A
2021-2022 Salary Schedules

Dist Exp	0-8 years	9-13 years	14+ years	Dist Exp	0-8 years	9-13 years	14+ years
Level	L01_A01	L01_B01	L01_C01	Level	L02_A02	L02_B02	L02_C02
1	\$69,988.60	\$71,388.38	\$72,816.14	1	\$75,372.34	\$76,879.79	\$78,417.39
2	\$69,988.60	\$71,388.38	\$72,816.14	2	\$75,372.34	\$76,879.79	\$78,417.39
3	\$69,988.60	\$71,388.38	\$72,816.14	3	\$75,372.34	\$76,879.79	\$78,417.39
4	\$69,988.60	\$71,388.38	\$72,816.14	4	\$75,372.34	\$76,879.79	\$78,417.39
5	\$69,988.60	\$71,388.38	\$72,816.14	5	\$75,372.34	\$76,879.79	\$78,417.39
6	\$72,816.14	\$74,272.47	\$75,757.92	6	\$78,417.39	\$79,985.73	\$81,585.45
7	\$72,816.14	\$74,272.47	\$75,757.92	7	\$78,417.39	\$79,985.73	\$81,585.45
8	\$72,816.14	\$74,272.47	\$75,757.92	8	\$78,417.39	\$79,985.73	\$81,585.45
9	\$72,816.14	\$74,272.47	\$75,757.92	9	\$78,417.39	\$79,985.73	\$81,585.45
10	\$72,816.14	\$74,272.47	\$75,757.92	10	\$78,417.39	\$79,985.73	\$81,585.45
11	\$75,757.92	\$77,273.08	\$78,818.53	11	\$81,585.45	\$83,217.16	\$84,881.50
12	\$75,757.92	\$77,273.08	\$78,818.53	12	\$81,585.45	\$83,217.16	\$84,881.50
13	\$75,757.92	\$77,273.08	\$78,818.53	13	\$81,585.45	\$83,217.16	\$84,881.50
14	\$75,757.92	\$77,273.08	\$78,818.53	14	\$81,585.45	\$83,217.16	\$84,881.50
15	\$75,757.92	\$77,273.08	\$78,818.53	15	\$81,585.45	\$83,217.16	\$84,881.50
16	\$75,757.92	\$77,273.08	\$78,818.53	16	\$81,585.45	\$83,217.16	\$84,881.50
17	\$75,757.92	\$77,273.08	\$78,818.53	17	\$81,585.45	\$83,217.16	\$84,881.50
18	\$75,757.92	\$77,273.08	\$78,818.53	18	\$81,585.45	\$83,217.16	\$84,881.50
19	\$75,757.92	\$77,273.08	\$78,818.53	19	\$81,585.45	\$83,217.16	\$84,881.50
20	\$75,757.92	\$77,273.08	\$78,818.53	20	\$81,585.45	\$83,217.16	\$84,881.50
21	\$75,757.92	\$77,273.08	\$78,818.53	21	\$81,585.45	\$83,217.16	\$84,881.50

