

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
 AFTER SCHOOL EDUCATION & SAFETY PROGRAM (ASES)
 SALARY SCHEDULE
 2023-2024 - effective 7/1/2023**

	ASES* - Assistant to the Director - Credentialed Instructional Staff Member	ASES - Non-Credentialed Instructional Staff Member
	Range 1	Range 2
Hourly Rate Step 1	\$ 25.00	\$ 20.00

Board Approved: XX/XX/XXXX

*This ASES rate applies to the Assistant to the Director and any ASES teaching staff members with a qualified credential related to the subject matter he/she is teaching.

- The time base for each of the above salary values is hourly.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CERTIFICATED COUNSELOR SALARY SCHEDULE
2023-2024 - plus 2% - effective 7/1/2023**

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 50,677	\$ 50,677	\$ 57,434	\$ 59,157	\$ 60,932	\$ 62,760	\$ 64,642
2			\$ 58,582	\$ 60,339	\$ 62,150	\$ 64,015	\$ 65,936
3			\$ 59,755	\$ 61,547	\$ 63,393	\$ 65,295	\$ 67,253
4			\$ 60,949	\$ 62,778	\$ 64,660	\$ 66,601	\$ 68,600
5			\$ 62,169	\$ 64,034	\$ 65,954	\$ 67,932	\$ 69,971
6			\$ 63,412	\$ 65,314	\$ 67,274	\$ 69,292	\$ 71,370
7			\$ 64,681	\$ 66,620	\$ 68,618	\$ 70,677	\$ 72,797
8			\$ 65,973	\$ 67,953	\$ 69,991	\$ 72,091	\$ 74,253
9			\$ 67,292	\$ 69,312	\$ 71,390	\$ 73,532	\$ 75,738
10			\$ 68,638	\$ 70,698	\$ 72,819	\$ 75,003	\$ 77,253
11				\$ 72,111	\$ 74,275	\$ 76,503	\$ 78,799
12				\$ 73,554	\$ 75,760	\$ 78,034	\$ 80,375
13					\$ 77,275	\$ 79,595	\$ 81,982
14					\$ 78,821	\$ 81,186	\$ 83,622
15	Masters	\$ 1,000.00			\$ 80,397	\$ 82,809	\$ 85,294
16	Doctorate	\$ 2,000.00			\$ 82,005	\$ 84,466	\$ 87,000
17					\$ 83,645	\$ 86,156	\$ 88,740
18					\$ 85,318	\$ 87,879	\$ 90,514
19					\$ 87,024	\$ 89,635	\$ 92,325
20					\$ 88,766	\$ 91,429	\$ 94,171
21					\$ 90,541	\$ 93,257	\$ 96,055
22					\$ 92,352	\$ 95,122	\$ 97,975
23					\$ 94,198	\$ 97,026	\$ 99,935
24					\$ 96,082	\$ 98,965	\$ 101,935

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).

- Position is 8 hours per day/190 days per year.
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE**

**Teacher on Special Assignment - District Reading Program Coordinator
2023-2024 - plus 2% - effective 7/1/2023**

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 51,078	\$ 51,078	\$ 57,888	\$ 59,625	\$ 61,414	\$ 63,256	\$ 65,153
2			\$ 59,046	\$ 60,816	\$ 62,642	\$ 64,521	\$ 66,457
3			\$ 60,227	\$ 62,034	\$ 63,895	\$ 65,812	\$ 67,785
4			\$ 61,431	\$ 63,275	\$ 65,172	\$ 67,128	\$ 69,142
5			\$ 62,660	\$ 64,540	\$ 66,476	\$ 68,470	\$ 70,525
6			\$ 63,913	\$ 65,831	\$ 67,806	\$ 69,840	\$ 71,934
7			\$ 65,192	\$ 67,147	\$ 69,161	\$ 71,236	\$ 73,373
8			\$ 66,495	\$ 68,490	\$ 70,545	\$ 72,661	\$ 74,841
9			\$ 67,824	\$ 69,861	\$ 71,955	\$ 74,114	\$ 76,337
10			\$ 69,181	\$ 71,257	\$ 73,395	\$ 75,597	\$ 77,864
11				\$ 72,682	\$ 74,863	\$ 77,108	\$ 79,422
12				\$ 74,136	\$ 76,359	\$ 78,651	\$ 81,011
13					\$ 77,887	\$ 80,224	\$ 82,630
14					\$ 79,444	\$ 81,828	\$ 84,283
15	Masters	\$ 1,000.00			\$ 81,033	\$ 83,464	\$ 85,969
16	Doctorate	\$ 2,000.00			\$ 82,654	\$ 85,134	\$ 87,688
17					\$ 84,307	\$ 86,837	\$ 89,442
18					\$ 85,993	\$ 88,574	\$ 91,230
19					\$ 87,712	\$ 90,344	\$ 93,055
20					\$ 89,468	\$ 92,153	\$ 94,916
21					\$ 91,257	\$ 93,995	\$ 96,814
22					\$ 93,082	\$ 95,874	\$ 98,750
23					\$ 94,943	\$ 97,793	\$ 100,725
24					\$ 96,841	\$ 99,748	\$ 102,741

