

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
2024-2025 - plus 5% - effective 7/1/2024**

184 Days

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 48,373	\$ 48,373	\$ 54,823	\$ 56,468	\$ 58,162	\$ 59,907	\$ 61,703
2			\$ 55,920	\$ 57,597	\$ 59,325	\$ 61,105	\$ 62,939
3			\$ 57,039	\$ 58,749	\$ 60,512	\$ 62,327	\$ 64,196
4			\$ 58,179	\$ 59,925	\$ 61,721	\$ 63,574	\$ 65,481
5			\$ 59,343	\$ 61,123	\$ 62,956	\$ 64,844	\$ 66,791
6			\$ 60,530	\$ 62,345	\$ 64,216	\$ 66,142	\$ 68,126
7			\$ 61,740	\$ 63,592	\$ 65,499	\$ 67,465	\$ 69,488
8			\$ 62,974	\$ 64,864	\$ 66,810	\$ 68,814	\$ 70,878
9			\$ 64,233	\$ 66,162	\$ 68,145	\$ 70,190	\$ 72,296
10			\$ 65,518	\$ 67,484	\$ 69,509	\$ 71,594	\$ 73,742
11				\$ 68,834	\$ 70,899	\$ 73,026	\$ 75,217
12				\$ 70,211	\$ 72,317	\$ 74,487	\$ 76,722
13					\$ 73,763	\$ 75,977	\$ 78,255
14					\$ 75,238	\$ 77,496	\$ 79,821
15	Masters	\$ 1,000.00			\$ 76,743	\$ 79,045	\$ 81,417
16	Doctorate	\$ 2,000.00			\$ 78,278	\$ 80,627	\$ 83,046
17					\$ 79,843	\$ 82,239	\$ 84,707
18					\$ 81,440	\$ 83,884	\$ 86,400
19					\$ 83,068	\$ 85,561	\$ 88,128
20					\$ 84,731	\$ 87,274	\$ 89,891
21					\$ 86,425	\$ 89,018	\$ 91,688
22					\$ 88,154	\$ 90,798	\$ 93,522
23					\$ 89,916	\$ 92,616	\$ 95,392
24					\$ 91,714	\$ 94,467	\$ 97,301

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.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CERTIFICATED COUNSELOR SALARY SCHEDULE
2024-2025 - plus 5% - effective 7/1/2024**

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 53,211	\$ 53,211	\$ 60,305	\$ 62,115	\$ 63,979	\$ 65,898	\$ 67,874
2			\$ 61,512	\$ 63,356	\$ 65,258	\$ 67,216	\$ 69,232
3			\$ 62,742	\$ 64,624	\$ 66,563	\$ 68,560	\$ 70,616
4			\$ 63,996	\$ 65,917	\$ 67,893	\$ 69,931	\$ 72,030
5			\$ 65,277	\$ 67,235	\$ 69,252	\$ 71,329	\$ 73,470
6			\$ 66,583	\$ 68,580	\$ 70,637	\$ 72,757	\$ 74,938
7			\$ 67,915	\$ 69,951	\$ 72,049	\$ 74,211	\$ 76,437
8			\$ 69,271	\$ 71,350	\$ 73,491	\$ 75,696	\$ 77,966
9			\$ 70,657	\$ 72,778	\$ 74,960	\$ 77,209	\$ 79,525
10			\$ 72,070	\$ 74,232	\$ 76,460	\$ 78,754	\$ 81,116
11				\$ 75,717	\$ 77,989	\$ 80,329	\$ 82,739
12				\$ 77,232	\$ 79,548	\$ 81,936	\$ 84,394
13					\$ 81,139	\$ 83,574	\$ 86,081
14					\$ 82,762	\$ 85,245	\$ 87,803
15	Masters	\$ 1,000.00			\$ 84,417	\$ 86,950	\$ 89,559
16	Doctorate	\$ 2,000.00			\$ 86,106	\$ 88,690	\$ 91,350
17					\$ 87,828	\$ 90,463	\$ 93,177
18					\$ 89,584	\$ 92,273	\$ 95,040
19					\$ 91,375	\$ 94,117	\$ 96,941
20					\$ 93,204	\$ 96,001	\$ 98,880
21					\$ 95,068	\$ 97,920	\$ 100,857
22					\$ 96,969	\$ 99,878	\$ 102,874
23					\$ 98,908	\$ 101,877	\$ 104,931
24					\$ 100,886	\$ 103,913	\$ 107,031