Dist Exp	0-8 years	9-13 years	14+ years	Dist Exp	0-8 years	9-13 years	14+ years
Level	L03_A03	L03_B03	L03_C03	Level	L04_A04	L04_B04	L04_C04
1	\$80,756.08	\$82,371.20	\$84,018.63	1	\$86,139.82	\$87,862.62	\$89,619.87
2	\$80,756.08	\$82,371.20	\$84,018.63	2	\$86,139.82	\$87,862.62	\$89,619.87
3	\$80,756.08	\$82,371.20	\$84,018.63	3	\$86,139.82	\$87,862.62	\$89,619.87
4	\$80,756.08	\$82,371.20	\$84,018.63	4	\$86,139.82	\$87,862.62	\$89,619.87
5	\$80,756.08	\$82,371.20	\$84,018.63	5	\$86,139.82	\$87,862.62	\$89,619.87
6	\$84,018.63	\$85,699.00	\$87,412.98	6	\$89,619.87	\$91,412.28	\$93,240.51
7	\$84,018.63	\$85,699.00	\$87,412.98	7	\$89,619.87	\$91,412.28	\$93,240.51
8	\$84,018.63	\$85,699.00	\$87,412.98	8	\$89,619.87	\$91,412.28	\$93,240.51
9	\$84,018.63	\$85,699.00	\$87,412.98	9	\$89,619.87	\$91,412.28	\$93,240.51
10	\$84,018.63	\$85,699.00	\$87,412.98	10	\$89,619.87	\$91,412.28	\$93,240.51
11	\$87,412.98	\$89,161.24	\$90,944.47	11	\$93,240.51	\$95,105.33	\$97,007.43
12	\$87,412.98	\$89,161.24	\$90,944.47	12	\$93,240.51	\$95,105.33	\$97,007.43
13	\$87,412.98	\$89,161.24	\$90,944.47	13	\$93,240.51	\$95,105.33	\$97,007.43
14	\$87,412.98	\$89,161.24	\$90,944.47	14	\$93,240.51	\$95,105.33	\$97,007.43
15	\$87,412.98	\$89,161.24	\$90,944.47	15	\$93,240.51	\$95,105.33	\$97,007.43
16	\$87,412.98	\$89,161.24	\$90,944.47	16	\$97,007.43	\$98,947.57	\$100,926.53
17	\$87,412.98	\$89,161.24	\$90,944.47	17	\$97,007.43	\$98,947.57	\$100,926.53
18	\$87,412.98	\$89,161.24	\$90,944.47	18	\$97,007.43	\$98,947.57	\$100,926.53
19	\$87,412.98	\$89,161.24	\$90,944.47	19	\$97,007.43	\$98,947.57	\$100,926.53
20	\$87,412.98	\$89,161.24	\$90,944.47	20	\$97,007.43	\$98,947.57	\$100,926.53
21	\$87,412.98	\$89,161.24	\$90,944.47	21	\$97,007.43	\$98,947.57	\$100,926.53

Dist Exp	0-8 years	9-13 years	14+ years	Dist Exp	0-8 years (11M)	9-13 years (11M)	14+ years (11M)
Level	L05_A05	L05_B05	L05_C05	Level	L06_A06	L06_B06	L06_C06
1	\$91,523.56	\$93,354.03	\$95,221.11	1	\$106,598.03	\$108,729.98	\$110,904.59
2	\$91,523.56	\$93,354.03	\$95,221.11	2	\$106,598.03	\$108,729.98	\$110,904.59
3	\$91,523.56	\$93,354.03	\$95,221.11	3	\$106,598.03	\$108,729.98	\$110,904.59
4	\$91,523.56	\$93,354.03	\$95,221.11	4	\$106,598.03	\$108,729.98	\$110,904.59
5	\$91,523.56	\$93,354.03	\$95,221.11	5	\$106,598.03	\$108,729.98	\$110,904.59
6	\$95,221.11	\$97,125.54	\$99,068.05	6	\$110,904.59	\$113,122.68	\$115,385.13
7	\$95,221.11	\$97,125.54	\$99,068.05	7	\$110,904.59	\$113,122.68	\$115,385.13
8	\$95,221.11	\$97,125.54	\$99,068.05	8	\$110,904.59	\$113,122.68	\$115,385.13
9	\$95,221.11	\$97,125.54	\$99,068.05	9	\$110,904.59	\$113,122.68	\$115,385.13
10	\$95,221.11	\$97,125.54	\$99,068.05	10	\$110,904.59	\$113,122.68	\$115,385.13
11	\$99,068.05	\$101,049.40	\$103,070.39	11	\$115,385.13	\$117,692.84	\$120,046.70
12	\$99,068.05	\$101,049.40	\$103,070.39	12	\$115,385.13	\$117,692.84	\$120,046.70
13	\$99,068.05	\$101,049.40	\$103,070.39	13	\$115,385.13	\$117,692.84	\$120,046.70
14	\$99,068.05	\$101,049.40	\$103,070.39	14	\$115,385.13	\$117,692.84	\$120,046.70
15	\$99,068.05	\$101,049.40	\$103,070.39	15	\$115,385.13	\$117,692.84	\$120,046.70
16	\$103,070.39	\$105,131.80	\$107,234.45	16	\$120,046.70	\$122,447.63	\$124,896.58
17	\$103,070.39	\$105,131.80	\$107,234.45	17	\$120,046.70	\$122,447.63	\$124,896.58
18	\$103,070.39	\$105,131.80	\$107,234.45	18	\$120,046.70	\$122,447.63	\$124,896.58
19	\$103,070.39	\$105,131.80	\$107,234.45	19	\$120,046.70	\$122,447.63	\$124,896.58
20	\$103,070.39	\$105,131.80	\$107,234.45	20	\$120,046.70	\$122,447.63	\$124,896.58
21	\$103,070.39	\$105,131.80	\$107,234.45	21	\$124,896.58	\$127,394.51	\$129,942.40

