

Reflects 2.0% increase  
Over 2020-2021  
(Effective 7/1/21)

**VENTURA COUNTY COMMUNITY COLLEGE DISTRICT  
Human Resources Department**

**2021-2022 CLASSIFIED EMPLOYEES SALARY SCHEDULE (UNITS A & B)  
(Effective July 1, 2021)**

| <b>Salary Schedule Level</b> | <b>Classification</b>  |
|------------------------------|--|
| 170                          | Zoo Day Camp Counselor   |
| 180                          | Admission and Records Assistant I (Seasonal)<br>Business Office Assistant I<br>Business Office Assistant I (Seasonal)<br>Proctor   |
| 190                          | Admissions and Records Assistant II (Seasonal)<br>Communications Assistant<br>Online Services Support Assistant (Seasonal)   |
| 200                          | Office Assistant<br>Office Assistant (Seasonal)<br>Student Health Center Assistant I   |
| 205                          | Child Development Assistant<br>Custodian<br>Library Assistant  |
| 210                          | Evening and Weekend Activities Attendant<br>Grounds Maintenance Worker<br>Performing Arts Center Assistant<br>Safety Officer<br>Student Services Assistant<br>Student Services Assistant-Disability Services   |
| 215                          | Bookstore Stock Assistant<br>Kiln Operator<br>Warehouse Assistant<br>Zoo Operations Assistant  |
| 220                          | Accounting Technician<br>Accounts Payable Technician<br>Career Services Specialist<br>Child Development Associate<br>Dental Assistant<br>Financial Aid Technician<br>Instructional Assistant-Assistive Technology Center<br>Instructional Assistant-ICAN / JOB<br>Instructional Assistant/Job Coach<br>Instructional Assistant-Machine Shop<br>Instructional Assistant-Multi-Clerical<br>Instructional Assistant/Nursing<br>Instructional Assistant/Technology |

**Salary Schedule Level****Classification**

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|-------------|--|
| 220 (cont.) | Lead Custodian<br>Physical Education/Athletic Equipment Manager<br>Purchasing Assistant<br>Scholarship Technician<br>Student Health Center Assistant II<br>Zoo Enrichment Technician   |
| 225         | Grounds Athletic Field Specialist<br>Grounds Equipment Operator/Mechanic<br>Lead Grounds Maintenance Worker<br>Sprinkler Repair Technician   |
| 230         | Administrative Assistant<br>Admissions and Records Technician<br>Clinical Simulation Specialist<br>Costume Technician<br>Curriculum Technician<br>Disability Services Technician<br>EOPS/CARE Technician<br>Grant Accounting/Administrative Assistant<br>Graphics Data Technician<br>Human Resources Assistant<br>Information Technology Help Desk Assistant<br>Instructional Lab Technician I-Agriculture<br>Instructional Lab Technician I-Culinary Arts and Restaurant Management<br>Instructional Lab Technician I-Emergency Medical Technician (EMT)<br>Instructional Lab Technician I-Learning Resources<br>Instructional Lab Technician I-Manufacturing<br>Instructional Lab Technician I-Office Technology<br>Library Technician<br>Maintenance Worker I<br>Maintenance Worker/Warehouse Operator<br>Payroll Technician<br>Performing Arts Center Technician I |
| 235         | Sports Information Specialist  |
| 240         | Bookstore Operations Assistant<br>Career and Transfer Specialist<br>Graphics & Digital Printing Technician<br>Human Resources Technician I<br>Lead Child Development Associate<br>Senior Accounting Technician   |
| 245         | Community Development and Institutional Advancement Specialist   |
| 250         | Assistant Athletic Trainer<br>Carpenter<br>Disability Services Specialist/Interpreter<br>Financial Aid Specialist<br>Fire Academy Equipment Technician<br>Instructional Lab Technician I-Automotive<br>Instructional Lab Technician I-Ceramics<br>Instructional Lab Technician I-Construction Technology<br>Instructional Lab Technician I-Photography   |

**Salary Schedule Level****Classification**

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|-------------|---|
| 250 (cont.) | Instructional Lab Technician II-Learning Resources<br>Instructional Lab Technician II-Paramedic<br>Instructional Lab Technician I-Veterinary Technology<br>Instructional Lab Technician I-EATM<br>Instructional Technology Support Assistant<br>Locksmith<br>Maintenance Worker II<br>Painter<br>Performing Arts Center Technician II<br>Student Services Specialist/International Students<br>Student Services Specialist/Student Information Center<br>Student Success and Support Specialist I<br>Tutorial Services Specialist I<br>Warehouse Operator<br>Welder   |
| 255         | Academic Data Specialist<br>College Services Specialist<br>Senior Administrative Assistant  |
| 260         | Assessment Specialist<br>Basic Needs Specialist<br>Electrician<br>Graphic Designer<br>Human Resources Technician II<br>HVAC&R Technician<br>Information Technology Support Specialist I<br>Instructional Lab Technician – Dental Hygiene<br>Instructional Lab Technician II-Biology<br>Instructional Lab Technician II-Chemistry<br>Instructional Lab Technician II/Nursing<br>Instructional Lab Technician II-Physical and Applied Sciences<br>Instructional Lab Technician II-Registered Veterinary Technician<br>Instructional Lab Technician II-Sciences<br>Marketing Specialist<br>Plumber<br>Program Specialist – Career & Technical Education<br>Senior Payroll Technician<br>Student Success and Support Specialist II<br>Tutorial Services Specialist II |
| 265         | College Fiscal Analyst<br>Purchasing Specialist   |
| 270         | Technical Data Specialist<br>Web Developer  |
| 275         | Community College Police Officer I<br>Marketing, Communications and Web Design Coordinator  |
| 280         | Information Technology Support Specialist II  |
| 285         | Accountant<br>Alternate Media Specialist  |

Athletic Trainer

**Salary Schedule Level**

**Classification**

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285 (cont.)

