

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
AFTER SCHOOL EDUCATION & SAFETY PROGRAM (ASES)
SALARY SCHEDULE
2025-2026 - plus 4.7% - effective 7/1/2025**

	ASES* - Assistant to the Director - Credentialed Instructional Staff Member	ASES - Non-Credentialed Instructional Staff Member
	Range 1	Range 2
Hourly Rate Step 1	\$ 27.48	\$ 22.00

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.

POINT ARENA SCHOOLS
ARENA TECH CENTER (ATC) SALARY SCHEDULE
2025-2026 - effective 7/1/2025

	ATC (Supervisor)	ATC (Staff Member)
Hourly Rate	\$ 31.50	\$ 21.00

Board Approved: XX/XX/XXXX

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

**POINT ARENA SCHOOLS
DISTRICT OFFICE - SALARY SCHEDULE
2025-2026 - plus 4.7% - effective 7/1/2025**

		BUSINESS MANAGER
	Step	
Trainee	1	\$ 83,550
Trainee	2	\$ 84,804
Permanent	1	\$ 87,348
	2	\$ 89,968
	3	\$ 92,667
	4	\$ 95,447
	5	\$ 98,311
	6	\$ 101,260
	7	\$ 104,298
	8	\$ 107,427
	9	\$ 110,649
	10	\$ 113,969
	11	\$ 117,388
	12	\$ 120,910
	13	\$ 124,537
	14	\$ 128,273
	15	\$ 132,121
	16	\$ 136,085
	17	\$ 140,167
	18	\$ 144,372
	19	\$ 148,704
	20	\$ 153,165

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.

POINT ARENA SCHOOLS
CONFIDENTIAL MANAGEMENT - SALARY SCHEDULE
2025-2026 - column adjustment plus 4.7% - effective 7/1/2025

STEP	HUMAN RESOURCES ANALYST	ACCOUNTING TECHNICIAN	DISTRICT SECRETARY
1	\$ 24.57	\$ 23.10	\$ 21.28
2	\$ 25.29	\$ 23.78	\$ 21.91
3	\$ 26.07	\$ 24.52	\$ 22.57
4	\$ 26.86	\$ 25.24	\$ 23.24
5	\$ 27.64	\$ 26.01	\$ 23.94
6	\$ 28.49	\$ 26.78	\$ 24.67
7	\$ 29.32	\$ 27.57	\$ 25.40
8	\$ 30.21	\$ 28.42	\$ 26.16
9	\$ 31.12	\$ 29.25	\$ 26.95
10	\$ 32.05	\$ 30.16	\$ 27.76
11	\$ 33.03	\$ 31.06	\$ 28.59
12	\$ 34.01	\$ 32.00	\$ 29.45
13	\$ 35.03	\$ 32.94	\$ 30.33
14	\$ 36.08	\$ 33.94	\$ 31.24
15	\$ 37.16	\$ 34.95	\$ 32.17
16	\$ 38.28	\$ 36.01	\$ 33.15
17	\$ 39.43	\$ 37.10	\$ 34.14
18	\$ 40.61	\$ 38.19	\$ 35.16
19	\$ 41.82	\$ 39.35	\$ 36.22
20	\$ 43.08	\$ 40.52	\$ 37.30
21	\$ 44.36	\$ 41.73	\$ 38.42
22	\$ 45.70	\$ 42.99	\$ 39.58
23	\$ 47.08	\$ 44.28	\$ 40.76
24	\$ 48.49	\$ 45.61	\$ 41.98

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
2025-2026 - plus 4.7% - effective 7/1/2025**