Dist Exp	0-8 years	9-13 years	14+ years	Dist Exp	0-8 years	9-13 years	14+ years
Level	L07_A07	L07_B07	L07_C07	Level	L08_A08	L08_B08	L08_C08
1	\$102,291.04	\$104,336.86	\$106,423.60	1	\$107,674.78	\$109,828.27	\$112,024.84
2	\$102,291.04	\$104,336.86	\$106,423.60	2	\$107,674.78	\$109,828.27	\$112,024.84
3	\$102,291.04	\$104,336.86	\$106,423.60	3	\$107,674.78	\$109,828.27	\$112,024.84
4	\$102,291.04	\$104,336.86	\$106,423.60	4	\$107,674.78	\$109,828.27	\$112,024.84
5	\$102,291.04	\$104,336.86	\$106,423.60	5	\$107,674.78	\$109,828.27	\$112,024.84
6	\$106,423.60	\$108,552.06	\$110,723.10	6	\$112,024.84	\$114,265.34	\$116,550.65
7	\$106,423.60	\$108,552.06	\$110,723.10	7	\$112,024.84	\$114,265.34	\$116,550.65
8	\$106,423.60	\$108,552.06	\$110,723.10	8	\$112,024.84	\$114,265.34	\$116,550.65
9	\$106,423.60	\$108,552.06	\$110,723.10	9	\$112,024.84	\$114,265.34	\$116,550.65
10	\$106,423.60	\$108,552.06	\$110,723.10	10	\$112,024.84	\$114,265.34	\$116,550.65
11	\$110,723.11	\$112,937.58	\$115,196.33	11	\$116,550.65	\$118,881.65	\$121,259.29
12	\$110,723.11	\$112,937.58	\$115,196.33	12	\$116,550.65	\$118,881.65	\$121,259.29
13	\$110,723.11	\$112,937.58	\$115,196.33	13	\$116,550.65	\$118,881.65	\$121,259.29
14	\$110,723.11	\$112,937.58	\$115,196.33	14	\$116,550.65	\$118,881.65	\$121,259.29
15	\$110,723.11	\$112,937.58	\$115,196.33	15	\$116,550.65	\$118,881.65	\$121,259.29
16	\$115,196.33	\$117,500.26	\$119,850.26	16	\$121,259.29	\$123,684.48	\$126,158.16
17	\$115,196.33	\$117,500.26	\$119,850.26	17	\$121,259.29	\$123,684.48	\$126,158.16
18	\$115,196.33	\$117,500.26	\$119,850.26	18	\$121,259.29	\$123,684.48	\$126,158.16
19	\$115,196.33	\$117,500.26	\$119,850.26	19	\$121,259.29	\$123,684.48	\$126,158.16
20	\$115,196.33	\$117,500.26	\$119,850.26	20	\$121,259.29	\$123,684.48	\$126,158.16
21	\$119,850.26	\$122,247.27	\$124,692.20	21	\$126,158.16	\$128,681.33	\$131,254.95

