



KERN COUNTY SUPERINTENDENT OF SCHOOLS
Classified Salary Schedule
Schedule 50
2025-2026

Effective July 1, 2025
Revised October 7, 2025

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Academic Associate	40.0			
Account Clerk I	38.0	X		
Account Clerk II	40.5			
Account Clerk III	42.5			
Accountant	47.0			
Administrative Secretary	45.5			
Administrative Secretary I	43.5			
Administrative Secretary II	45.5			
Administrative Secretary/Legislative Assistant	45.0			
Air Conditioning/Heating Mechanic I	47.0	X		
Air Conditioning/Heating Mechanic II	50.0			
Animal Keeper I - CALM	36.0	X		
Animal Keeper II - CALM	37.0			
Animal Keeper II - Wildlife Rehabilitation	37.0			
Animal Keeper III - CALM	39.0			
Application Integration Solutions Specialist I	52.0	X		
Application Integration Solutions Specialist II	55.0			
Application Integration Solutions Specialist III	57.5			
Assessment Facilitator - Special Education (Bilingual)	40.5			
Audio Visual Specialist	49.0			
Audiometrist	52.0			
Automotive Parts Technician	40.5	X		
Automotive Service Worker	39.5	X		
Behavior Intervention Specialist - Alternative Education	44.5			
Behavior Intervention Specialist - SELPA	44.5			
Benefit Technician Assistant	42.5	X		
Brailist	38.0			
Broadcast Microwave Telecommunications Technician I	54.5			
Building Security Specialist	36.5	X		
Business Information Systems Analyst	58.5			
Campus Supervisor	36.5	X		
Campus Supervisor - East Kern	36.5	X		
Career Associate	38.0			
Caretaker/School Bus Driver - KEEP (<i>Kern Env. Ed. Program</i>)	47.0			
Certified Occupational Therapy Assistant (COTA)	53.0			
Child & Family Services Facilitator	50.0			
Child Development Aide	32.5			
Child Development Associate	32.5			
Child Development Center Aide	30.5	X		
Children's Dental Health Network Specialist	39.0			
Claims Assistant	42.5	X		
Claims Examiner I	43.5	X		
Claims Examiner II	46.5			

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Claims Examiner III	49.5			
Claims Examiner/Processor I	43.5			
Clerk Typist I	34.0	X		
Clerk Typist II	35.5			
Clerk Typist III	37.5			
College & Career Readiness Facilitator	46.0			
Commissary Keeper I (CALM)	35.5			
Communication Specialist	50.0			
Community Programs and Outreach Specialist	54.0		X	
Community Schools Outreach and Engagement Facilitator	46.0			
Contract Review Analyst - Workers' Compensation	52.5		X	
Cook	36.5			
Cook - KEEP	39.5			
Cook/School Bus Driver - KEEP (<i>Kern Env. Ed. Program</i>)	41.5			
Credentials Analyst	46.5			
Credentials Technician	42.5			
CSIS - Business Analyst (<i>CA School Info Services</i>)	58.5		X	
CSIS - CA Department of Education - Data Reporting Liaison	62.0		X	
CSIS - Client Support Technician (<i>CA School Info Services</i>)	47.0			
CSIS - Data Analyst (<i>CA School Info Services</i>)	58.5		X	
CSIS - Database Programmer/Analyst (<i>CA School Info Services</i>)	59.5		X	
CSIS - Database Specialist (<i>CA School Info Services</i>)	60.0		X	
CSIS - Field Support Specialist (<i>CA School Info Services</i>)	54.0			
CSIS - Field Support Technician (<i>CA School Info Services</i>)	48.5			
CSIS - Implementation Specialist (<i>CA School Info Services</i>)	60.0		X	
CSIS - Network Support Technician (<i>CA School Info Services</i>)	51.0			
CSIS - Network Systems Analyst (<i>CA School Info Services</i>)	58.5		X	
CSIS - Network Systems Specialist (<i>CA School Info Services</i>)	55.0		X	
CSIS - Programmer/Analyst (<i>CA School Info Services</i>)	58.5		X	
CSIS - Testing Analyst (<i>CA School Info Services</i>)	58.5		X	
CSIS - Testing Specialist (<i>CA School Info Services</i>)	56.0		X	
CSIS - Usability Designer/Engineer (<i>CA School Info Services</i>)	58.5		X	
Culinarian	41.0			
Custodian I	38.5	X		
Custodian II	40.0			
Data Analytics Specialist - KiDS	56.0			
Data Reporting Analyst - CSIS	58.5		X	
Database Specialist I	50.0	X		
Database Specialist II	55.0			
Database Specialist III	57.5		X	
Defined Benefit Specialist I	43.5	X		
Defined Benefit Specialist III - SISC	49.5		X	
Digital Television Media Producer	43.0	X		
Digital TV/Media Specialist I	43.0	X		
Dispatcher	45.5			
Early Learning Coach I - Bilingual (<i>Kern Early Stars</i>)	52.5	X		
Early Learning Coach I (<i>Kern Early Stars</i>)	52.5	X		
Early Learning Coach II (<i>Kern Early Stars</i>)	54.0			
Early Start Instructional Assistant	38.0			
Early Start Instructional Assistant - Bilingual/Bicultural	39.0			