Assistant Registrar  
Counselor Assistant  
DSPS Specialist / ASL Interpreter  
Financial Analyst  
Foster Care Project Specialist  
Human Resources Analyst I  
Performing Arts Center Technical Director  
Placement Project Specialist  
Program Coordinator I  
Student Activities Specialist  
Student Outreach Specialist  
Television/Radio Production Specialist  
Zoo Development Coordinator

295

Community College Police Officer II-Sergeant

300

Data Analyst  
Instructional Technologist/Designer  
Information Technology Support Specialist III  
Research Analyst

305

Programmer Analyst

310

College Nurse  
Human Resources Analyst – Employee Relations and Staff Development  
Human Resources Analyst II  
Network Administrator I

315

Senior Accountant

330

Internal Auditor  
Webmaster/System Administrator

350

Network Administrator II  
Senior Programmer Analyst  
Systems Administrator  
Telecommunications Administrator

365

Database Administrator  
Information Security Analyst

**NOTE: Salary schedule reflects monthly salary amounts. After more than nine (9) years service, monthly salary includes longevity increment.**

\*Shift Differential Schedule

Swing Shift - \$129.99 per month (\$.75 per hour)

Split Shift - \$95.33 per month (\$.55 per hour)

Graveyard Shift - \$261.72 per month (\$1.51 per hour)

\*(Refer to SEIU/VCCCD Contract, Article VII for definition of shifts)

Bilingual Ability Differential – 2.9%

Lead & Supervisory Responsibility Factor – Equivalent to Two (2) steps

Field Training Officer Responsibility Factor Campus Police Officers – 5.8%

Pesticide Differential – 5.8%

| Steps                            |     | 1       | 2       | 3       | 4       | 5       | 6       | 7       |
|----------------------------------|-----|---------|---------|---------|---------|---------|---------|---------|
| <b>Salary Schedule Level 160</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 2829.00 | 2981.00 | 3144.00 | 3319.00 | 3496.00 | 3688.00 | 3896.00 |
| Years                            | >9  | 2883.56 | 3035.56 | 3198.56 | 3373.56 | 3550.56 | 3742.56 | 3950.56 |
| Years                            | >14 | 2937.66 | 3089.66 | 3252.66 | 3427.66 | 3604.66 | 3796.66 | 4004.66 |
| Years                            | >19 | 2992.22 | 3144.22 | 3307.22 | 3482.22 | 3659.22 | 3851.22 | 4059.22 |
| Years                            | >24 | 3046.77 | 3198.77 | 3361.77 | 3536.77 | 3713.77 | 3905.77 | 4113.77 |
| Years                            | >29 | 3100.87 | 3252.87 | 3415.87 | 3590.87 | 3767.87 | 3959.87 | 4167.87 |
| <b>Salary Schedule Level 165</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 2898.00 | 3064.00 | 3228.00 | 3404.00 | 3596.00 | 3792.00 | 4004.00 |
| Years                            | >9  | 2952.56 | 3118.56 | 3282.56 | 3458.56 | 3650.56 | 3846.56 | 4058.56 |
| Years                            | >14 | 3006.66 | 3172.66 | 3336.66 | 3512.66 | 3704.66 | 3900.66 | 4112.66 |
| Years                            | >19 | 3061.22 | 3227.22 | 3391.22 | 3567.22 | 3759.22 | 3955.22 | 4167.22 |
| Years                            | >24 | 3115.77 | 3281.77 | 3445.77 | 3621.77 | 3813.77 | 4009.77 | 4221.77 |
| Years                            | >29 | 3169.87 | 3335.87 | 3499.87 | 3675.87 | 3867.87 | 4063.87 | 4275.87 |
| <b>Salary Schedule Level 170</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 2981.00 | 3144.00 | 3319.00 | 3496.00 | 3688.00 | 3896.00 | 4112.00 |