	A	B	C	D	E	F
	Food Service Cook I Custodian Biling. Com/Sc. Liaison Library Media Tech. Health Tech. Asst. <u>Paraeducator:</u> Regular Ed.	Food Service Cook II Campus Security <u>Instruction Specialist:</u> Construction N.A. Comm/Sch. Liais. <u>Paraeducator:</u> Special Education I ELD	Maintenance <u>Paraeducator:</u> Special Education II Special Ed. II (Transition) Preschool Aide	Bus Driver Admin. Assistant I	Admin. Assistant II	Mechanic/Bus Driver
Step	Range					
1	18.85	19.22	19.31	20.26	21.28	23.31
2	18.94	19.32	19.88	20.88	21.91	24.00
3	19.03	19.42	20.47	21.51	22.57	24.74
4	19.14	20.08	21.10	22.14	23.24	25.45
5	19.72	20.68	21.73	22.80	23.94	26.24
6	20.30	21.32	22.38	23.49	24.67	27.02
7	20.91	21.96	23.05	24.21	25.40	27.83
8	21.54	22.60	23.75	24.92	26.16	28.66
9	22.19	23.29	24.45	25.67	26.95	29.53
10	22.86	23.98	25.19	26.45	27.76	30.40
11	23.54	24.70	25.94	27.22	28.59	31.34
12	24.25	25.44	26.72	28.06	29.45	32.26
13	24.97	26.20	27.50	28.89	30.33	33.21
14	25.71	26.99	28.33	29.76	31.24	34.23
15	26.50	27.80	29.19	30.65	32.17	35.25
16	27.27	28.64	30.07	31.58	33.15	36.31
17	28.10	29.50	30.97	32.51	34.14	37.40
18	28.95	30.38	31.89	33.49	35.16	38.52
19	29.82	31.31	32.85	34.51	36.22	39.67
20	30.71	32.24	33.83	35.54	37.30	40.86
21	31.64	33.19	34.87	36.61	38.42	42.08
22	32.58	34.21	35.91	37.71	39.58	43.37
23	33.56	35.23	36.98	38.84	40.76	44.65
24	34.56	36.29	38.09	40.01	41.98	45.99

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
2025-2026 - plus 4.7% - effective 7/1/2025**

Step	Food Service Maintenance/Operations Transportation After School Program (ASES) Academic
1	\$27.23
2	\$28.07
3	\$28.93
4	\$29.77
5	\$30.69
6	\$31.60
7	\$32.55
8	\$33.50
9	\$34.48
10	\$35.57
11	\$36.63
12	\$37.73
13	\$38.86
14	\$40.02
15	\$41.24
16	\$42.49
17	\$43.74
18	\$45.05
19	\$46.41
20	\$47.80
21	\$49.24
22	\$50.71
23	\$52.23
24	\$53.79

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
2025-2026 - effective 7/1/2025**

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
POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CERTIFICATED COUNSELOR SALARY SCHEDULE
2025-2026 - plus 4.7% - effective 7/1/2025**

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 55,712	\$ 55,712	\$ 63,140	\$ 65,034	\$ 66,986	\$ 68,995	\$ 71,064
2			\$ 64,403	\$ 66,334	\$ 68,325	\$ 70,375	\$ 72,486
3			\$ 65,691	\$ 67,662	\$ 69,691	\$ 71,783	\$ 73,935
4			\$ 67,004	\$ 69,015	\$ 71,084	\$ 73,218	\$ 75,415
5			\$ 68,345	\$ 70,395	\$ 72,507	\$ 74,681	\$ 76,923
6			\$ 69,712	\$ 71,803	\$ 73,957	\$ 76,176	\$ 78,460
7			\$ 71,107	\$ 73,238	\$ 75,435	\$ 77,699	\$ 80,030
8			\$ 72,527	\$ 74,704	\$ 76,945	\$ 79,253	\$ 81,630
9			\$ 73,978	\$ 76,199	\$ 78,483	\$ 80,837	\$ 83,263
10			\$ 75,458	\$ 77,721	\$ 80,054	\$ 82,455	\$ 84,929
11				\$ 79,276	\$ 81,655	\$ 84,104	\$ 86,628
12				\$ 80,862	\$ 83,287	\$ 85,787	\$ 88,360
13					\$ 84,953	\$ 87,502	\$ 90,126
14					\$ 86,652	\$ 89,252	\$ 91,930
15	Masters	\$ 1,000.00			\$ 88,385	\$ 91,036	\$ 93,768
16	Doctorate	\$ 2,000.00			\$ 90,152	\$ 92,858	\$ 95,644
17					\$ 91,956	\$ 94,715	\$ 97,557
18					\$ 93,794	\$ 96,609	\$ 99,506
19					\$ 95,670	\$ 98,541	\$ 101,497
20					\$ 97,584	\$ 100,513	\$ 103,527
21					\$ 99,536	\$ 102,522	\$ 105,598
22					\$ 101,527	\$ 104,572	\$ 107,709
23					\$ 103,557	\$ 106,665	\$ 109,863
24					\$ 105,627	\$ 108,797	\$ 112,062