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Early Start Instructional Assistant - Sign Language	39.0			
Educational Assistant - Construction	34.5	X		
Educational Associate	46.0			
Educational Associate - Technology	50.0			
Educational Information Technician	50.0			
Educational Network Specialist II	56.0			
Educational Network Specialist III	58.5			
Educational Systems Specialist	58.5			
Educational Technology Specialist	52.0			
Electronic Data Technician - SISC	46.5			
Employee Benefits Specialist	46.5			
Employee Benefits Technician I - SISC	43.5	X		
Employee Benefits Technician II - SISC	46.5			
Employee Benefits Technician III - SISC	49.5			
Engineer I - Education Support	51.0			
Executive Secretary	49.0			
Executive Secretary I	47.5			
Executive Secretary II	49.5			
External District Payroll Technician	43.5			
Facilities Planner	56.0			
Facilities Services Specialist II	49.5			
Facilities Support Operations Specialist	57.5			
Facilities Use and Planning Assistant I	40.5	X		
Facilities Use and Planning Assistant II	43.5			
Family Advocate	38.0			
Family Advocate - Bilingual	38.0			
Family Advocate II - Special Projects	38.0			
Family Services Aide	34.5	X		
FCMAT - CSIS Administrative Assistant	46.0			
Feeding Aide	32.5	X		
Field Trip Scheduler	45.5			
Fingerprint Technician	38.0	X		
Flex Driver	40.0			
Flexible Spending Account FSA Specialist III - SISC	49.5		X	
Floor Care Technician	40.0			
Food Production Lead	38.0			
Food Production Planner	37.0			
Food Service Assistant	34.0	X		
Food Service Assistant - KEEP (<i>Kern Env. Ed. Program</i>)	37.0	X		
Food Service Associate	35.0			
Foster Youth Specialist	40.0			
Guest Services Assistant (CALM)	35.0			
Graphic Artist I	43.0	X		
Grounds Worker I	39.0	X		
Grounds Worker II	40.5			
Human Resources Assistant	38.5	X		
Human Resources Compliance Specialist	49.0			
Human Resources Specialist	49.0			
Human Resources Systems Analyst	56.0			
Human Resources Technician I	40.5	X		