| Years                            | >9  | 3035.56 | 3198.56 | 3373.56 | 3550.56 | 3742.56 | 3950.56 | 4166.56 |
| Years                            | >14 | 3089.66 | 3252.66 | 3427.66 | 3604.66 | 3796.66 | 4004.66 | 4220.66 |
| Years                            | >19 | 3144.22 | 3307.22 | 3482.22 | 3659.22 | 3851.22 | 4059.22 | 4275.22 |
| Years                            | >24 | 3198.77 | 3361.77 | 3536.77 | 3713.77 | 3905.77 | 4113.77 | 4329.77 |
| Years                            | >29 | 3252.87 | 3415.87 | 3590.87 | 3767.87 | 3959.87 | 4167.87 | 4383.87 |
| <b>Salary Schedule Level 175</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 3064.00 | 3228.00 | 3404.00 | 3596.00 | 3792.00 | 4004.00 | 4223.00 |
| Years                            | >9  | 3118.56 | 3282.56 | 3458.56 | 3650.56 | 3846.56 | 4058.56 | 4277.56 |
| Years                            | >14 | 3172.66 | 3336.66 | 3512.66 | 3704.66 | 3900.66 | 4112.66 | 4331.66 |
| Years                            | >19 | 3227.22 | 3391.22 | 3567.22 | 3759.22 | 3955.22 | 4167.22 | 4386.22 |
| Years                            | >24 | 3281.77 | 3445.77 | 3621.77 | 3813.77 | 4009.77 | 4221.77 | 4440.77 |
| Years                            | >29 | 3335.87 | 3499.87 | 3675.87 | 3867.87 | 4063.87 | 4275.87 | 4494.87 |
| <b>Salary Schedule Level 180</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 3144.00 | 3319.00 | 3496.00 | 3688.00 | 3896.00 | 4112.00 | 4336.00 |
| Years                            | >9  | 3198.56 | 3373.56 | 3550.56 | 3742.56 | 3950.56 | 4166.56 | 4390.56 |
| Years                            | >14 | 3252.66 | 3427.66 | 3604.66 | 3796.66 | 4004.66 | 4220.66 | 4444.66 |
| Years                            | >19 | 3307.22 | 3482.22 | 3659.22 | 3851.22 | 4059.22 | 4275.22 | 4499.22 |
| Years                            | >24 | 3361.77 | 3536.77 | 3713.77 | 3905.77 | 4113.77 | 4329.77 | 4553.77 |
| Years                            | >29 | 3415.87 | 3590.87 | 3767.87 | 3959.87 | 4167.87 | 4383.87 | 4607.87 |
| <b>Salary Schedule Level 185</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 3228.00 | 3404.00 | 3596.00 | 3792.00 | 4004.00 | 4223.00 | 4463.00 |
| Years                            | >9  | 3282.56 | 3458.56 | 3650.56 | 3846.56 | 4058.56 | 4277.56 | 4517.56 |
| Years                            | >14 | 3336.66 | 3512.66 | 3704.66 | 3900.66 | 4112.66 | 4331.66 | 4571.66 |
| Years                            | >19 | 3391.22 | 3567.22 | 3759.22 | 3955.22 | 4167.22 | 4386.22 | 4626.22 |
| Years                            | >24 | 3445.77 | 3621.77 | 3813.77 | 4009.77 | 4221.77 | 4440.77 | 4680.77 |
| Years                            | >29 | 3499.87 | 3675.87 | 3867.87 | 4063.87 | 4275.87 | 4494.87 | 4734.87 |
| <b>Salary Schedule Level 190</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 3319.00 | 3496.00 | 3688.00 | 3896.00 | 4112.00 | 4336.00 | 4584.00 |
| Years                            | >9  | 3373.56 | 3550.56 | 3742.56 | 3950.56 | 4166.56 | 4390.56 | 4638.56 |
| Years                            | >14 | 3427.66 | 3604.66 | 3796.66 | 4004.66 | 4220.66 | 4444.66 | 4692.66 |
| Years                            | >19 | 3482.22 | 3659.22 | 3851.22 | 4059.22 | 4275.22 | 4499.22 | 4747.22 |
| Years                            | >24 | 3536.77 | 3713.77 | 3905.77 | 4113.77 | 4329.77 | 4553.77 | 4801.77 |
| Years                            | >29 | 3590.87 | 3767.87 | 3959.87 | 4167.87 | 4383.87 | 4607.87 | 4855.87 |