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).

- Position is 7.5 hours per day/204 days per year.
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
2023-2024 - plus 2% - effective 7/1/2023**

184 Days

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 46,070	\$ 46,070	\$ 52,212	\$ 53,779	\$ 55,393	\$ 57,054	\$ 58,765
2			\$ 53,257	\$ 54,854	\$ 56,500	\$ 58,195	\$ 59,941
3			\$ 54,322	\$ 55,952	\$ 57,630	\$ 59,359	\$ 61,139
4			\$ 55,408	\$ 57,071	\$ 58,782	\$ 60,547	\$ 62,363
5			\$ 56,517	\$ 58,212	\$ 59,958	\$ 61,757	\$ 63,610
6			\$ 57,647	\$ 59,376	\$ 61,158	\$ 62,993	\$ 64,882
7			\$ 58,800	\$ 60,563	\$ 62,380	\$ 64,252	\$ 66,179
8			\$ 59,975	\$ 61,775	\$ 63,629	\$ 65,537	\$ 67,503
9			\$ 61,175	\$ 63,011	\$ 64,900	\$ 66,847	\$ 68,853
10			\$ 62,399	\$ 64,271	\$ 66,199	\$ 68,185	\$ 70,230
11				\$ 65,556	\$ 67,523	\$ 69,549	\$ 71,636
12				\$ 66,867	\$ 68,873	\$ 70,940	\$ 73,068
13					\$ 70,250	\$ 72,359	\$ 74,529
14					\$ 71,655	\$ 73,805	\$ 76,020
15	Masters	\$ 1,000.00			\$ 73,088	\$ 75,281	\$ 77,540
16	Doctorate	\$ 2,000.00			\$ 74,550	\$ 76,788	\$ 79,091
17					\$ 76,041	\$ 78,323	\$ 80,673
18					\$ 77,562	\$ 79,890	\$ 82,285
19					\$ 79,113	\$ 81,487	\$ 83,932
20					\$ 80,696	\$ 83,118	\$ 85,610
21					\$ 82,310	\$ 84,779	\$ 87,322
22					\$ 83,956	\$ 86,475	\$ 89,068
23					\$ 85,635	\$ 88,205	\$ 90,850
24					\$ 87,347	\$ 89,968	\$ 92,668

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).

is 184 days.

- The time base for each of the above salary values is annually.

**POINT ARENA SCHOOLS
DISTRICT OFFICE - SALARY SCHEDULE
2023-2024 - plus 4% - effective 7/1/2023**

		BUSINESS MANAGER	
	Step		
Trainee	1	\$	76,000
Trainee	2	\$	77,140
Permanent	1	\$	79,454
	2	\$	81,838
	3	\$	84,293
	4	\$	86,822
	5	\$	89,426
	6	\$	92,109
	7	\$	94,872
	8	\$	97,718
	9	\$	100,650
	10	\$	103,669
	11	\$	106,779
	12	\$	109,983
	13	\$	113,282
	14	\$	116,681
	15	\$	120,181
	16	\$	123,787
	17	\$	127,500
	18	\$	131,325
19	\$	135,265	
20	\$	139,323	

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- An employee will only receive compensation for one advanced degree (Doctorate or Masters degree), not for multiple advanced degrees. Therefore, the maximum advanced degree stipend amount an individual employee is eligible to receive is \$2,000 (for a Doctorate degree).

- 1.5% between Trainee Steps (1-2); 3% between Steps (1-20)
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
COACHES SALARY SCHEDULE
2023-2024 - effective 7/1/2023**

STEP	
1	\$ 1,180
2	\$ 1,215
3	\$ 1,251
4	\$ 1,288
5	\$ 1,326
6	\$ 1,365
7	\$ 1,405
8	\$ 1,447
9	\$ 1,490
10	\$ 1,534

- Step Increase is 3% per step
- The time base for each of the above salary values is annually.