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Human Resources Technician II	42.5			
Human Resources Technician III	44.0			
Indemnity Claims Examiner - Workers' Compensation	53.5			
Information Systems Technician	44.5	X		
Information Technology Support Operations Specialist	57.5			
Instructional Aide I - Reader	34.5	X		
Instructional Aide I - Special Education	36.5	X		
Instructional Aide I - Speech Therapy	34.5			
Instructional Aide I - Valley Oaks Charter School	34.5	X		
Instructional Aide II - Bilingual / Bicultural	37.5			
Instructional Aide II - Braille Transcriber	37.5			
Instructional Aide II - Migrant Education Extended Day	37.5			
Instructional Aide II - Sign Language	38.5			
Instructional Aide III - Health	38.0			
Instructional Aide III - Speech Therapy	38.0			
Instructional Aide V - Interpreter for the Deaf	43.0			
Instructional Assistant III - Behavior Emphasis	38.0			
Instructional Resource Clerk I	34.5	X		
Instructional Resource Clerk II	38.0			
Instructional Resource Technician - VOCS	37.5			
Interpreter/Translator	40.0			
K12 Pathway Specialist	52.5			
Kern Serve Program Manager - School Community Partnerships	53.0		X	X
Labor Compliance Technician	44.0			
Law Clerk	55.0			
Lead Accountant	47.5			
Lead Building Security Specialist	40.0			
Lead Claims Examiner - Property & Liability	52.5			
Lead Claims Examiner - Workers' Compensation	54.5			
Lead Cook - Food and Nutrition Services	38.0			
Lead Cook - KEEP	42.5			
Lead Cook/Bus Driver - KEEP	40.5			
Lead Custodian	46.0			
Lead Employee Benefit Technician	52.5			
Lead Infrastructure Systems Engineer	58.5			
Lead Mechanic	48.5			
Lead Naturalist - KEEP (<i>Kern Environmental Ed. Program</i>)	45.0			
Lead Naturalist/School Bus Driver - KEEP (<i>Kern Env. Ed. Prog</i>)	47.0			
Lead Network Systems Engineer	58.5			
Lead School Bus Driver	43.0			
Lead User Support Technician	46.0			
Lead Warehouse Operations	41.0			
Legal Secretary	46.5			
Legal Transcriber/Receptionist	43.0			
Licensed Vocational Nurse	41.0			
Local Facilitator - Educator Development	43.0			
Locksmith	42.5			
Mail Courier/Driver	38.5	X		
Maintenance Worker I	40.0	X		
Maintenance Worker II	42.5			

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Mechanic I	44.0	X		
Mechanic II	47.0			
Medi-Cal Administrative Activities (MAA) Account Technician	43.5	X		
Medi-Cal Administrative Activities (MAA) Senior Account Tech.	46.5			
Mental Health Clinician	59.5			
Mental Health Clinician - VOCS	59.5			
Mental Health Clinician - School Community Partnership (SCP)	59.5			
Migrant Community Liaison	43.5			
Migrant Education School Readiness Assistant	40.0			
Migrant Education School Readiness Liaison	43.5			
Migrant Parent Liaison	43.5			
Naturalist - KEEP (<i>Kern Environmental Education Program</i>)	42.5	X		
Naturalist/Bus Driver - KEEP (<i>Kern Env. Ed. Program</i>)	44.5	X		
Network Systems Engineer I	52.0	X		
Network Systems Engineer II	55.0			
Network Systems Engineer III	57.5			
Network Systems Engineer III - SISC	57.5			
Office Assistant - CALM	35.0			
Offset/Digital Press Operator	38.0	X		
Open Educational Resources Facilitator	46.0			
Paraprofessional	37.5	X		
Paraprofessional - Assessment	37.5	X		
Paraprofessional - VOCS	37.5	X		
Payroll Technician	43.5			
Peer Support Specialist	34.5	X		
Peer Support Specialist - Foster Youth Services	34.5	X		
Prevention Services Facilitator - Foster Youth Services	50.0			
Prevention Services Facilitator - KCNC (<i>Kern Cty Ntwrk for Childn</i>)	50.0			
Prevention Services Facilitator - School Community Partnership	50.0			
Prevention Specialist - Foster Youth Services	54.0			
Prevention Specialist - Kern County Gang Prevention Project	54.0			
Prevention Specialist - Kern County Network for Children	54.0			
Prevention Specialist - School Community Partnership	54.0			
Print Production/Service Technician	42.0			
Production Clerk	35.5	X		
Program Facilitator II - CCCC	40.5			
Program Quality Specialist - Early Childhood	46.5			
Program Support Facilitator - Bilingual	37.0			
Program Support Facilitator - CCCC	37.0			
Program Support Facilitator - CCCC (Bilingual)	37.0			
Project Facilitator - Educator Development	42.0			
Project Facilitator - Health Services	42.0			
Project Facilitator - Instructional Services	42.0			
Project Facilitator - Prevention Programs	42.0			
Project Facilitator - SELPA (<i>Special Education Local Plan Area</i>)	42.0			
Project Facilitator - STEAM and Expanded Learning	42.0			
Project Specialist - Early Learning Services	48.0			
Project Specialist - Educator Development	48.0			
Property and Liability Adjuster I	55.5	X		
Property and Liability Adjuster II	59.0		X	