| Steps                            |     | 1       | 2       | 3       | 4       | 5       | 6       | 7       |
|----------------------------------|-----|---------|---------|---------|---------|---------|---------|---------|
| <b>Salary Schedule Level 195</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 3404.00 | 3596.00 | 3792.00 | 4004.00 | 4223.00 | 4463.00 | 4710.00 |
| Years                            | >9  | 3458.56 | 3650.56 | 3846.56 | 4058.56 | 4277.56 | 4517.56 | 4764.56 |
| Years                            | >14 | 3512.66 | 3704.66 | 3900.66 | 4112.66 | 4331.66 | 4571.66 | 4818.66 |
| Years                            | >19 | 3567.22 | 3759.22 | 3955.22 | 4167.22 | 4386.22 | 4626.22 | 4873.22 |
| Years                            | >24 | 3621.77 | 3813.77 | 4009.77 | 4221.77 | 4440.77 | 4680.77 | 4927.77 |
| Years                            | >29 | 3675.87 | 3867.87 | 4063.87 | 4275.87 | 4494.87 | 4734.87 | 4981.87 |
| <b>Salary Schedule Level 200</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 3496.00 | 3688.00 | 3896.00 | 4112.00 | 4336.00 | 4584.00 | 4834.00 |
| Years                            | >9  | 3550.56 | 3742.56 | 3950.56 | 4166.56 | 4390.56 | 4638.56 | 4888.56 |
| Years                            | >14 | 3604.66 | 3796.66 | 4004.66 | 4220.66 | 4444.66 | 4692.66 | 4942.66 |
| Years                            | >19 | 3659.22 | 3851.22 | 4059.22 | 4275.22 | 4499.22 | 4747.22 | 4997.22 |
| Years                            | >24 | 3713.77 | 3905.77 | 4113.77 | 4329.77 | 4553.77 | 4801.77 | 5051.77 |
| Years                            | >29 | 3767.87 | 3959.87 | 4167.87 | 4383.87 | 4607.87 | 4855.87 | 5105.87 |
| <b>Salary Schedule Level 205</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 3596.00 | 3792.00 | 4004.00 | 4223.00 | 4463.00 | 4710.00 | 4969.00 |
| Years                            | >9  | 3650.56 | 3846.56 | 4058.56 | 4277.56 | 4517.56 | 4764.56 | 5023.56 |
| Years                            | >14 | 3704.66 | 3900.66 | 4112.66 | 4331.66 | 4571.66 | 4818.66 | 5077.66 |
| Years                            | >19 | 3759.22 | 3955.22 | 4167.22 | 4386.22 | 4626.22 | 4873.22 | 5132.22 |
| Years                            | >24 | 3813.77 | 4009.77 | 4221.77 | 4440.77 | 4680.77 | 4927.77 | 5186.77 |
| Years                            | >29 | 3867.87 | 4063.87 | 4275.87 | 4494.87 | 4734.87 | 4981.87 | 5240.87 |
| <b>Salary Schedule Level 210</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 3688.00 | 3896.00 | 4112.00 | 4336.00 | 4584.00 | 4834.00 | 5104.00 |
| Years                            | >9  | 3742.56 | 3950.56 | 4166.56 | 4390.56 | 4638.56 | 4888.56 | 5158.56 |
| Years                            | >14 | 3796.66 | 4004.66 | 4220.66 | 4444.66 | 4692.66 | 4942.66 | 5212.66 |
| Years                            | >19 | 3851.22 | 4059.22 | 4275.22 | 4499.22 | 4747.22 | 4997.22 | 5267.22 |
| Years                            | >24 | 3905.77 | 4113.77 | 4329.77 | 4553.77 | 4801.77 | 5051.77 | 5321.77 |
| Years                            | >29 | 3959.87 | 4167.87 | 4383.87 | 4607.87 | 4855.87 | 5105.87 | 5375.87 |
| <b>Salary Schedule Level 215</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 3792.00 | 4004.00 | 4223.00 | 4463.00 | 4710.00 | 4969.00 | 5239.00 |
| Years                            | >9  | 3846.56 | 4058.56 | 4277.56 | 4517.56 | 4764.56 | 5023.56 | 5293.56 |
| Years                            | >14 | 3900.66 | 4112.66 | 4331.66 | 4571.66 | 4818.66 | 5077.66 | 5347.66 |
| Years                            | >19 | 3955.22 | 4167.22 | 4386.22 | 4626.22 | 4873.22 | 5132.22 | 5402.22 |
| Years                            | >24 | 4009.77 | 4221.77 | 4440.77 | 4680.77 | 4927.77 | 5186.77 | 5456.77 |
| Years                            | >29 | 4063.87 | 4275.87 | 4494.87 | 4734.87 | 4981.87 | 5240.87 | 5510.87 |
| <b>Salary Schedule Level 220</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 3896.00 | 4112.00 | 4336.00 | 4584.00 | 4834.00 | 5104.00 | 5379.00 |
| Years                            | >9  | 3950.56 | 4166.56 | 4390.56 | 4638.56 | 4888.56 | 5158.56 | 5433.56 |
| Years                            | >14 | 4004.66 | 4220.66 | 4444.66 | 4692.66 | 4942.66 | 5212.66 | 5487.66 |
| Years                            | >19 | 4059.22 | 4275.22 | 4499.22 | 4747.22 | 4997.22 | 5267.22 | 5542.22 |
| Years                            | >24 | 4113.77 | 4329.77 | 4553.77 | 4801.77 | 5051.77 | 5321.77 | 5596.77 |
| Years                            | >29 | 4167.87 | 4383.87 | 4607.87 | 4855.87 | 5105.87 | 5375.87 | 5650.87 |
| <b>Salary Schedule Level 225</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 4004.00 | 4223.00 | 4463.00 | 4710.00 | 4969.00 | 5239.00 | 5529.00 |
| Years                            | >9  | 4058.56 | 4277.56 | 4517.56 | 4764.56 | 5023.56 | 5293.56 | 5583.56 |
| Years                            | >14 | 4112.66 | 4331.66 | 4571.66 | 4818.66 | 5077.66 | 5347.66 | 5637.66 |
| Years                            | >19 | 4167.22 | 4386.22 | 4626.22 | 4873.22 | 5132.22 | 5402.22 | 5692.22 |
| Years                            | >24 | 4221.77 | 4440.77 | 4680.77 | 4927.77 | 5186.77 | 5456.77 | 5746.77 |
| Years                            | >29 | 4275.87 | 4494.87 | 4734.87 | 4981.87 | 5240.87 | 5510.87 | 5800.87 |