Dist Exp	0-8 years	9-13 years	14+ years	Dist Exp	0-8 years	9-13 years	14+ years
Level	L09_A09	L09_B09	L09_C09	Level	L10_A10	L10_B10	L10_C10
1	\$114,135.27	\$116,417.97	\$118,746.33	1	\$123,825.99	\$126,302.51	\$128,828.56
2	\$114,135.27	\$116,417.97	\$118,746.33	2	\$123,825.99	\$126,302.51	\$128,828.56
3	\$114,135.27	\$116,417.97	\$118,746.33	3	\$123,825.99	\$126,302.51	\$128,828.56
4	\$114,135.27	\$116,417.97	\$118,746.33	4	\$123,825.99	\$126,302.51	\$128,828.56
5	\$114,135.27	\$116,417.97	\$118,746.33	5	\$123,825.99	\$126,302.51	\$128,828.56
6	\$118,746.33	\$121,121.25	\$123,543.69	6	\$128,828.56	\$131,405.13	\$134,033.23
7	\$118,746.33	\$121,121.25	\$123,543.69	7	\$128,828.56	\$131,405.13	\$134,033.23
8	\$118,746.33	\$121,121.25	\$123,543.69	8	\$128,828.56	\$131,405.13	\$134,033.23
9	\$118,746.33	\$121,121.25	\$123,543.69	9	\$128,828.56	\$131,405.13	\$134,033.23
10	\$118,746.33	\$121,121.25	\$123,543.69	10	\$128,828.56	\$131,405.13	\$134,033.23
11	\$123,543.69	\$126,014.55	\$128,534.85	11	\$134,033.23	\$136,713.90	\$139,448.18
12	\$123,543.69	\$126,014.55	\$128,534.85	12	\$134,033.23	\$136,713.90	\$139,448.18
13	\$123,543.69	\$126,014.55	\$128,534.85	13	\$134,033.23	\$136,713.90	\$139,448.18
14	\$123,543.69	\$126,014.55	\$128,534.85	14	\$134,033.23	\$136,713.90	\$139,448.18
15	\$123,543.69	\$126,014.55	\$128,534.85	15	\$134,033.23	\$136,713.90	\$139,448.18
16	\$128,534.85	\$131,105.54	\$133,727.65	16	\$139,448.18	\$142,237.14	\$145,081.88
17	\$128,534.85	\$131,105.54	\$133,727.65	17	\$139,448.18	\$142,237.14	\$145,081.88
18	\$128,534.85	\$131,105.54	\$133,727.65	18	\$139,448.18	\$142,237.14	\$145,081.88
19	\$128,534.85	\$131,105.54	\$133,727.65	19	\$139,448.18	\$142,237.14	\$145,081.88
20	\$128,534.85	\$131,105.54	\$133,727.65	20	\$139,448.18	\$142,237.14	\$145,081.88
21	\$133,727.65	\$136,402.20	\$139,130.25	21	\$145,081.88	\$147,983.52	\$150,943.19

Dist Exp	0-8 years	9-13 years	14+ years
Level	L11_A11	L11_B11	L11_C11
1	\$132,439.98	\$135,088.77	\$137,790.55
2	\$132,439.98	\$135,088.77	\$137,790.55
3	\$132,439.98	\$135,088.77	\$137,790.55
4	\$132,439.98	\$135,088.77	\$137,790.55
5	\$132,439.98	\$135,088.77	\$137,790.55
6	\$137,790.55	\$140,546.36	\$143,357.28
7	\$137,790.55	\$140,546.36	\$143,357.28
8	\$137,790.55	\$140,546.36	\$143,357.28
9	\$137,790.55	\$140,546.36	\$143,357.28
10	\$137,790.55	\$140,546.36	\$143,357.28
11	\$143,357.28	\$146,224.43	\$149,148.92
12	\$143,357.28	\$146,224.43	\$149,148.92
13	\$143,357.28	\$146,224.43	\$149,148.92
14	\$143,357.28	\$146,224.43	\$149,148.92
15	\$143,357.28	\$146,224.43	\$149,148.92
16	\$149,148.92	\$152,131.90	\$155,174.54
17	\$149,148.92	\$152,131.90	\$155,174.54
18	\$149,148.92	\$152,131.90	\$155,174.54
19	\$149,148.92	\$152,131.90	\$155,174.54
20	\$149,148.92	\$152,131.90	\$155,174.54
21	\$155,174.54	\$158,278.03	\$161,443.58