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Publications Technician	43.0			
Regional Support Services Aide I	40.0	X		
Regional Support Services Aide II	45.0			
Registered Dental Hygienist Alternative Practice (RDHAP)	52.0			
Registered Veterinary Technician - CALM	42.0			
Research Analyst - CCCC	50.0			
Research Analyst - Kern Education Pledge (KEP)	50.0			
Research Associate	50.0			
Research Associate - Child Development & Family Services	50.0			
Resource and Referral Specialist	40.5			
Resource and Referral Specialist - Bilingual	40.5			
Retirement Technician I	40.5			
Retirement Technician II	42.5			
Route Driver	36.5			
Safety and Loss Control Clerk	40.5			
Safety and Loss Control Specialist I	47.0	X		
Safety and Loss Control Specialist II	52.5			
Safety and Loss Control Specialist III	55.0		X	
School Bus Driver	40.0	X		
School Clerk	37.5			
School Clerk - Bilingual	37.5			
School District Facility Services Specialist	49.0			
School Secretary	39.5			
Seasonal Cook - KEEP (<i>Kern Environmental Education Program</i>)	39.5	X		
Seasonal Lead Cook - KEEP (<i>Kern Environmental Ed Program</i>)	42.5			
Seasonal Lead Naturalist - KEEP (<i>Kern Env. Education Program</i>)	45.0			
Seasonal Lead Naturalist/Bus Driver - KEEP (<i>Kern Env. Ed. Prog</i>)	47.0			
Seasonal Lead School Bus Driver - KEEP	44.0			
Seasonal Naturalist - KEEP (<i>Kern Environmental Ed. Program</i>)	42.5	X		
Seasonal School Bus Driver - KEEP (<i>Kern Env. Education Prog</i>)	43.0	X		
Secretary	40.5	X		
Secretary I	38.0	X		
Secretary II	40.5			
Secretary-Bilingual	40.5	X		
Senior Broadcast Engineer	54.5		X	
Senior Digital Television Media Producer	46.0			
Senior Legal Secretary	48.5			
Senior Payroll Specialist	50.0			
Service Advisor - Vehicle Maintenance	42.0	X		
Sign Language Specialist	39.0			
SISC Account Manager	55.0		X	
Special Projects Facilitator - KCNC (<i>Kern Cty Ntwrk for Children</i>)	42.0			
Special Services Analyst	52.0			
Special Services Facilitator	43.5	X		
Student Data/Attendance Clerk I	39.5	X		
Student Data/Attendance Clerk II	40.5			
Student Data/Attendance Specialist	42.5			
Student Information Data Systems Specialist - SELPA	51.0			
Student Program Assessment Specialist	48.5			
Substance Abuse Specialist	44.5			

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Support Services Aide - Migrant Education Extended Day	40.0			
Technical Writer - FCMAT (<i>Fiscal Crisis & Mgmt Asst Team</i>)	56.0			
Technology Assistant	43.5			
Technology Support Planner	45.5			
Telecommunications System Specialist	55.0	X		
Transportation Aide	36.5	X		
Transportation Instructor I	43.0			
Transportation Instructor II	47.0			
Transportation Planner	47.0			
Transporter	38.5	X		
Trauma Informed Care Trainer and Navigator	52.5			
Underwriter/Data Analyst I - SISC	47.0			
Underwriter/Data Analyst III - SISC	55.0			
User Support Technician	46.0			
User Support Technician Assistant	40.0	X		
Utility Building and Grounds Worker - CALM	39.0			
Utility Building and Grounds Worker - VOCS	39.0			
Utility Worker	38.5	X		
Volunteer and Community Engagement Facilitator - CALM	47.5			
Warehouse/Delivery Worker	40.0			
Web Developer	55.5			
Word Processing Specialist I	38.5	X		
Workforce Investment Opportunity Act Associate	38.0			
Zoo Assistant - CALM (<i>California Living Museum</i>)	40.5			