| <b>Steps</b>                            |     | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
|---|-----|----------|----------|----------|----------|----------|----------|----------|
| <b><u>Salary Schedule Level 230</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 4112.00  | 4336.00  | 4584.00  | 4834.00  | 5104.00  | 5379.00  | 5683.00  |
| Years                                   | >9  | 4166.56  | 4390.56  | 4638.56  | 4888.56  | 5158.56  | 5433.56  | 5737.56  |
| Years                                   | >14 | 4220.66  | 4444.66  | 4692.66  | 4942.66  | 5212.66  | 5487.66  | 5791.66  |
| Years                                   | >19 | 4275.22  | 4499.22  | 4747.22  | 4997.22  | 5267.22  | 5542.22  | 5846.22  |
| Years                                   | >24 | 4329.77  | 4553.77  | 4801.77  | 5051.77  | 5321.77  | 5596.77  | 5900.77  |
| Years                                   | >29 | 4383.87  | 4607.87  | 4855.87  | 5105.87  | 5375.87  | 5650.87  | 5954.87  |
| <b><u>Salary Schedule Level 235</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 4223.00  | 4463.00  | 4710.00  | 4969.00  | 5239.00  | 5529.00  | 5837.00  |
| Years                                   | >9  | 4277.56  | 4517.56  | 4764.56  | 5023.56  | 5293.56  | 5583.56  | 5891.56  |
| Years                                   | >14 | 4331.66  | 4571.66  | 4818.66  | 5077.66  | 5347.66  | 5637.66  | 5945.66  |
| Years                                   | >19 | 4386.22  | 4626.22  | 4873.22  | 5132.22  | 5402.22  | 5692.22  | 6000.22  |
| Years                                   | >24 | 4440.77  | 4680.77  | 4927.77  | 5186.77  | 5456.77  | 5746.77  | 6054.77  |
| Years                                   | >29 | 4494.87  | 4734.87  | 4981.87  | 5240.87  | 5510.87  | 5800.87  | 6108.87  |
| <b><u>Salary Schedule Level 240</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 4336.00  | 4584.00  | 4834.00  | 5104.00  | 5379.00  | 5683.00  | 5989.00  |
| Years                                   | >9  | 4390.56  | 4638.56  | 4888.56  | 5158.56  | 5433.56  | 5737.56  | 6043.56  |
| Years                                   | >14 | 4444.66  | 4692.66  | 4942.66  | 5212.66  | 5487.66  | 5791.66  | 6097.66  |
| Years                                   | >19 | 4499.22  | 4747.22  | 4997.22  | 5267.22  | 5542.22  | 5846.22  | 6152.22  |
| Years                                   | >24 | 4553.77  | 4801.77  | 5051.77  | 5321.77  | 5596.77  | 5900.77  | 6206.77  |
| Years                                   | >29 | 4607.87  | 4855.87  | 5105.87  | 5375.87  | 5650.87  | 5954.87  | 6260.87  |
| <b><u>Salary Schedule Level 245</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 4463.00  | 4710.00  | 4969.00  | 5239.00  | 5529.00  | 5837.00  | 6153.00  |
| Years                                   | >9  | 4517.56  | 4764.56  | 5023.56  | 5293.56  | 5583.56  | 5891.56  | 6207.56  |
| Years                                   | >14 | 4571.66  | 4818.66  | 5077.66  | 5347.66  | 5637.66  | 5945.66  | 6261.66  |
| Years                                   | >19 | 4626.22  | 4873.22  | 5132.22  | 5402.22  | 5692.22  | 6000.22  | 6316.22  |
| Years                                   | >24 | 4680.77  | 4927.77  | 5186.77  | 5456.77  | 5746.77  | 6054.77  | 6370.77  |
| Years                                   | >29 | 4734.87  | 4981.87  | 5240.87  | 5510.87  | 5800.87  | 6108.87  | 6424.87  |
| <b><u>Salary Schedule Level 250</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 4584.00  | 4834.00  | 5104.00  | 5379.00  | 5683.00  | 5989.00  | 6321.00  |
| Years                                   | >9  | 4638.56  | 4888.56  | 5158.56  | 5433.56  | 5737.56  | 6043.56  | 6375.56  |
| Years                                   | >14 | 4692.66  | 4942.66  | 5212.66  | 5487.66  | 5791.66  | 6097.66  | 6429.66  |
| Years                                   | >19 | 4747.22  | 4997.22  | 5267.22  | 5542.22  | 5846.22  | 6152.22  | 6484.22  |
| Years                                   | >24 | 4801.77  | 5051.77  | 5321.77  | 5596.77  | 5900.77  | 6206.77  | 6538.77  |
| Years                                   | >29 | 4855.87  | 5105.87  | 5375.87  | 5650.87  | 5954.87  | 6260.87  | 6592.87  |
| <b><u>Salary Schedule Level 255</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 4710.00  | 4969.00  | 5239.00  | 5529.00  | 5837.00  | 6153.00  | 6494.00  |
| Years                                   | >9  | 4764.56  | 5023.56  | 5293.56  | 5583.56  | 5891.56  | 6207.56  | 6548.56  |
| Years                                   | >14 | 4818.66  | 5077.66  | 5347.66  | 5637.66  | 5945.66  | 6261.66  | 6602.66  |
| Years                                   | >19 | 4873.22  | 5132.22  | 5402.22  | 5692.22  | 6000.22  | 6316.22  | 6657.22  |
| Years                                   | >24 | 4927.77  | 5186.77  | 5456.77  | 5746.77  | 6054.77  | 6370.77  | 6711.77  |
| Years                                   | >29 | 4981.87  | 5240.87  | 5510.87  | 5800.87  | 6108.87  | 6424.87  | 6765.87  |
| <b><u>Salary Schedule Level 260</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 4834.00  | 5104.00  | 5379.00  | 5683.00  | 5989.00  | 6321.00  | 6668.00  |
| Years                                   | >9  | 4888.56  | 5158.56  | 5433.56  | 5737.56  | 6043.56  | 6375.56  | 6722.56  |
| Years                                   | >14 | 4942.66  | 5212.66  | 5487.66  | 5791.66  | 6097.66  | 6429.66  | 6776.66  |
| Years                                   | >19 | 4997.22  | 5267.22  | 5542.22  | 5846.22  | 6152.22  | 6484.22  | 6831.22  |
| Years                                   | >24 | 5051.77  | 5321.77  | 5596.77  | 5900.77  | 6206.77  | 6538.77  | 6885.77  |
| Years                                   | >29 | 5105.87  | 5375.87  | 5650.87  | 5954.87  | 6260.87  | 6592.87  | 6939.87  |