APPENDIX B
2022-2023 Salary Schedules

Dist Exp	0-8 years	9-13 years	14+ years	Dist Exp	0-8 years	9-13 years	14+ years
Level	L01_A01	L01_B01	L01_C01	Level	L02_A02	L02_B02	L02_C02
1	\$72,648.17	\$74,101.14	\$75,583.15	1	\$78,236.49	\$79,801.22	\$81,397.25
2	\$72,648.17	\$74,101.14	\$75,583.15	2	\$78,236.49	\$79,801.22	\$81,397.25
3	\$72,648.17	\$74,101.14	\$75,583.15	3	\$78,236.49	\$79,801.22	\$81,397.25
4	\$72,648.17	\$74,101.14	\$75,583.15	4	\$78,236.49	\$79,801.22	\$81,397.25
5	\$72,648.17	\$74,101.14	\$75,583.15	5	\$78,236.49	\$79,801.22	\$81,397.25
6	\$75,583.15	\$77,094.82	\$78,636.72	6	\$81,397.25	\$83,025.19	\$84,685.70
7	\$75,583.15	\$77,094.82	\$78,636.72	7	\$81,397.25	\$83,025.19	\$84,685.70
8	\$75,583.15	\$77,094.82	\$78,636.72	8	\$81,397.25	\$83,025.19	\$84,685.70
9	\$75,583.15	\$77,094.82	\$78,636.72	9	\$81,397.25	\$83,025.19	\$84,685.70
10	\$75,583.15	\$77,094.82	\$78,636.72	10	\$81,397.25	\$83,025.19	\$84,685.70
11	\$78,636.72	\$80,209.46	\$81,813.64	11	\$84,685.70	\$86,379.41	\$88,107.00
12	\$78,636.72	\$80,209.46	\$81,813.64	12	\$84,685.70	\$86,379.41	\$88,107.00
13	\$78,636.72	\$80,209.46	\$81,813.64	13	\$84,685.70	\$86,379.41	\$88,107.00
14	\$78,636.72	\$80,209.46	\$81,813.64	14	\$84,685.70	\$86,379.41	\$88,107.00
15	\$78,636.72	\$80,209.46	\$81,813.64	15	\$84,685.70	\$86,379.41	\$88,107.00
16	\$78,636.72	\$80,209.46	\$81,813.64	16	\$84,685.70	\$86,379.41	\$88,107.00
17	\$78,636.72	\$80,209.46	\$81,813.64	17	\$84,685.70	\$86,379.41	\$88,107.00
18	\$78,636.72	\$80,209.46	\$81,813.64	18	\$84,685.70	\$86,379.41	\$88,107.00
19	\$78,636.72	\$80,209.46	\$81,813.64	19	\$84,685.70	\$86,379.41	\$88,107.00
20	\$78,636.72	\$80,209.46	\$81,813.64	20	\$84,685.70	\$86,379.41	\$88,107.00
21	\$78,636.72	\$80,209.46	\$81,813.64	21	\$84,685.70	\$86,379.41	\$88,107.00