KERN COUNTY SUPERINTENDENT OF SCHOOLS
Classified Salary Schedule Ranges
Schedule 50
 2025-2026
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 Revised Oct 7, 2025

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
30.5	12THLY	3056.00	3102.00	3149.00	3195.00	3245.00	3292.00
	HOURLY	17.56	17.82	18.09	18.35	18.64	18.92
32.0	12THLY	3086.00	3149.00	3211.00	3275.00	3340.00	3407.00
	HOURLY	17.74	18.09	18.45	18.84	19.21	19.59
32.5	12THLY	3118.00	3180.00	3245.00	3308.00	3375.00	3474.00
	HOURLY	17.91	18.27	18.64	19.02	19.38	19.97
33.0	12THLY	3149.00	3212.00	3275.00	3340.00	3407.00	3511.00
	HOURLY	18.09	18.45	18.84	19.21	19.59	20.18
33.5	12THLY	3181.00	3245.00	3308.00	3375.00	3442.00	3546.00
	HOURLY	18.27	18.64	19.02	19.38	19.78	20.37
34.0	12THLY	3212.00	3276.00	3341.00	3425.00	3511.00	3616.00
	HOURLY	18.45	18.84	19.21	19.68	20.18	20.79
34.5	12THLY	3245.00	3325.00	3408.00	3493.00	3581.00	3723.00
	HOURLY	18.64	19.12	19.59	20.09	20.58	21.40
35.0	12THLY	3276.00	3358.00	3459.00	3563.00	3670.00	3816.00
	HOURLY	18.84	19.30	19.89	20.48	21.08	21.93
35.5	12THLY	3309.00	3408.00	3511.00	3616.00	3724.00	3874.00
	HOURLY	19.02	19.59	20.18	20.79	21.40	22.26
36.0	12THLY	3341.00	3442.00	3546.00	3670.00	3799.00	3988.00
	HOURLY	19.21	19.79	20.37	21.08	21.83	22.93
36.5	12THLY	3376.00	3476.00	3581.00	3706.00	3854.00	4049.00
	HOURLY	19.42	19.97	20.59	21.30	22.15	23.27
37.0	12THLY	3409.00	3512.00	3635.00	3799.00	3970.00	4167.00
	HOURLY	19.59	20.19	20.89	21.83	22.81	23.95
37.5	12THLY	3443.00	3547.00	3688.00	3864.00	4057.00	4259.00
	HOURLY	19.79	20.38	21.20	22.20	23.32	24.48
38.0	12THLY	3477.00	3617.00	3779.00	3959.00	4147.00	4356.00
	HOURLY	19.99	20.79	21.71	22.75	23.84	25.02
38.5	12THLY	3513.00	3688.00	3863.00	4047.00	4239.00	4451.00
	HOURLY	20.19	21.20	22.20	23.26	24.36	25.59
39.0	12THLY	3649.00	3796.00	3968.00	4156.00	4353.00	4570.00
	HOURLY	20.98	21.82	22.80	23.89	25.01	26.25
39.5	12THLY	3703.00	3869.00	4054.00	4246.00	4448.00	4669.00
	HOURLY	21.27	22.24	23.29	24.41	25.56	26.83
40.0	12THLY	3776.00	3954.00	4153.00	4352.00	4560.00	4787.00
	HOURLY	21.71	22.73	23.87	25.01	26.19	27.51
40.5	12THLY	3864.00	4053.00	4243.00	4449.00	4659.00	4895.00
	HOURLY	22.19	23.28	24.40	25.56	26.78	28.12
41.0	12THLY	3954.00	4154.00	4352.00	4561.00	4782.00	5016.00
	HOURLY	22.73	23.87	25.01	26.20	27.47	28.83
41.5	12THLY	4053.00	4243.00	4450.00	4660.00	4893.00	5132.00
	HOURLY	23.28	24.40	25.56	26.79	28.11	29.47
42.0	12THLY	4155.00	4352.00	4561.00	4782.00	5007.00	5255.00
	HOURLY	23.88	25.01	26.20	27.47	28.79	30.18
42.5	12THLY	4243.00	4450.00	4660.00	4893.00	5123.00	5383.00
	HOURLY	24.40	25.56	26.79	28.11	29.45	30.94
43.0	12THLY	4353.00	4561.00	4782.00	5007.00	5251.00	5514.00
	HOURLY	25.02	26.20	27.47	28.79	30.16	31.71
43.5	12THLY	4450.00	4663.00	4894.00	5128.00	5372.00	5639.00
	HOURLY	25.56	26.80	28.12	29.46	30.88	32.43