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.

POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT
CTE/ROP Employees
SALARY SCHEDULE
2025-2026 - plus 4.7% - effective 7/1/2025

Step/Column	1 CTE credential	2+ CTE credentials
1	\$ 51,197	\$ 53,757
2	\$ 53,757	\$ 56,445
3	\$ 55,370	\$ 58,138
4	\$ 57,031	\$ 59,883
5	\$ 58,742	\$ 61,679
6	\$ 60,504	\$ 63,529

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
CERTIFICATED TEACHER SALARY SCHEDULE
2025-2026 - plus 4.7% - effective 7/1/2025**

184 Days

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 50,647	\$ 50,647	\$ 57,400	\$ 59,122	\$ 60,896	\$ 62,723	\$ 64,603
2			\$ 58,548	\$ 60,304	\$ 62,113	\$ 63,977	\$ 65,897
3			\$ 59,719	\$ 61,511	\$ 63,356	\$ 65,257	\$ 67,213
4			\$ 60,913	\$ 62,741	\$ 64,622	\$ 66,562	\$ 68,559
5			\$ 62,132	\$ 63,996	\$ 65,915	\$ 67,892	\$ 69,930
6			\$ 63,374	\$ 65,275	\$ 67,234	\$ 69,251	\$ 71,328
7			\$ 64,642	\$ 66,580	\$ 68,578	\$ 70,636	\$ 72,754
8			\$ 65,934	\$ 67,912	\$ 69,950	\$ 72,049	\$ 74,210
9			\$ 67,252	\$ 69,271	\$ 71,348	\$ 73,489	\$ 75,693
10			\$ 68,598	\$ 70,656	\$ 72,776	\$ 74,959	\$ 77,208
11				\$ 72,069	\$ 74,231	\$ 76,458	\$ 78,753
12				\$ 73,511	\$ 75,715	\$ 77,988	\$ 80,328
13					\$ 77,230	\$ 79,548	\$ 81,933
14					\$ 78,774	\$ 81,138	\$ 83,572
15	Masters	\$ 1,000.00			\$ 80,350	\$ 82,760	\$ 85,244
16	Doctorate	\$ 2,000.00			\$ 81,957	\$ 84,417	\$ 86,949
17					\$ 83,596	\$ 86,105	\$ 88,688
18					\$ 85,267	\$ 87,827	\$ 90,460
19					\$ 86,973	\$ 89,583	\$ 92,270
20					\$ 88,713	\$ 91,375	\$ 94,115
21					\$ 90,487	\$ 93,202	\$ 95,998
22					\$ 92,297	\$ 95,066	\$ 97,917
23					\$ 94,142	\$ 96,969	\$ 99,876
24					\$ 96,025	\$ 98,907	\$ 101,875

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).
- Certificated Salary Schedule now covers the Technology Coordinator, Teacher on Special Assignment. Position 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 SALARY SCHEDULE
Teacher on Special Assignment
2025-2026 - plus 4.7% - effective 7/1/2025**