Board approved: XX/XX/XXXX

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
COACHES SALARY SCHEDULE
2023-2024 - plus 2% - effective 7/1/2023**

STEP	Tier 1	Tier 2
1	\$ 2,764	\$ 2,073
2	\$ 2,847	\$ 2,135
3	\$ 2,933	\$ 2,199
4	\$ 3,021	\$ 2,265
5	\$ 3,111	\$ 2,333
6	\$ 3,204	\$ 2,403
7	\$ 3,301	\$ 2,475
8	\$ 3,400	\$ 2,550
9	\$ 3,502	\$ 2,626
10	\$ 3,607	\$ 2,705

<u>EXPLANATION/NOTES:</u>	
Each Coach involved in playoffs, will receive a \$300 stipend for additional time/effort that is required. The Athletic Director is responsible for notifying the District Office.	
Each Coach will receive payment as stated below:	
Football/Volleyball/Soccer	November 10 (Lump Sum)
Basketball/Wrestling	February 10 and March 10 (2 payments)
Baseball/Softball/Tennis/Golf/Track	May 10 (Lump Sum)
Cheerleader Advisor	February 10 (Lump Sum)
Athletic Director	Monthly (10 equal payments)
Activities Director	Monthly (10 equal payments)

Tier 1 starts at 6.0% of Certificated Salary Schedule, column 1. All Varsity Sports and Triathlon.

Tier 2 starts at 4.5% of Certificated Salary Schedule, column 1. All Junior Varsity Sports.

Note: There shall be one \$500.00 stipend available for Assistant Coach(es) per Varsity sport. Assistant Coaches for Junior Varsity sports are not eligible for stipends.

Assistant Varsity Football coach receives a flat stipend of \$1000 per season.

- Step Increase is 3% per step
- The time base for each of the above salary values is annually.

Board approved: XX/XX/XXXX

POINT ARENA SCHOOLS
CONFIDENTIAL MANAGEMENT - SALARY SCHEDULE
2023-2024 - column adjustment plus 4% - effective 7/1/2023

STEP	HUMAN RESOURCES ANALYST	ACCOUNTING TECHNICIAN	DISTRICT SECRETARY
1	\$ 22.35	\$ 21.01	\$ 18.67
2	\$ 23.00	\$ 21.63	\$ 19.23
3	\$ 23.71	\$ 22.30	\$ 19.81
4	\$ 24.43	\$ 22.96	\$ 20.40
5	\$ 25.14	\$ 23.66	\$ 21.01
6	\$ 25.91	\$ 24.36	\$ 21.64
7	\$ 26.67	\$ 25.08	\$ 22.29
8	\$ 27.48	\$ 25.85	\$ 22.96
9	\$ 28.30	\$ 26.61	\$ 23.65
10	\$ 29.15	\$ 27.44	\$ 24.36
11	\$ 30.05	\$ 28.26	\$ 25.09
12	\$ 30.93	\$ 29.10	\$ 25.84
13	\$ 31.87	\$ 29.96	\$ 26.62
14	\$ 32.82	\$ 30.88	\$ 27.42
15	\$ 33.80	\$ 31.79	\$ 28.24
16	\$ 34.82	\$ 32.75	\$ 29.09
17	\$ 35.87	\$ 33.74	\$ 29.96
18	\$ 36.94	\$ 34.74	\$ 30.86
19	\$ 38.04	\$ 35.79	\$ 31.78
20	\$ 39.19	\$ 36.86	\$ 32.74
21	\$ 40.35	\$ 37.96	\$ 33.72
22	\$ 41.57	\$ 39.10	\$ 34.73
23	\$ 42.83	\$ 40.28	\$ 35.77
24	\$ 44.10	\$ 41.49	\$ 36.85

Board Adopted: XX/XX/XXXX

- 3% between Steps (1-24)
- The time base for each of the above salary values is hourly.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
ARENA UNION ELEMENTARY SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2023-2024 - column adjustments plus 4% - effective 7/1/2023**