Approved By: _____ Date: _____

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
44.0	12THLY	4565.00	4783.00	5007.00	5252.00	5503.00	5777.00
	HOURLY	26.22	27.49	28.79	30.17	31.64	33.21
44.5	12THLY	4663.00	4895.00	5128.00	5372.00	5641.00	5927.00
	HOURLY	26.80	28.12	29.46	30.88	32.45	34.06
45.0	12THLY	4783.00	5010.00	5254.00	5506.00	5779.00	6070.00
	HOURLY	27.49	28.80	30.18	31.65	33.23	34.89
45.5	12THLY	4895.00	5128.00	5375.00	5645.00	5912.00	6209.00
	HOURLY	28.12	29.46	30.90	32.46	34.00	35.72
46.0	12THLY	5010.00	5254.00	5506.00	5783.00	6064.00	6360.00
	HOURLY	28.80	30.18	31.65	33.25	34.83	36.57
46.5	12THLY	5129.00	5375.00	5645.00	5912.00	6211.00	6518.00
	HOURLY	29.46	30.90	32.46	34.00	35.72	37.46
47.0	12THLY	5254.00	5506.00	5783.00	6064.00	6357.00	6676.00
	HOURLY	30.18	31.65	33.25	34.83	36.54	38.36
47.5	12THLY	5375.00	5645.00	5916.00	6211.00	6513.00	6840.00
	HOURLY	30.90	32.46	34.01	35.72	37.44	39.33
48.0	12THLY	5508.00	5783.00	6064.00	6358.00	6670.00	7002.00
	HOURLY	31.67	33.25	34.83	36.55	38.33	40.24
48.5	12THLY	5652.00	5916.00	6213.00	6510.00	6836.00	7177.00
	HOURLY	32.48	34.01	35.73	37.42	39.28	41.26
49.0	12THLY	5784.00	6065.00	6358.00	6670.00	7002.00	7354.00
	HOURLY	33.26	34.86	36.55	38.33	40.24	42.26
49.5	12THLY	5917.00	6215.00	6514.00	6837.00	7169.00	7521.00
	HOURLY	34.02	35.75	37.45	39.29	41.23	43.22
50.0	12THLY	6066.00	6360.00	6670.00	7002.00	7348.00	7715.00
	HOURLY	34.86	36.57	38.33	40.24	42.21	44.33
50.5	12THLY	6215.00	6515.00	6839.00	7170.00	7514.00	7891.00
	HOURLY	35.75	37.45	39.32	41.23	43.18	45.33
51.0	12THLY	6360.00	6672.00	7005.00	7344.00	7707.00	8090.00
	HOURLY	36.57	38.34	40.25	42.20	44.30	46.51
51.5	12THLY	6515.00	6839.00	7170.00	7514.00	7888.00	8281.00
	HOURLY	37.45	39.32	41.23	43.18	45.31	47.57
52.0	12THLY	6675.00	7005.00	7344.00	7707.00	8084.00	8485.00
	HOURLY	38.35	40.25	42.20	44.30	46.48	48.78
52.5	12THLY	6840.00	7171.00	7515.00	7889.00	8281.00	8694.00
	HOURLY	39.33	41.24	43.18	45.32	47.57	49.96
53.0	12THLY	7006.00	7348.00	7704.00	8084.00	8481.00	8908.00
	HOURLY	40.25	42.21	44.29	46.48	48.76	51.19
53.5	12THLY	7173.00	7517.00	7890.00	8284.00	8683.00	9114.00
	HOURLY	41.24	43.19	45.33	47.58	49.90	52.38
54.0	12THLY	7351.00	7711.00	8086.00	8481.00	8899.00	9342.00
	HOURLY	42.24	44.31	46.49	48.76	51.14	53.71
54.5	12THLY	7517.00	7890.00	8286.00	8685.00	9116.00	9569.00
	HOURLY	43.19	45.33	47.59	49.90	52.40	55.00
55.0	12THLY	7712.00	8091.00	8483.00	8902.00	9344.00	9813.00
	HOURLY	44.32	46.51	48.77	51.16	53.72	56.39
55.5	12THLY	7891.00	8289.00	8686.00	9117.00	9564.00	10044.00
	HOURLY	45.33	47.62	49.92	52.40	54.98	57.72
56.0	12THLY	8091.00	8485.00	8903.00	9344.00	9800.00	10294.00
	HOURLY	46.51	48.78	51.16	53.72	56.34	59.14
56.5	12THLY	8290.00	8688.00	9121.00	9567.00	10043.00	10544.00
	HOURLY	47.63	49.93	52.42	54.99	57.72	60.64