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
2024-2025 - plus 5% - effective 7/1/2024**

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 53,632	\$ 53,632	\$ 60,782	\$ 62,606	\$ 64,485	\$ 66,419	\$ 68,411
2			\$ 61,998	\$ 63,857	\$ 65,774	\$ 67,747	\$ 69,780
3			\$ 63,239	\$ 65,135	\$ 67,089	\$ 69,102	\$ 71,174
4			\$ 64,503	\$ 66,439	\$ 68,430	\$ 70,484	\$ 72,599
5			\$ 65,793	\$ 67,767	\$ 69,800	\$ 71,893	\$ 74,051
6			\$ 67,109	\$ 69,122	\$ 71,196	\$ 73,332	\$ 75,531
7			\$ 68,452	\$ 70,504	\$ 72,619	\$ 74,798	\$ 77,042
8			\$ 69,819	\$ 71,915	\$ 74,072	\$ 76,294	\$ 78,583
9			\$ 71,216	\$ 73,354	\$ 75,553	\$ 77,819	\$ 80,154
10			\$ 72,640	\$ 74,820	\$ 77,065	\$ 79,376	\$ 81,758
11				\$ 76,316	\$ 78,606	\$ 80,964	\$ 83,393
12				\$ 77,843	\$ 80,177	\$ 82,584	\$ 85,061
13					\$ 81,781	\$ 84,235	\$ 86,761
14					\$ 83,417	\$ 85,919	\$ 88,497
15	Masters	\$ 1,000.00			\$ 85,085	\$ 87,637	\$ 90,267
16	Doctorate	\$ 2,000.00			\$ 86,787	\$ 89,391	\$ 92,073
17					\$ 88,522	\$ 91,179	\$ 93,914
18					\$ 90,292	\$ 93,002	\$ 95,791
19					\$ 92,098	\$ 94,862	\$ 97,708
20					\$ 93,941	\$ 96,760	\$ 99,662
21					\$ 95,820	\$ 98,695	\$ 101,655
22					\$ 97,736	\$ 100,668	\$ 103,688
23					\$ 99,690	\$ 102,683	\$ 105,761
24					\$ 101,684	\$ 104,735	\$ 107,878

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.

POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CTE/ROP Employees
SALARY SCHEDULE
2024-2025 - plus 5% - effective 7/1/2024

Step/Column	1 CTE credential	2+ CTE credentials
1	\$ 48,899	\$ 51,344
2	\$ 51,344	\$ 53,911
3	\$ 52,884	\$ 55,529
4	\$ 54,471	\$ 57,194
5	\$ 56,105	\$ 58,910
6	\$ 57,788	\$ 60,678

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.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
ADMINISTRATOR - SALARY SCHEDULE
2024-2025 - plus 5% - effective 7/1/2024**

Experience	Salary	Merit 1	Merit 2	Merit 3	Merit 4	Merit 5	Merit 6	Merit 7
Step 1	\$ 86,247							
Step 2	\$ 89,189	\$ 91,400						
Step 3	\$ 92,137	\$ 94,348	\$ 96,559					
Step 4	\$ 95,085	\$ 97,296	\$ 99,508	\$ 101,719				
Step 5	\$ 98,033	\$ 100,246	\$ 102,456	\$ 104,667				
Step 6	\$ 100,982	\$ 103,193	\$ 105,404	\$ 106,699	\$ 108,008	\$ 109,317	\$ 110,627	\$ 111,936
Step 7	\$ 102,496	\$ 104,741	\$ 106,985	\$ 108,299	\$ 109,628	\$ 110,957	\$ 112,286	\$ 113,615
Step 8	\$ 104,034	\$ 106,312	\$ 108,590	\$ 109,924	\$ 111,273	\$ 112,621	\$ 113,970	\$ 115,319
Step 9	\$ 105,594	\$ 107,907	\$ 110,219	\$ 111,573	\$ 112,942	\$ 114,311	\$ 115,680	\$ 117,049
Step 10	\$ 107,178	\$ 109,525	\$ 111,872	\$ 113,246	\$ 114,636	\$ 116,025	\$ 117,415	\$ 118,804
Step 11	\$ 108,786	\$ 111,168	\$ 113,550	\$ 114,945	\$ 116,355	\$ 117,766	\$ 119,176	\$ 120,587
Step 12	\$ 110,418	\$ 112,836	\$ 115,253	\$ 116,669	\$ 118,101	\$ 119,532	\$ 120,964	\$ 122,395
Step 13	\$ 112,074	\$ 114,528	\$ 116,982	\$ 118,419	\$ 119,872	\$ 121,325	\$ 122,778	\$ 124,231
Step 14	\$ 113,755	\$ 116,246	\$ 118,737	\$ 120,196	\$ 121,670	\$ 123,145	\$ 124,620	\$ 126,095

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.