Dist Exp	0-8 years	9-13 years	14+ years	Dist Exp	0-8 years	9-13 years	14+ years
Level	L03_A03	L03_B03	L03_C03	Level	L04_A04	L04_B04	L04_C04
1	\$83,824.81	\$85,501.31	\$87,211.34	1	\$89,413.13	\$91,201.40	\$93,025.43
2	\$83,824.81	\$85,501.31	\$87,211.34	2	\$89,413.13	\$91,201.40	\$93,025.43
3	\$83,824.81	\$85,501.31	\$87,211.34	3	\$89,413.13	\$91,201.40	\$93,025.43
4	\$83,824.81	\$85,501.31	\$87,211.34	4	\$89,413.13	\$91,201.40	\$93,025.43
5	\$83,824.81	\$85,501.31	\$87,211.34	5	\$89,413.13	\$91,201.40	\$93,025.43
6	\$87,211.34	\$88,955.57	\$90,734.68	6	\$93,025.43	\$94,885.94	\$96,783.65
7	\$87,211.34	\$88,955.57	\$90,734.68	7	\$93,025.43	\$94,885.94	\$96,783.65
8	\$87,211.34	\$88,955.57	\$90,734.68	8	\$93,025.43	\$94,885.94	\$96,783.65
9	\$87,211.34	\$88,955.57	\$90,734.68	9	\$93,025.43	\$94,885.94	\$96,783.65
10	\$87,211.34	\$88,955.57	\$90,734.68	10	\$93,025.43	\$94,885.94	\$96,783.65
11	\$90,734.68	\$92,549.37	\$94,400.36	11	\$96,783.65	\$98,719.33	\$100,693.72
12	\$90,734.68	\$92,549.37	\$94,400.36	12	\$96,783.65	\$98,719.33	\$100,693.72
13	\$90,734.68	\$92,549.37	\$94,400.36	13	\$96,783.65	\$98,719.33	\$100,693.72
14	\$90,734.68	\$92,549.37	\$94,400.36	14	\$96,783.65	\$98,719.33	\$100,693.72
15	\$90,734.68	\$92,549.37	\$94,400.36	15	\$96,783.65	\$98,719.33	\$100,693.72
16	\$90,734.68	\$92,549.37	\$94,400.36	16	\$100,693.72	\$102,707.58	\$104,761.74
17	\$90,734.68	\$92,549.37	\$94,400.36	17	\$100,693.72	\$102,707.58	\$104,761.74
18	\$90,734.68	\$92,549.37	\$94,400.36	18	\$100,693.72	\$102,707.58	\$104,761.74
19	\$90,734.68	\$92,549.37	\$94,400.36	19	\$100,693.72	\$102,707.58	\$104,761.74
20	\$90,734.68	\$92,549.37	\$94,400.36	20	\$100,693.72	\$102,707.58	\$104,761.74
21	\$90,734.68	\$92,549.37	\$94,400.36	21	\$100,693.72	\$102,707.58	\$104,761.74

Dist Exp	0-8 years	9-13 years	14+ years	Dist Exp	0-8 years (11M)	9-13 years (11M)	14+ years (11M)
Level	L05_A05	L05_B05	L05_C05	Level	L06_A06	L06_B06	L06_C06
1	\$95,001.45	\$96,901.48	\$98,839.51	1	\$110,648.75	\$112,861.72	\$115,118.96
2	\$95,001.45	\$96,901.48	\$98,839.51	2	\$110,648.75	\$112,861.72	\$115,118.96
3	\$95,001.45	\$96,901.48	\$98,839.51	3	\$110,648.75	\$112,861.72	\$115,118.96
4	\$95,001.45	\$96,901.48	\$98,839.51	4	\$110,648.75	\$112,861.72	\$115,118.96
5	\$95,001.45	\$96,901.48	\$98,839.51	5	\$110,648.75	\$112,861.72	\$115,118.96
6	\$98,839.51	\$100,816.31	\$102,832.63	6	\$115,118.96	\$117,421.34	\$119,769.77
7	\$98,839.51	\$100,816.31	\$102,832.63	7	\$115,118.96	\$117,421.34	\$119,769.77
8	\$98,839.51	\$100,816.31	\$102,832.63	8	\$115,118.96	\$117,421.34	\$119,769.77
9	\$98,839.51	\$100,816.31	\$102,832.63	9	\$115,118.96	\$117,421.34	\$119,769.77
10	\$98,839.51	\$100,816.31	\$102,832.63	10	\$115,118.96	\$117,421.34	\$119,769.77
11	\$102,832.63	\$104,889.28	\$106,987.07	11	\$119,769.77	\$122,165.16	\$124,608.47
12	\$102,832.63	\$104,889.28	\$106,987.07	12	\$119,769.77	\$122,165.16	\$124,608.47
13	\$102,832.63	\$104,889.28	\$106,987.07	13	\$119,769.77	\$122,165.16	\$124,608.47
14	\$102,832.63	\$104,889.28	\$106,987.07	14	\$119,769.77	\$122,165.16	\$124,608.47
15	\$102,832.63	\$104,889.28	\$106,987.07	15	\$119,769.77	\$122,165.16	\$124,608.47
16	\$106,987.07	\$109,126.81	\$111,309.35	16	\$124,608.47	\$127,100.64	\$129,642.65
17	\$106,987.07	\$109,126.81	\$111,309.35	17	\$124,608.47	\$127,100.64	\$129,642.65
18	\$106,987.07	\$109,126.81	\$111,309.35	18	\$124,608.47	\$127,100.64	\$129,642.65
19	\$106,987.07	\$109,126.81	\$111,309.35	19	\$124,608.47	\$127,100.64	\$129,642.65
20	\$106,987.07	\$109,126.81	\$111,309.35	20	\$124,608.47	\$127,100.64	\$129,642.65
21	\$106,987.07	\$109,126.81	\$111,309.35	21	\$129,642.65	\$132,235.50	\$134,880.21

