

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is entered into on this 8th day of August, 2018 by and between Tucson Unified School District (“Tucson Unified”) and Communications Workers of America (“CWA”).

RECITALS

- A. The Tucson Unified Governing Board recognizes CWA as the exclusive representative to negotiate for and/or consult on behalf of employees covered by the CWA Supervisory/Professional Agreement (“CWA Agreement”).
- B. At the May 22, 2018 Governing Board meeting, the Board approved raises for teachers and support staff.
- C. On June 26, 2018, the District presented the revised 2018-2020 CWA Agreement which included a salary schedule reflecting the two percent increase. The Governing Board adopted the revised CWA Agreement which sets forth the terms of employment for the 2018-2020 school years for employees covered by the CWA Agreement.
- D. Also, at the June 26, 2018 board meeting, CWA requested that the District reconsider the increase to be consistent with the four percent raise provided to employees covered under the AFSCME Memorandum of Understanding for Blue Collar Workers. The Governing Board approved the request to modify the increase from two percent to four percent. The salary schedule reflecting the additional two percent increase was not updated in the approved agreement.
- E. The proposed change to Appendix III and IV is to reflect the four percent increase that was approved by the Governing Board on June 26, 2018.

AGREEMENT

- 1. The parties agree that the facts set forth in the Recitals are true and correct and, therefore, form a material part of this MOA.
- 2. The parties further agree that Appendices III and IV will be updated to reflect the four percent increase as approved by the Board on June 26, 2018 as follows:

**Appendix III – Supervisory Professional Non-Exempt Salary Schedule
July 1, 2018 through June 30, 2020**

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Step 1	\$10.61	\$11.05	\$11.59	\$12.10	\$13.22	\$14.47	\$15.49	\$16.59
Step 2	\$10.61	\$11.16	\$11.71	\$12.22	\$13.35	\$14.61	\$15.64	\$16.76
Step 3	\$10.61	\$11.27	\$11.83	\$12.34	\$13.48	\$14.76	\$15.80	\$16.93
Step 4	\$10.61	\$11.38	\$11.95	\$12.46	\$13.61	\$14.92	\$15.97	\$17.10
Step 5	\$10.61	\$11.49	\$12.07	\$12.58	\$13.76	\$15.06	\$16.12	\$17.27
Step 6	\$10.65	\$11.60	\$12.19	\$12.72	\$13.90	\$15.21	\$16.28	\$17.44
Step 7	\$10.76	\$11.74	\$12.31	\$12.85	\$14.04	\$15.36	\$16.44	\$17.61