Step/Column	AB	AB+15	AB+30	AB+45	AB+60	AB+75	AB+90
1	\$ 56,152	\$ 56,152	\$ 63,639	\$ 65,548	\$ 67,516	\$ 69,541	\$ 71,626
2			\$ 64,912	\$ 66,859	\$ 68,865	\$ 70,931	\$ 73,060
3			\$ 66,211	\$ 68,197	\$ 70,243	\$ 72,350	\$ 74,520
4			\$ 67,534	\$ 69,561	\$ 71,646	\$ 73,797	\$ 76,011
5			\$ 68,886	\$ 70,952	\$ 73,080	\$ 75,272	\$ 77,531
6			\$ 70,263	\$ 72,371	\$ 74,542	\$ 76,779	\$ 79,081
7			\$ 71,669	\$ 73,818	\$ 76,032	\$ 78,314	\$ 80,663
8			\$ 73,101	\$ 75,294	\$ 77,554	\$ 79,880	\$ 82,276
9			\$ 74,563	\$ 76,801	\$ 79,103	\$ 81,477	\$ 83,921
10			\$ 76,054	\$ 78,336	\$ 80,687	\$ 83,107	\$ 85,600
11				\$ 79,903	\$ 82,300	\$ 84,769	\$ 87,313
12				\$ 81,501	\$ 83,946	\$ 86,465	\$ 89,059
13					\$ 85,625	\$ 88,195	\$ 90,839
14					\$ 87,337	\$ 89,958	\$ 92,657
15	Masters	\$ 1,000.00			\$ 89,084	\$ 91,756	\$ 94,510
16	Doctorate	\$ 2,000.00			\$ 90,865	\$ 93,593	\$ 96,400
17					\$ 92,683	\$ 95,464	\$ 98,328
18					\$ 94,536	\$ 97,374	\$ 100,293
19					\$ 96,426	\$ 99,320	\$ 102,300
20					\$ 98,356	\$ 101,308	\$ 104,346
21					\$ 100,323	\$ 103,333	\$ 106,433
22					\$ 102,330	\$ 105,400	\$ 108,561
23					\$ 104,376	\$ 107,509	\$ 110,732
24					\$ 106,463	\$ 109,658	\$ 112,948

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
COACHES SALARY SCHEDULE
2025-2026 - plus 4.7% - effective 7/1/2025**

STEP	
1	\$ 1,235
2	\$ 1,272
3	\$ 1,310
4	\$ 1,349
5	\$ 1,389
6	\$ 1,430
7	\$ 1,472
8	\$ 1,516
9	\$ 1,561
10	\$ 1,607

- 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
2025-2026 - plus 4.7% - effective 7/1/2025**

STEP	Tier 1	Tier 2
1	\$ 3,039	\$ 2,279
2	\$ 3,130	\$ 2,347
3	\$ 3,224	\$ 2,418
4	\$ 3,321	\$ 2,490
5	\$ 3,420	\$ 2,565
6	\$ 3,523	\$ 2,642
7	\$ 3,629	\$ 2,721
8	\$ 3,737	\$ 2,803
9	\$ 3,849	\$ 2,887
10	\$ 3,965	\$ 2,974

EXPLANATION/NOTES:

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

**ARENA UNION ELEMENTARY SCHOOL DISTRICT
PRESCHOOL SALARY SCHEDULE
2025-2026 - plus 4.7% and added steps - effective 7/1/2025**