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
ARENA UNION ELEMENTARY SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2024-2025 - plus 5% - effective 7/1/2024**

	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	18.00	18.36	18.44	19.35	20.32	22.26
2	18.09	18.45	18.99	19.94	20.93	22.92
3	18.18	18.54	19.55	20.54	21.56	23.63
4	18.28	19.18	20.15	21.15	22.20	24.31
5	18.83	19.75	20.75	21.78	22.87	25.06
6	19.39	20.36	21.38	22.44	23.56	25.81
7	19.97	20.97	22.02	23.12	24.26	26.58
8	20.57	21.59	22.68	23.80	24.99	27.37
9	21.19	22.24	23.35	24.52	25.74	28.20
10	21.83	22.90	24.06	25.26	26.51	29.04
11	22.48	23.59	24.78	26.00	27.31	29.93
12	23.16	24.30	25.52	26.80	28.13	30.81
13	23.85	25.02	26.27	27.59	28.97	31.72
14	24.56	25.78	27.06	28.42	29.84	32.69
15	25.31	26.55	27.88	29.27	30.73	33.67
16	26.05	27.35	28.72	30.16	31.66	34.68
17	26.84	28.18	29.58	31.05	32.61	35.72
18	27.65	29.02	30.46	31.99	33.58	36.79
19	28.48	29.90	31.38	32.96	34.59	37.89
20	29.33	30.79	32.31	33.94	35.63	39.03
21	30.22	31.70	33.30	34.97	36.70	40.19
22	31.12	32.67	34.30	36.02	37.80	41.42
23	32.05	33.65	35.32	37.10	38.93	42.65
24	33.01	34.66	36.38	38.21	40.10	43.93

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
 ARENA UNION ELEMENTARY SCHOOL DISTRICT
 CLASSIFIED DIRECTOR SALARY SCHEDULE
 2024-2025 - plus 5% - effective 7/1/2024**

Step	Food Service Maintenance/Operations Transportation After School Program (ASES) Academic
1	\$26.01
2	\$26.81
3	\$27.63
4	\$28.43
5	\$29.31
6	\$30.18
7	\$31.09
8	\$32.00
9	\$32.93
10	\$33.97
11	\$34.99
12	\$36.04
13	\$37.12
14	\$38.22
15	\$39.39
16	\$40.58
17	\$41.78
18	\$43.03
19	\$44.33
20	\$45.65
21	\$47.03
22	\$48.43
23	\$49.89
24	\$51.38

Board Approved XX/XX/XXXX

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

POINT ARENA SCHOOLS
CONFIDENTIAL MANAGEMENT - SALARY SCHEDULE
2024-2025 - plus 5% - effective 7/1/2024

STEP	HUMAN RESOURCES ANALYST	ACCOUNTING TECHNICIAN	DISTRICT SECRETARY
1	\$ 23.47	\$ 22.06	\$ 19.60
2	\$ 24.15	\$ 22.71	\$ 20.19
3	\$ 24.90	\$ 23.42	\$ 20.80
4	\$ 25.65	\$ 24.11	\$ 21.42
5	\$ 26.40	\$ 24.84	\$ 22.06
6	\$ 27.21	\$ 25.58	\$ 22.73
7	\$ 28.00	\$ 26.33	\$ 23.41
8	\$ 28.85	\$ 27.14	\$ 24.11
9	\$ 29.72	\$ 27.94	\$ 24.83
10	\$ 30.61	\$ 28.81	\$ 25.58
11	\$ 31.55	\$ 29.67	\$ 26.35
12	\$ 32.48	\$ 30.56	\$ 27.14
13	\$ 33.46	\$ 31.46	\$ 27.95
14	\$ 34.46	\$ 32.42	\$ 28.79
15	\$ 35.49	\$ 33.38	\$ 29.65
16	\$ 36.56	\$ 34.39	\$ 30.54
17	\$ 37.66	\$ 35.43	\$ 31.46
18	\$ 38.79	\$ 36.48	\$ 32.40
19	\$ 39.94	\$ 37.58	\$ 33.37
20	\$ 41.15	\$ 38.70	\$ 34.37
21	\$ 42.37	\$ 39.86	\$ 35.41
22	\$ 43.65	\$ 41.06	\$ 36.47
23	\$ 44.97	\$ 42.29	\$ 37.56
24	\$ 46.31	\$ 43.56	\$ 38.69

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
 2024-2025 - effective 7/1/2024**

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.