	A	B	C	D	E	F
	Food Service Cook I Custodian Biling. Com/Sc. Liaision Library Media Tech. Health Tech. Asst. Paraeducator: Regular Ed.	Food Service Cook II Campus Security Instruction Specialist: Construction N.A. Comm/Sch. Liais. Paraeducator: Special Education I ELD	Maintenance Admin. Assistant I Paraeducator: Special Education II Special Ed. II (Transition)	Bus Driver	Admin. Assistant II	Mechanic/Bus Driver
Step	Range					
1	16.00	16.72	17.56	18.43	19.35	21.20
2	16.41	17.22	18.09	18.99	19.93	21.83
3	16.91	17.74	18.62	19.56	20.53	22.50
4	17.41	18.27	19.19	20.14	21.15	23.15
5	17.93	18.81	19.76	20.74	21.78	23.87
6	18.47	19.39	20.36	21.37	22.43	24.58
7	19.02	19.97	20.97	22.02	23.11	25.31
8	19.59	20.56	21.60	22.67	23.80	26.07
9	20.18	21.18	22.24	23.35	24.51	26.86
10	20.79	21.81	22.91	24.06	25.25	27.66
11	21.41	22.47	23.60	24.76	26.01	28.50
12	22.06	23.14	24.30	25.52	26.79	29.34
13	22.71	23.83	25.02	26.28	27.59	30.21
14	23.39	24.55	25.77	27.07	28.42	31.13
15	24.10	25.29	26.55	27.88	29.27	32.07
16	24.81	26.05	27.35	28.72	30.15	33.03
17	25.56	26.84	28.17	29.57	31.05	34.02
18	26.33	27.64	29.01	30.47	31.99	35.04
19	27.12	28.48	29.89	31.39	32.94	36.09
20	27.93	29.32	30.77	32.32	33.93	37.17
21	28.78	30.19	31.71	33.30	34.95	38.28
22	29.64	31.11	32.67	34.30	36.00	39.45
23	30.52	32.05	33.64	35.33	37.08	40.62
24	31.44	33.01	34.65	36.39	38.19	41.84

Board Approved: XX/XX/XXXX

- Note: Not Compliant with NCLB.
- Professional Growth: \$75 increment per unit of study, 4 units per year. 60 Units Maximum.
- The time base for each of the above salary values is hourly.

POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CTE/ROP Employees
SALARY SCHEDULE
2023-2024 - plus 2% - effective 7/1/2023

Step/Column	1 CTE credential	2+ CTE credentials
1	\$ 46,571	\$ 48,899
2	\$ 48,899	\$ 51,344
3	\$ 50,366	\$ 52,884
4	\$ 51,877	\$ 54,471
5	\$ 53,433	\$ 56,105
6	\$ 55,036	\$ 57,788

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).

- 5% between Steps 1 and 2; 3% between all other Steps
- The time base for each of the above salary values is annually.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
 ARENA UNION ELEMENTARY SCHOOL DISTRICT
 CLASSIFIED DIRECTOR SALARY SCHEDULE
 2023-2024 - plus 4% - effective 7/1/2023**

Step	Food Service Maintenance/Operations Transportation After School Program (ASES) Math - Academic
1	\$24.77
2	\$25.53
3	\$26.31
4	\$27.08
5	\$27.91
6	\$28.74
7	\$29.61
8	\$30.48
9	\$31.36
10	\$32.35
11	\$33.32
12	\$34.32
13	\$35.35
14	\$36.40
15	\$37.51
16	\$38.65
17	\$39.79
18	\$40.98
19	\$42.22
20	\$43.48
21	\$44.79
22	\$46.12
23	\$47.51
24	\$48.93

Board Approved XX/XX/XXXX

- 3% between Steps (1-24)
- The time base for each of the above salary values is hourly.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
 ARENA UNION ELEMENTARY SCHOOL DISTRICT
 CLASSIFIED SALARY SCHEDULE
 2023-2024 - effective 7/1/2023**

Mental Health Therapist	
Step	
1	35.90
2	36.96
3	38.06
4	39.22
5	40.39
6	41.60
7	42.84
8	44.13
9	45.47
10	46.83
11	48.23
12	49.68
13	51.17
14	52.71
15	54.28
16	55.92
17	57.60
18	59.32
19	61.10
20	62.93

Board Adopted: XX/XX/XXXX

- 3% between Steps (1-20)
- The time base for each of the above salary values is hourly.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
PRESCHOOL SALARY SCHEDULE
2023-2024 - plus 4% - effective 7/1/2023**