| Steps                            |     | 1       | 2       | 3       | 4       | 5       | 6       | 7       |
|----------------------------------|-----|---------|---------|---------|---------|---------|---------|---------|
| <b>Salary Schedule Level 265</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 4969.00 | 5239.00 | 5529.00 | 5837.00 | 6153.00 | 6494.00 | 6848.00 |
| Years                            | >9  | 5023.56 | 5293.56 | 5583.56 | 5891.56 | 6207.56 | 6548.56 | 6902.56 |
| Years                            | >14 | 5077.66 | 5347.66 | 5637.66 | 5945.66 | 6261.66 | 6602.66 | 6956.66 |
| Years                            | >19 | 5132.22 | 5402.22 | 5692.22 | 6000.22 | 6316.22 | 6657.22 | 7011.22 |
| Years                            | >24 | 5186.77 | 5456.77 | 5746.77 | 6054.77 | 6370.77 | 6711.77 | 7065.77 |
| Years                            | >29 | 5240.87 | 5510.87 | 5800.87 | 6108.87 | 6424.87 | 6765.87 | 7119.87 |
| <b>Salary Schedule Level 270</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 5104.00 | 5379.00 | 5683.00 | 5989.00 | 6321.00 | 6668.00 | 7038.00 |
| Years                            | >9  | 5158.56 | 5433.56 | 5737.56 | 6043.56 | 6375.56 | 6722.56 | 7092.56 |
| Years                            | >14 | 5212.66 | 5487.66 | 5791.66 | 6097.66 | 6429.66 | 6776.66 | 7146.66 |
| Years                            | >19 | 5267.22 | 5542.22 | 5846.22 | 6152.22 | 6484.22 | 6831.22 | 7201.22 |
| Years                            | >24 | 5321.77 | 5596.77 | 5900.77 | 6206.77 | 6538.77 | 6885.77 | 7255.77 |
| Years                            | >29 | 5375.87 | 5650.87 | 5954.87 | 6260.87 | 6592.87 | 6939.87 | 7309.87 |
| <b>Salary Schedule Level 275</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 5239.00 | 5529.00 | 5837.00 | 6153.00 | 6494.00 | 6848.00 | 7228.00 |
| Years                            | >9  | 5293.56 | 5583.56 | 5891.56 | 6207.56 | 6548.56 | 6902.56 | 7282.56 |
| Years                            | >14 | 5347.66 | 5637.66 | 5945.66 | 6261.66 | 6602.66 | 6956.66 | 7336.66 |
| Years                            | >19 | 5402.22 | 5692.22 | 6000.22 | 6316.22 | 6657.22 | 7011.22 | 7391.22 |
| Years                            | >24 | 5456.77 | 5746.77 | 6054.77 | 6370.77 | 6711.77 | 7065.77 | 7445.77 |
| Years                            | >29 | 5510.87 | 5800.87 | 6108.87 | 6424.87 | 6765.87 | 7119.87 | 7499.87 |
| <b>Salary Schedule Level 280</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 5379.00 | 5683.00 | 5989.00 | 6321.00 | 6668.00 | 7038.00 | 7422.00 |
| Years                            | >9  | 5433.56 | 5737.56 | 6043.56 | 6375.56 | 6722.56 | 7092.56 | 7476.56 |
| Years                            | >14 | 5487.66 | 5791.66 | 6097.66 | 6429.66 | 6776.66 | 7146.66 | 7530.66 |
| Years                            | >19 | 5542.22 | 5846.22 | 6152.22 | 6484.22 | 6831.22 | 7201.22 | 7585.22 |
| Years                            | >24 | 5596.77 | 5900.77 | 6206.77 | 6538.77 | 6885.77 | 7255.77 | 7639.77 |
| Years                            | >29 | 5650.87 | 5954.87 | 6260.87 | 6592.87 | 6939.87 | 7309.87 | 7693.87 |
| <b>Salary Schedule Level 285</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 5529.00 | 5837.00 | 6153.00 | 6494.00 | 6848.00 | 7228.00 | 7622.00 |
| Years                            | >9  | 5583.56 | 5891.56 | 6207.56 | 6548.56 | 6902.56 | 7282.56 | 7676.56 |
| Years                            | >14 | 5637.66 | 5945.66 | 6261.66 | 6602.66 | 6956.66 | 7336.66 | 7730.66 |
| Years                            | >19 | 5692.22 | 6000.22 | 6316.22 | 6657.22 | 7011.22 | 7391.22 | 7785.22 |
| Years                            | >24 | 5746.77 | 6054.77 | 6370.77 | 6711.77 | 7065.77 | 7445.77 | 7839.77 |
| Years                            | >29 | 5800.87 | 6108.87 | 6424.87 | 6765.87 | 7119.87 | 7499.87 | 7893.87 |
| <b>Salary Schedule Level 290</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 5683.00 | 5989.00 | 6321.00 | 6668.00 | 7038.00 | 7422.00 | 7829.00 |
| Years                            | >9  | 5737.56 | 6043.56 | 6375.56 | 6722.56 | 7092.56 | 7476.56 | 7883.56 |
| Years                            | >14 | 5791.66 | 6097.66 | 6429.66 | 6776.66 | 7146.66 | 7530.66 | 7937.66 |
| Years                            | >19 | 5846.22 | 6152.22 | 6484.22 | 6831.22 | 7201.22 | 7585.22 | 7992.22 |
| Years                            | >24 | 5900.77 | 6206.77 | 6538.77 | 6885.77 | 7255.77 | 7639.77 | 8046.77 |
| Years                            | >29 | 5954.87 | 6260.87 | 6592.87 | 6939.87 | 7309.87 | 7693.87 | 8100.87 |
| <b>Salary Schedule Level 295</b> |     |         |         |         |         |         |         |         |
| Years                            | 0-9 | 5837.00 | 6153.00 | 6494.00 | 6848.00 | 7228.00 | 7622.00 | 8044.00 |
| Years                            | >9  | 5891.56 | 6207.56 | 6548.56 | 6902.56 | 7282.56 | 7676.56 | 8098.56 |
| Years                            | >14 | 5945.66 | 6261.66 | 6602.66 | 6956.66 | 7336.66 | 7730.66 | 8152.66 |
| Years                            | >19 | 6000.22 | 6316.22 | 6657.22 | 7011.22 | 7391.22 | 7785.22 | 8207.22 |
| Years                            | >24 | 6054.77 | 6370.77 | 6711.77 | 7065.77 | 7445.77 | 7839.77 | 8261.77 |
| Years                            | >29 | 6108.87 | 6424.87 | 6765.87 | 7119.87 | 7499.87 | 7893.87 | 8315.87 |

