### Salary Classification and Scale

| A     | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L     | M     | N     | O     | P     | Q     | R     | S     | T     | U     | V     | W     | X     | Y     | Z     |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| $72,700 | $78,150 | $81,000 | $81,950 | $83,000 | $83,950 | $84,000 | $84,950 | $85,700 | $86,700 | $86,800 | $88,000 | $89,500 | $90,000 | $91,450 | $92,400 | $93,350 | $94,300 | $95,250 | $96,200 | $97,150 | $98,100 | $98,900 | $99,750 | $100,600 | $101,450 | $102,300 | $103,150 | $104,000 |
| $72,200 | $77,650 | $80,500 | $83,050 | $86,000 | $90,000 | $94,000 | $98,000 | $102,000 | $106,000 | $110,000 | $114,000 | $118,000 | $122,000 | $126,000 | $130,000 | $134,000 | $138,000 | $142,000 | $146,000 | $150,000 | $154,000 | $158,000 | $162,000 | $166,000 | $170,000 | $174,000 | $178,000 | $182,000 |

### Scale Implementation Rules

**Notes**

1. **Salary classifications**, which determined scale placement, are based on local, state and national average.

2. **Existing employees** were placed on the scale at the step immediately higher than their existing salary for implementation purposes.

**Rules**

1. **New employees** will be placed on the scale at step A of their salary classification. An additional step can be earned based on the new employee’s academic degree of a Ph.D., Ed.D or J.D. An additional step can be earned with documentation of 5 years of experience in a comparable job the new employee is being employed to serve. A maximum of 10 years experience will be credited (two steps) to the beginning salary of the new employee. **No NEW employee** - ---
shall be placed on the scale higher than step D of the scale of his or her job title is assigned.
Rule 2. Employees may be awarded a step for living adjustments subject to board approval and available funds.
Rule 3. Employees who have salary greater than the amount on the scale of their job classification are frozen and no new increases will be given.
Rule 4. Once an employee reaches the top of the scale the employee's salary will not advance on that scale for that position.
Rule 5. Demotions and Voluntary Transfers
Rule 6. Specify the minimum starting salary for all principals.