Step/Col	Associate Teacher	Teacher
1	\$ 28,117	\$ 28,961
2	\$ 28,679	\$ 29,540
3	\$ 29,254	\$ 30,129
4	\$ 29,839	\$ 30,733
5	\$ 30,435	\$ 31,349
6	\$ 31,044	\$ 31,975
7	\$ 31,664	\$ 32,614
8	\$ 32,296	\$ 33,267
9	\$ 32,944	\$ 33,932
10	\$ 33,604	\$ 34,611
11	\$ 34,276	\$ 35,303
12	\$ 34,961	\$ 36,009
13	\$ 35,661	\$ 36,729
14	\$ 36,374	\$ 37,464
15	\$ 37,101	\$ 38,213
16	\$ 37,843	\$ 38,977

Master Teacher	Site Supervisor	Program Director
\$ 44,323	\$ 45,653	\$ 47,024
\$ 45,210	\$ 46,566	\$ 47,963
\$ 46,114	\$ 47,498	\$ 48,921
\$ 47,036	\$ 48,447	\$ 49,901
\$ 47,977	\$ 49,416	\$ 50,899
\$ 48,937	\$ 50,405	\$ 51,917
\$ 49,915	\$ 51,413	\$ 52,955
\$ 50,914	\$ 52,441	\$ 54,014
\$ 51,932	\$ 53,490	\$ 55,095
\$ 52,971	\$ 54,560	\$ 56,196
\$ 54,030	\$ 55,651	\$ 57,320
\$ 55,111	\$ 56,764	\$ 58,467
\$ 56,213	\$ 57,899	\$ 59,636
\$ 57,337	\$ 59,057	\$ 60,829
\$ 58,484	\$ 60,238	\$ 62,045
\$ 59,653	\$ 61,443	\$ 63,286

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).
- The time base for each of the above salary values is annually.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
ADMINISTRATOR - SALARY SCHEDULE
2023-2024 - effective 7/1/2023**

Experience	Salary	Merit 1	Merit 2	Merit 3	Merit 4	Merit 5	Merit 6	Merit 7
Step 1	\$ 82,140							
Step 2	\$ 84,941	\$ 87,047						
Step 3	\$ 87,749	\$ 89,855	\$ 91,961					
Step 4	\$ 90,557	\$ 92,663	\$ 94,769	\$ 96,875				
Step 5	\$ 93,365	\$ 95,472	\$ 97,577	\$ 99,683				
Step 6	\$ 96,173	\$ 98,279	\$ 100,385	\$ 101,618	\$ 102,865	\$ 104,112	\$ 105,359	\$ 106,605
Step 7	\$ 97,616	\$ 99,753	\$ 101,891	\$ 103,142	\$ 104,408	\$ 105,673	\$ 106,939	\$ 108,205
Step 8	\$ 99,080	\$ 101,249	\$ 103,419	\$ 104,689	\$ 105,974	\$ 107,259	\$ 108,543	\$ 109,828
Step 9	\$ 100,566	\$ 102,768	\$ 104,970	\$ 106,260	\$ 107,564	\$ 108,867	\$ 110,171	\$ 111,475
Step 10	\$ 102,075	\$ 104,310	\$ 106,545	\$ 107,854	\$ 109,177	\$ 110,500	\$ 111,824	\$ 113,147
Step 11	\$ 103,606	\$ 105,874	\$ 108,143	\$ 109,471	\$ 110,815	\$ 112,158	\$ 113,501	\$ 114,844
Step 12	\$ 105,160	\$ 107,463	\$ 109,765	\$ 111,114	\$ 112,477	\$ 113,840	\$ 115,204	\$ 116,567
Step 13	\$ 106,737	\$ 109,074	\$ 111,412	\$ 112,780	\$ 114,164	\$ 115,548	\$ 116,932	\$ 118,316
Step 14	\$ 108,338	\$ 110,711	\$ 113,083	\$ 114,472	\$ 115,877	\$ 117,281	\$ 118,686	\$ 120,090

Board Approved: XX/XX/XXXX

- Employees with a Doctorate degree will receive a (+\$2,000) stipend.
- Employees with a Masters degree will receive a (+\$1,000) stipend.
- Employees with one Doctorate degree or one Masters degree plus an additional Doctorate or Masters degree will receive an added (+\$500) for the additional degree (maximum of \$1,500 or \$2,500 total).

- Work year is 210 days.
- Average percentage amongst Steps (1-6) between steps is ~3%; 1.5% between Steps (6-14)
- The time base for each of the above salary values is annually.