**POINT ARENA SCHOOLS
DISTRICT OFFICE - SALARY SCHEDULE
2024-2025 - plus 5% - effective 7/1/2024**

		BUSINESS MANAGER	
	Step		
Trainee	1	\$	79,800
Trainee	2	\$	80,997
Permanent	1	\$	83,427
	2	\$	85,929
	3	\$	88,507
	4	\$	91,163
	5	\$	93,897
	6	\$	96,714
	7	\$	99,616
	8	\$	102,604
	9	\$	105,682
	10	\$	108,853
	11	\$	112,118
	12	\$	115,482
	13	\$	118,946
	14	\$	122,515
	15	\$	126,190
	16	\$	129,976
	17	\$	133,875
	18	\$	137,892
19	\$	142,028	
20	\$	146,289	

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
PRESCHOOL SALARY SCHEDULE
2024-2025 - plus 5% - effective 7/1/2024**

Step/Col	Associate Teacher	Teacher
1	\$ 29,523	\$ 30,409
2	\$ 30,113	\$ 31,017
3	\$ 30,717	\$ 31,636
4	\$ 31,331	\$ 32,270
5	\$ 31,957	\$ 32,917
6	\$ 32,596	\$ 33,574
7	\$ 33,248	\$ 34,245
8	\$ 33,911	\$ 34,930
9	\$ 34,591	\$ 35,629
10	\$ 35,284	\$ 36,341
11	\$ 35,990	\$ 37,068
12	\$ 36,710	\$ 37,809
13	\$ 37,444	\$ 38,566
14	\$ 38,193	\$ 39,337
15	\$ 38,956	\$ 40,124
16	\$ 39,736	\$ 40,926

Master Teacher	Site Supervisor	Program Director
\$ 46,540	\$ 47,936	\$ 49,375
\$ 47,470	\$ 48,894	\$ 50,361
\$ 48,420	\$ 49,872	\$ 51,367
\$ 49,388	\$ 50,870	\$ 52,396
\$ 50,376	\$ 51,887	\$ 53,444
\$ 51,383	\$ 52,925	\$ 54,513
\$ 52,411	\$ 53,983	\$ 55,603
\$ 53,459	\$ 55,063	\$ 56,715
\$ 54,529	\$ 56,164	\$ 57,849
\$ 55,619	\$ 57,288	\$ 59,006
\$ 56,731	\$ 58,433	\$ 60,186
\$ 57,866	\$ 59,602	\$ 61,390
\$ 59,023	\$ 60,794	\$ 62,618
\$ 60,204	\$ 62,010	\$ 63,870
\$ 61,408	\$ 63,250	\$ 65,148
\$ 62,636	\$ 64,515	\$ 66,451

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
 AFTER SCHOOL EDUCATION & SAFETY PROGRAM (ASES)
 SALARY SCHEDULE
 2024-2025 - plus 5% - effective 7/1/2024**

	ASES* - Assistant to the Director - Credentialed Instructional Staff Member	ASES - Non-Credentialed Instructional Staff Member
	Range 1	Range 2
Hourly Rate Step 1	\$ 26.25	\$ 21.00

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
COACHES SALARY SCHEDULE
2024-2025 - effective 7/1/2024**

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
2024-2025 - plus 5% - effective 7/1/2024**

STEP	Tier 1	Tier 2
1	\$ 2,902	\$ 2,177
2	\$ 2,989	\$ 2,242
3	\$ 3,079	\$ 2,309
4	\$ 3,172	\$ 2,379
5	\$ 3,267	\$ 2,450
6	\$ 3,365	\$ 2,524
7	\$ 3,466	\$ 2,599
8	\$ 3,570	\$ 2,677
9	\$ 3,677	\$ 2,758
10	\$ 3,787	\$ 2,840

<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