| YEARS | RANK | RANK | RANK | RANK | RANK |
| :---: | :---: | :---: | :---: | :---: | :---: |
| EXPERIENCE | III | II | I | IV | V |
|  | 186 DAYS | 186 DAYS | 186 DAYS | 186 DAYS | 186 DAYS |
| 0 | \$38,360 | \$42,529 | \$46,412 | \$32,671 | \$30,720 |
| 1 | \$39,089 | \$43,349 | \$46,829 |  |  |
| 2 | \$39,155 | \$43,537 | \$47,926 |  |  |
| 3 | \$39,381 | \$43,727 | \$47,956 |  |  |
| 4 | \$39,533 | \$43,893 | \$48,096 |  |  |
| 5 | \$39,725 | \$44,808 | \$48,574 |  |  |
| 6 | \$39,981 | \$45,085 | \$48,766 |  |  |
| 7 | \$40,525 | \$45,281 | \$49,393 |  |  |
| 8 | \$41,065 | \$45,649 | \$50,326 |  |  |
| 9 | \$41,796 | \$48,144 | \$51,897 |  |  |
| 10 | \$43,656 | \$50,030 | \$52,782 |  |  |
| 11 | \$43,761 | \$50,232 | \$53,113 |  |  |
| 12 |  | \$50,500 | \$53,290 |  |  |
| 13 |  | \$50,622 | \$53,828 |  |  |
| 14 |  | \$50,798 | \$55,213 |  |  |
| 15 |  | \$52,239 | \$56,427 |  |  |
| 16 |  | \$54,102 | \$57,889 |  |  |
| 17 |  | \$54,948 | \$59,497 |  |  |
| 18 |  | \$55,786 | \$60,466 |  |  |
| 19 |  | \$57,877 | \$62,138 |  |  |
| 20 |  | \$59,598 | \$64,121 |  |  |
| 21 |  | \$60,746 | \$65,134 |  |  |
| 22 |  | \$66,121 | \$70,988 |  |  |
| 23 |  | \$66,225 | \$71,092 |  |  |
| 24 |  | \$66,225 | \$71,092 |  |  |
| 25 |  | \$67,843 | \$72,897 |  |  |
| $25+$ |  | \$67,843 | \$72,897 |  |  |
|  |  |  |  |  |  |
| Subs | \$125 | \$125 | \$125 | \$110 | \$100 |

When additional compensation is being paid for non-contract work, both certified and classified employees will be at a rate of $\$ 25$ per hour.