| <b>Steps</b>                            |     | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
|---|-----|----------|----------|----------|----------|----------|----------|----------|
| <b><u>Salary Schedule Level 300</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 5989.00  | 6321.00  | 6668.00  | 7038.00  | 7422.00  | 7829.00  | 8271.00  |
| Years                                   | >9  | 6043.56  | 6375.56  | 6722.56  | 7092.56  | 7476.56  | 7883.56  | 8325.56  |
| Years                                   | >14 | 6097.66  | 6429.66  | 6776.66  | 7146.66  | 7530.66  | 7937.66  | 8379.66  |
| Years                                   | >19 | 6152.22  | 6484.22  | 6831.22  | 7201.22  | 7585.22  | 7992.22  | 8434.22  |
| Years                                   | >24 | 6206.77  | 6538.77  | 6885.77  | 7255.77  | 7639.77  | 8046.77  | 8488.77  |
| Years                                   | >29 | 6260.87  | 6592.87  | 6939.87  | 7309.87  | 7693.87  | 8100.87  | 8542.87  |
| <b><u>Salary Schedule Level 305</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 6153.00  | 6494.00  | 6848.00  | 7228.00  | 7622.00  | 8044.00  | 8493.00  |
| Years                                   | >9  | 6207.56  | 6548.56  | 6902.56  | 7282.56  | 7676.56  | 8098.56  | 8547.56  |
| Years                                   | >14 | 6261.66  | 6602.66  | 6956.66  | 7336.66  | 7730.66  | 8152.66  | 8601.66  |
| Years                                   | >19 | 6316.22  | 6657.22  | 7011.22  | 7391.22  | 7785.22  | 8207.22  | 8656.22  |
| Years                                   | >24 | 6370.77  | 6711.77  | 7065.77  | 7445.77  | 7839.77  | 8261.77  | 8710.77  |
| Years                                   | >29 | 6424.87  | 6765.87  | 7119.87  | 7499.87  | 7893.87  | 8315.87  | 8764.87  |
| <b><u>Salary Schedule Level 310</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 6321.00  | 6668.00  | 7038.00  | 7422.00  | 7829.00  | 8271.00  | 8725.00  |
| Years                                   | >9  | 6375.56  | 6722.56  | 7092.56  | 7476.56  | 7883.56  | 8325.56  | 8779.56  |
| Years                                   | >14 | 6429.66  | 6776.66  | 7146.66  | 7530.66  | 7937.66  | 8379.66  | 8833.66  |
| Years                                   | >19 | 6484.22  | 6831.22  | 7201.22  | 7585.22  | 7992.22  | 8434.22  | 8888.22  |
| Years                                   | >24 | 6538.77  | 6885.77  | 7255.77  | 7639.77  | 8046.77  | 8488.77  | 8942.77  |
| Years                                   | >29 | 6592.87  | 6939.87  | 7309.87  | 7693.87  | 8100.87  | 8542.87  | 8996.87  |
| <b><u>Salary Schedule Level 315</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 6494.00  | 6848.00  | 7228.00  | 7622.00  | 8044.00  | 8493.00  | 8959.00  |
| Years                                   | >9  | 6548.56  | 6902.56  | 7282.56  | 7676.56  | 8098.56  | 8547.56  | 9013.56  |
| Years                                   | >14 | 6602.66  | 6956.66  | 7336.66  | 7730.66  | 8152.66  | 8601.66  | 9067.66  |
| Years                                   | >19 | 6657.22  | 7011.22  | 7391.22  | 7785.22  | 8207.22  | 8656.22  | 9122.22  |
| Years                                   | >24 | 6711.77  | 7065.77  | 7445.77  | 7839.77  | 8261.77  | 8710.77  | 9176.77  |
| Years                                   | >29 | 6765.87  | 7119.87  | 7499.87  | 7893.87  | 8315.87  | 8764.87  | 9230.87  |
| <b><u>Salary Schedule Level 320</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 6668.00  | 7038.00  | 7422.00  | 7829.00  | 8271.00  | 8725.00  | 9202.00  |
| Years                                   | >9  | 6722.56  | 7092.56  | 7476.56  | 7883.56  | 8325.56  | 8779.56  | 9256.56  |
| Years                                   | >14 | 6776.66  | 7146.66  | 7530.66  | 7937.66  | 8379.66  | 8833.66  | 9310.66  |
| Years                                   | >19 | 6831.22  | 7201.22  | 7585.22  | 7992.22  | 8434.22  | 8888.22  | 9365.22  |
| Years                                   | >24 | 6885.77  | 7255.77  | 7639.77  | 8046.77  | 8488.77  | 8942.77  | 9419.77  |
| Years                                   | >29 | 6939.87  | 7309.87  | 7693.87  | 8100.87  | 8542.87  | 8996.87  | 9473.87  |
| <b><u>Salary Schedule Level 325</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 6848.00  | 7228.00  | 7622.00  | 8044.00  | 8493.00  | 8959.00  | 9454.00  |
| Years                                   | >9  | 6902.56  | 7282.56  | 7676.56  | 8098.56  | 8547.56  | 9013.56  | 9508.56  |
| Years                                   | >14 | 6956.66  | 7336.66  | 7730.66  | 8152.66  | 8601.66  | 9067.66  | 9562.66  |
| Years                                   | >19 | 7011.22  | 7391.22  | 7785.22  | 8207.22  | 8656.22  | 9122.22  | 9617.22  |
| Years                                   | >24 | 7065.77  | 7445.77  | 7839.77  | 8261.77  | 8710.77  | 9176.77  | 9671.77  |
| Years                                   | >29 | 7119.87  | 7499.87  | 7893.87  | 8315.87  | 8764.87  | 9230.87  | 9725.87  |
| <b><u>Salary Schedule Level 330</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 7038.00  | 7422.00  | 7829.00  | 8271.00  | 8725.00  | 9202.00  | 9712.00  |
| Years                                   | >9  | 7092.56  | 7476.56  | 7883.56  | 8325.56  | 8779.56  | 9256.56  | 9766.56  |
| Years                                   | >14 | 7146.66  | 7530.66  | 7937.66  | 8379.66  | 8833.66  | 9310.66  | 9820.66  |
| Years                                   | >19 | 7201.22  | 7585.22  | 7992.22  | 8434.22  | 8888.22  | 9365.22  | 9875.22  |
| Years                                   | >24 | 7255.77  | 7639.77  | 8046.77  | 8488.77  | 8942.77  | 9419.77  | 9929.77  |
| Years                                   | >29 | 7309.87  | 7693.87  | 8100.87  | 8542.87  | 8996.87  | 9473.87  | 9983.87  |