Dist Exp	0-8 years	9-13 years	14+ years	Dist Exp	0-8 years	9-13 years	14+ years
Level	L07_A07	L07_B07	L07_C07	Level	L08_A08	L08_B08	L08_C08
1	\$106,178.10	\$108,301.66	\$110,467.69	1	\$111,766.42	\$114,001.74	\$116,281.78
2	\$106,178.10	\$108,301.66	\$110,467.69	2	\$111,766.42	\$114,001.74	\$116,281.78
3	\$106,178.10	\$108,301.66	\$110,467.69	3	\$111,766.42	\$114,001.74	\$116,281.78
4	\$106,178.10	\$108,301.66	\$110,467.69	4	\$111,766.42	\$114,001.74	\$116,281.78
5	\$106,178.10	\$108,301.66	\$110,467.69	5	\$111,766.42	\$114,001.74	\$116,281.78
6	\$110,467.69	\$112,677.04	\$114,930.58	6	\$116,281.78	\$118,607.42	\$120,979.57
7	\$110,467.69	\$112,677.04	\$114,930.58	7	\$116,281.78	\$118,607.42	\$120,979.57
8	\$110,467.69	\$112,677.04	\$114,930.58	8	\$116,281.78	\$118,607.42	\$120,979.57
9	\$110,467.69	\$112,677.04	\$114,930.58	9	\$116,281.78	\$118,607.42	\$120,979.57
10	\$110,467.69	\$112,677.04	\$114,930.58	10	\$116,281.78	\$118,607.42	\$120,979.57
11	\$114,930.59	\$117,229.20	\$119,573.79	11	\$120,979.57	\$123,399.16	\$125,867.14
12	\$114,930.59	\$117,229.20	\$119,573.79	12	\$120,979.57	\$123,399.16	\$125,867.14
13	\$114,930.59	\$117,229.20	\$119,573.79	13	\$120,979.57	\$123,399.16	\$125,867.14
14	\$114,930.59	\$117,229.20	\$119,573.79	14	\$120,979.57	\$123,399.16	\$125,867.14
15	\$114,930.59	\$117,229.20	\$119,573.79	15	\$120,979.57	\$123,399.16	\$125,867.14
16	\$119,573.79	\$121,965.27	\$124,404.57	16	\$125,867.14	\$128,384.49	\$130,952.17
17	\$119,573.79	\$121,965.27	\$124,404.57	17	\$125,867.14	\$128,384.49	\$130,952.17
18	\$119,573.79	\$121,965.27	\$124,404.57	18	\$125,867.14	\$128,384.49	\$130,952.17
19	\$119,573.79	\$121,965.27	\$124,404.57	19	\$125,867.14	\$128,384.49	\$130,952.17
20	\$119,573.79	\$121,965.27	\$124,404.57	20	\$125,867.14	\$128,384.49	\$130,952.17
21	\$124,404.57	\$126,892.66	\$129,430.51	21	\$130,952.17	\$133,571.22	\$136,242.64