Step/Col	Associate Teacher	Teacher
1	\$ 30,911	\$ 31,838
2	\$ 31,529	\$ 32,475
3	\$ 32,161	\$ 33,123
4	\$ 32,804	\$ 33,787
5	\$ 33,459	\$ 34,464
6	\$ 34,128	\$ 35,152
7	\$ 34,810	\$ 35,855
8	\$ 35,505	\$ 36,572
9	\$ 36,217	\$ 37,303
10	\$ 36,942	\$ 38,049
11	\$ 37,681	\$ 38,810
12	\$ 38,435	\$ 39,586
13	\$ 39,204	\$ 40,378
14	\$ 39,988	\$ 41,186
15	\$ 40,787	\$ 42,009
16	\$ 41,603	\$ 42,850
17	\$ 42,435	\$ 43,707
18	\$ 43,284	\$ 44,581
19	\$ 44,150	\$ 45,472
20	\$ 45,033	\$ 46,382

Master Teacher	Site Supervisor	Program Director
\$ 48,727	\$ 50,189	\$ 51,696
\$ 49,701	\$ 51,193	\$ 52,728
\$ 50,696	\$ 52,216	\$ 53,781
\$ 51,709	\$ 53,261	\$ 54,859
\$ 52,744	\$ 54,326	\$ 55,956
\$ 53,798	\$ 55,412	\$ 57,075
\$ 54,874	\$ 56,521	\$ 58,216
\$ 55,972	\$ 57,651	\$ 59,381
\$ 57,091	\$ 58,804	\$ 60,568
\$ 58,233	\$ 59,980	\$ 61,780
\$ 59,398	\$ 61,180	\$ 63,015
\$ 60,586	\$ 62,403	\$ 64,275
\$ 61,798	\$ 63,651	\$ 65,561
\$ 63,033	\$ 64,925	\$ 66,872
\$ 64,294	\$ 66,223	\$ 68,210
\$ 65,580	\$ 67,547	\$ 69,574
\$ 66,892	\$ 68,898	\$ 70,965
\$ 68,229	\$ 70,276	\$ 72,385
\$ 69,594	\$ 71,682	\$ 73,832
\$ 70,986	\$ 73,116	\$ 75,309

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
2025-2026 - plus 4.7% - effective 7/1/2025**

Experience	Salary	Merit 1	Merit 2	Merit 3	Merit 4	Merit 5	Merit 6	Merit 7
Step 1	\$ 90,300							
Step 2	\$ 93,380	\$ 95,696						
Step 3	\$ 96,467	\$ 98,782	\$ 101,098					
Step 4	\$ 99,554	\$ 101,869	\$ 104,184	\$ 106,500				
Step 5	\$ 102,641	\$ 104,958	\$ 107,271	\$ 109,586				
Step 6	\$ 105,728	\$ 108,043	\$ 110,358	\$ 111,714	\$ 113,085	\$ 114,455	\$ 115,826	\$ 117,197
Step 7	\$ 107,314	\$ 109,664	\$ 112,014	\$ 113,390	\$ 114,781	\$ 116,172	\$ 117,563	\$ 118,955
Step 8	\$ 108,923	\$ 111,309	\$ 113,694	\$ 115,090	\$ 116,503	\$ 117,915	\$ 119,327	\$ 120,739
Step 9	\$ 110,557	\$ 112,978	\$ 115,399	\$ 116,817	\$ 118,250	\$ 119,683	\$ 121,117	\$ 122,550
Step 10	\$ 112,216	\$ 114,673	\$ 117,130	\$ 118,569	\$ 120,024	\$ 121,479	\$ 122,933	\$ 124,388
Step 11	\$ 113,899	\$ 116,393	\$ 118,887	\$ 120,347	\$ 121,824	\$ 123,301	\$ 124,777	\$ 126,254
Step 12	\$ 115,607	\$ 118,139	\$ 120,670	\$ 122,153	\$ 123,652	\$ 125,150	\$ 126,649	\$ 128,148
Step 13	\$ 117,342	\$ 119,911	\$ 122,480	\$ 123,985	\$ 125,506	\$ 127,028	\$ 128,549	\$ 130,070
Step 14	\$ 119,102	\$ 121,710	\$ 124,318	\$ 125,845	\$ 127,389	\$ 128,933	\$ 130,477	\$ 132,021

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.