Approved By: _____ Date: _____

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
57.0	12THLY	8488.00	8904.00	9348.00	9801.00	10290.00	10803.00
	HOURLY	48.79	51.18	53.72	56.34	59.11	62.07
57.5	12THLY	8692.00	9124.00	9569.00	10044.00	10531.00	11062.00
	HOURLY	49.94	52.43	55.00	57.72	60.53	63.56
58.0	12THLY	8910.00	9349.00	9804.00	10292.00	10800.00	11334.00
	HOURLY	51.19	53.74	56.35	59.12	62.06	65.13
58.5	12THLY	9127.00	9575.00	10045.00	10533.00	11062.00	11612.00
	HOURLY	52.45	55.02	57.73	60.53	63.56	66.75
59.0	12THLY	9353.00	9805.00	10295.00	10803.00	11323.00	11890.00
	HOURLY	53.76	56.35	59.14	62.07	65.09	68.36
59.5	12THLY	9576.00	10047.00	10537.00	11064.00	11603.00	12188.00
	HOURLY	55.03	57.75	60.57	63.57	66.70	70.03
60.0	12THLY	9809.00	10296.00	10804.00	11330.00	11891.00	12487.00
	HOURLY	56.38	59.15	62.09	65.11	68.36	71.76
60.5	12THLY	10049.00	10545.00	11067.00	11605.00	12184.00	12792.00
	HOURLY	57.76	60.64	63.60	66.70	70.02	73.52
61.0	12THLY	10296.00	10806.00	11342.00	11891.00	12484.00	13109.00
	HOURLY	59.15	62.09	65.17	68.36	71.73	75.33
61.5	12THLY	10550.00	11070.00	11620.00	12187.00	12790.00	13431.00
	HOURLY	60.65	63.61	66.80	70.03	73.51	77.17
62.0	12THLY	10806.00	11343.00	11904.00	12484.00	13100.00	13757.00
	HOURLY	62.09	65.17	68.42	71.73	75.28	79.07

Longevity stipends for completed years of qualified service are paid as follows:

15 years = 2% of base salary

18 years = 4% of base salary

21 years = 8% of base salary

24 years = 10% of base salary (Employees hired after 9/1/91)

24 years = 12% of base salary (Employees hired on or before 9/1/91)

Employees hired prior to 07/01/1989 are eligible for the following stipends:

27 years = 16% of base salary

30 years = 20% of base salary

Approved By: _____ Date: _____