Dist Exp	0-8 years	9-13 years	14+ years	Dist Exp	0-8 years	9-13 years	14+ years
Level	L09_A09	L09_B09	L09_C09	Level	L10_A10	L10_B10	L10_C10
1	\$118,472.41	\$120,841.85	\$123,258.69	1	\$128,531.38	\$131,102.00	\$133,724.05
2	\$118,472.41	\$120,841.85	\$123,258.69	2	\$128,531.38	\$131,102.00	\$133,724.05
3	\$118,472.41	\$120,841.85	\$123,258.69	3	\$128,531.38	\$131,102.00	\$133,724.05
4	\$118,472.41	\$120,841.85	\$123,258.69	4	\$128,531.38	\$131,102.00	\$133,724.05
5	\$118,472.41	\$120,841.85	\$123,258.69	5	\$128,531.38	\$131,102.00	\$133,724.05
6	\$123,258.69	\$125,723.86	\$128,238.35	6	\$133,724.05	\$136,398.53	\$139,126.50
7	\$123,258.69	\$125,723.86	\$128,238.35	7	\$133,724.05	\$136,398.53	\$139,126.50
8	\$123,258.69	\$125,723.86	\$128,238.35	8	\$133,724.05	\$136,398.53	\$139,126.50
9	\$123,258.69	\$125,723.86	\$128,238.35	9	\$133,724.05	\$136,398.53	\$139,126.50
10	\$123,258.69	\$125,723.86	\$128,238.35	10	\$133,724.05	\$136,398.53	\$139,126.50
11	\$128,238.35	\$130,803.10	\$133,419.17	11	\$139,126.50	\$141,909.02	\$144,747.21
12	\$128,238.35	\$130,803.10	\$133,419.17	12	\$139,126.50	\$141,909.02	\$144,747.21
13	\$128,238.35	\$130,803.10	\$133,419.17	13	\$139,126.50	\$141,909.02	\$144,747.21
14	\$128,238.35	\$130,803.10	\$133,419.17	14	\$139,126.50	\$141,909.02	\$144,747.21
15	\$128,238.35	\$130,803.10	\$133,419.17	15	\$139,126.50	\$141,909.02	\$144,747.21
16	\$133,419.17	\$136,087.55	\$138,809.30	16	\$144,747.21	\$147,642.15	\$150,594.99
17	\$133,419.17	\$136,087.55	\$138,809.30	17	\$144,747.21	\$147,642.15	\$150,594.99
18	\$133,419.17	\$136,087.55	\$138,809.30	18	\$144,747.21	\$147,642.15	\$150,594.99
19	\$133,419.17	\$136,087.55	\$138,809.30	19	\$144,747.21	\$147,642.15	\$150,594.99
20	\$133,419.17	\$136,087.55	\$138,809.30	20	\$144,747.21	\$147,642.15	\$150,594.99
21	\$138,809.30	\$141,585.49	\$144,417.20	21	\$150,594.99	\$153,606.90	\$156,679.03

Dist Exp	0-8 years	9-13 years	14+ years
Level	L11_A11	L11_B11	L11_C11
1	\$137,472.70	\$140,222.14	\$143,026.60
2	\$137,472.70	\$140,222.14	\$143,026.60
3	\$137,472.70	\$140,222.14	\$143,026.60
4	\$137,472.70	\$140,222.14	\$143,026.60
5	\$137,472.70	\$140,222.14	\$143,026.60
6	\$143,026.60	\$145,887.12	\$148,804.86
7	\$143,026.60	\$145,887.12	\$148,804.86
8	\$143,026.60	\$145,887.12	\$148,804.86
9	\$143,026.60	\$145,887.12	\$148,804.86
10	\$143,026.60	\$145,887.12	\$148,804.86
11	\$148,804.86	\$151,780.96	\$154,816.58
12	\$148,804.86	\$151,780.96	\$154,816.58
13	\$148,804.86	\$151,780.96	\$154,816.58
14	\$148,804.86	\$151,780.96	\$154,816.58
15	\$148,804.86	\$151,780.96	\$154,816.58
16	\$154,816.58	\$157,912.91	\$161,071.17
17	\$154,816.58	\$157,912.91	\$161,071.17
18	\$154,816.58	\$157,912.91	\$161,071.17
19	\$154,816.58	\$157,912.91	\$161,071.17
20	\$154,816.58	\$157,912.91	\$161,071.17
21	\$161,071.17	\$164,292.59	\$167,578.44

APPENDIX C

The District's Policies and Regulations can be found on the District website, and include the following:

- Policy 4005
- Policy 4007
- Policy 4027
- Policy 4140