| <b>Steps</b>                            |     | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
|---|-----|----------|----------|----------|----------|----------|----------|----------|
| <b><u>Salary Schedule Level 335</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 7228.00  | 7622.00  | 8044.00  | 8493.00  | 8959.00  | 9454.00  | 9973.00  |
| Years                                   | >9  | 7282.56  | 7676.56  | 8098.56  | 8547.56  | 9013.56  | 9508.56  | 10027.56 |
| Years                                   | >14 | 7336.66  | 7730.66  | 8152.66  | 8601.66  | 9067.66  | 9562.66  | 10081.66 |
| Years                                   | >19 | 7391.22  | 7785.22  | 8207.22  | 8656.22  | 9122.22  | 9617.22  | 10136.22 |
| Years                                   | >24 | 7445.77  | 7839.77  | 8261.77  | 8710.77  | 9176.77  | 9671.77  | 10190.77 |
| Years                                   | >29 | 7499.87  | 7893.87  | 8315.87  | 8764.87  | 9230.87  | 9725.87  | 10244.87 |
| <b><u>Salary Schedule Level 340</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 7422.00  | 7829.00  | 8271.00  | 8725.00  | 9202.00  | 9712.00  | 10246.00 |
| Years                                   | >9  | 7476.56  | 7883.56  | 8325.56  | 8779.56  | 9256.56  | 9766.56  | 10300.56 |
| Years                                   | >14 | 7530.66  | 7937.66  | 8379.66  | 8833.66  | 9310.66  | 9820.66  | 10354.66 |
| Years                                   | >19 | 7585.22  | 7992.22  | 8434.22  | 8888.22  | 9365.22  | 9875.22  | 10409.22 |
| Years                                   | >24 | 7639.77  | 8046.77  | 8488.77  | 8942.77  | 9419.77  | 9929.77  | 10463.77 |
| Years                                   | >29 | 7693.87  | 8100.87  | 8542.87  | 8996.87  | 9473.87  | 9983.87  | 10517.87 |
| <b><u>Salary Schedule Level 345</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 7622.00  | 8044.00  | 8493.00  | 8959.00  | 9454.00  | 9973.00  | 10522.00 |
| Years                                   | >9  | 7676.56  | 8098.56  | 8547.56  | 9013.56  | 9508.56  | 10027.56 | 10576.56 |
| Years                                   | >14 | 7730.66  | 8152.66  | 8601.66  | 9067.66  | 9562.66  | 10081.66 | 10630.66 |
| Years                                   | >19 | 7785.22  | 8207.22  | 8656.22  | 9122.22  | 9617.22  | 10136.22 | 10685.22 |
| Years                                   | >24 | 7839.77  | 8261.77  | 8710.77  | 9176.77  | 9671.77  | 10190.77 | 10739.77 |
| Years                                   | >29 | 7893.87  | 8315.87  | 8764.87  | 9230.87  | 9725.87  | 10244.87 | 10793.87 |
| <b><u>Salary Schedule Level 350</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 7829.00  | 8271.00  | 8725.00  | 9202.00  | 9712.00  | 10246.00 | 10809.00 |
| Years                                   | >9  | 7883.56  | 8325.56  | 8779.56  | 9256.56  | 9766.56  | 10300.56 | 10863.56 |
| Years                                   | >14 | 7937.66  | 8379.66  | 8833.66  | 9310.66  | 9820.66  | 10354.66 | 10917.66 |
| Years                                   | >19 | 7992.22  | 8434.22  | 8888.22  | 9365.22  | 9875.22  | 10409.22 | 10972.22 |
| Years                                   | >24 | 8046.77  | 8488.77  | 8942.77  | 9419.77  | 9929.77  | 10463.77 | 11026.77 |
| Years                                   | >29 | 8100.87  | 8542.87  | 8996.87  | 9473.87  | 9983.87  | 10517.87 | 11080.87 |
| <b><u>Salary Schedule Level 355</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 8044.00  | 8493.00  | 8959.00  | 9454.00  | 9973.00  | 10522.00 | 11099.00 |
| Years                                   | >9  | 8098.56  | 8547.56  | 9013.56  | 9508.56  | 10027.56 | 10576.56 | 11153.56 |
| Years                                   | >14 | 8152.66  | 8601.66  | 9067.66  | 9562.66  | 10081.66 | 10630.66 | 11207.66 |
| Years                                   | >19 | 8207.22  | 8656.22  | 9122.22  | 9617.22  | 10136.22 | 10685.22 | 11262.22 |
| Years                                   | >24 | 8261.77  | 8710.77  | 9176.77  | 9671.77  | 10190.77 | 10739.77 | 11316.77 |
| Years                                   | >29 | 8315.87  | 8764.87  | 9230.87  | 9725.87  | 10244.87 | 10793.87 | 11370.87 |
| <b><u>Salary Schedule Level 365</u></b> |     |          |          |          |          |          |          |          |
| Years                                   | 0-9 | 8493.00  | 8959.00  | 9454.00  | 9973.00  | 10522.00 | 11099.00 | 11710.00 |
| Years                                   | >9  | 8547.56  | 9013.56  | 9508.56  | 10027.56 | 10576.56 | 11153.56 | 11764.56 |
| Years                                   | >14 | 8601.66  | 9067.66  | 9562.66  | 10081.66 | 10630.66 | 11207.66 | 11818.66 |
| Years                                   | >19 | 8656.22  | 9122.22  | 9617.22  | 10136.22 | 10685.22 | 11262.22 | 11873.22 |
| Years                                   | >24 | 8710.77  | 9176.77  | 9671.77  | 10190.77 | 10739.77 | 11316.77 | 11927.77 |
| Years                                   | >29 | 8764.87  | 9230.87  | 9725.87  | 10244.87 | 10793.87 | 11370.87 | 11981.87 |