Step 8	\$10.87	\$11.85	\$12.43	\$12.98	\$14.18	\$15.51	\$16.60	\$17.79
Step 9	\$10.97	\$11.97	\$12.55	\$13.10	\$14.31	\$15.67	\$16.78	\$17.98
Step 10	\$11.08	\$12.09	\$12.68	\$13.23	\$14.45	\$15.84	\$16.95	\$18.15
Step 11	\$11.19	\$12.20	\$12.82	\$13.36	\$14.60	\$15.99	\$17.12	\$18.33
Step 12	\$11.30	\$12.32	\$12.94	\$13.49	\$14.75	\$16.15	\$17.28	\$18.51
Step 13	\$11.41	\$12.45	\$13.07	\$13.64	\$14.90	\$16.31	\$17.45	\$18.70
Step 14	\$11.52	\$12.57	\$13.20	\$13.78	\$15.05	\$16.47	\$17.63	\$18.89
Step 15	\$11.65	\$12.70	\$13.33	\$13.91	\$15.20	\$16.63	\$17.81	\$19.08
Step 16	\$11.77	\$12.84	\$13.46	\$14.05	\$15.35	\$16.80	\$17.99	\$19.27
Step 17	\$11.88	\$12.96	\$13.59	\$14.19	\$15.50	\$16.98	\$18.17	\$19.45
Step 18	\$12.00	\$13.09	\$13.73	\$14.33	\$15.66	\$17.14	\$18.35	\$19.65
Step 19	\$12.12	\$13.22	\$13.88	\$14.47	\$15.82	\$17.31	\$18.53	\$19.85
Step 20	\$12.24	\$13.35	\$14.01	\$14.61	\$15.98	\$17.48	\$18.72	\$20.05
Step 21	\$12.36	\$13.48	\$14.15	\$14.76	\$16.13	\$17.65	\$18.91	\$20.25
Step 22	\$12.48	\$13.61	\$14.29	\$14.92	\$16.29	\$17.84	\$19.10	\$20.45
Step 23	\$12.60	\$13.75	\$14.43	\$15.06	\$16.45	\$18.02	\$19.28	\$20.65
Step 24	\$12.73	\$13.90	\$14.57	\$15.21	\$16.61	\$18.20	\$19.47	\$20.86
Step 25	\$12.87	\$14.03	\$14.72	\$15.36	\$16.79	\$18.38	\$19.66	\$21.08
Step 26	\$13.00	\$14.17	\$14.88	\$15.51	\$16.96	\$18.56	\$19.87	\$21.28
Step 27	\$13.12	\$14.31	\$15.02	\$15.67	\$17.13	\$18.75	\$20.07	\$21.49
Step 28	\$13.25	\$14.45	\$15.17	\$15.84	\$17.29	\$18.94	\$20.27	\$21.70
Step 29	\$13.38	\$14.59	\$15.32	\$15.99	\$17.46	\$19.13	\$20.47	\$21.92
Step 30	\$13.51	\$14.74	\$15.47	\$16.15	\$17.64	\$19.31	\$20.67	\$22.15
Step 31	\$13.66	\$14.90	\$15.62	\$16.31	\$17.82	\$19.50	\$20.88	\$22.37
Step 32	\$13.80	\$15.05	\$15.78	\$16.47	\$18.00	\$19.70	\$21.10	\$22.59
Step 33	\$13.93	\$15.19	\$15.95	\$16.63	\$18.18	\$19.91	\$21.30	\$22.82
Step 34	\$14.07	\$15.34	\$16.10	\$16.80	\$18.36	\$20.10	\$21.51	\$23.05
Step 35	\$14.21	\$15.49	\$16.26	\$16.98	\$18.54	\$20.30	\$21.73	\$23.28
Step 36	\$14.35	\$15.64	\$16.42	\$17.14	\$18.73	\$20.50	\$21.96	\$23.50
Step 37	\$14.49	\$15.82	\$16.58	\$17.31	\$18.92	\$20.71	\$22.17	\$23.74
Step 38	\$14.63	\$15.97	\$16.76	\$17.48	\$19.11	\$20.92	\$22.39	\$23.99
Step 39	\$14.78	\$16.13	\$16.93	\$17.65	\$19.30	\$21.13	\$22.61	\$24.22
	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Step 40	\$14.94	\$16.29	\$17.10	\$17.84	\$19.49	\$21.34	\$22.84	\$24.46
Step 41	\$15.09	\$16.45	\$17.26	\$18.02	\$19.68	\$21.54	\$23.07	\$24.70
Step 42	\$15.23	\$16.61	\$17.43	\$18.20	\$19.88	\$21.77	\$23.30	\$24.95
Step 43	\$15.38	\$16.78	\$17.60	\$18.38	\$20.08	\$21.99	\$23.53	\$25.21
Step 44	\$15.53	\$16.96	\$17.79	\$18.56	\$20.28	\$22.20	\$23.77	\$25.45
Step 45	\$15.70	\$17.12	\$17.97	\$18.75	\$20.48	\$22.42	\$24.01	\$25.70
Step 46	\$15.86	\$17.29	\$18.15	\$18.94	\$20.68	\$22.64	\$24.25	\$25.97
Step 47	\$16.02	\$17.46	\$18.32	\$19.13	\$20.89	\$22.87	\$24.48	\$26.23
Step 48	\$16.17	\$17.63	\$18.50	\$19.31	\$21.11	\$23.11	\$24.72	\$26.49
Step 49	\$16.33	\$17.81	\$18.70	\$19.50	\$21.32	\$23.33	\$24.98	\$26.75

Step 50	\$16.49	\$18.00	\$18.89	\$19.70	\$21.52	\$23.56	\$25.23	\$27.02
Step 51	\$16.65	\$18.17	\$19.07	\$19.91	\$21.75	\$23.80	\$25.48	\$27.29
Step 52	\$16.84	\$18.35	\$19.26	\$20.10	\$21.97	\$24.05	\$25.73	\$27.56
Step 53	\$17.00	\$18.53	\$19.45	\$20.30	\$22.18	\$24.28	\$25.99	\$27.84
Step 54	\$17.17	\$18.72	\$19.64	\$20.50	\$22.40	\$24.52	\$26.26	\$28.12
Step 55	\$17.34	\$18.92	\$19.84	\$20.71	\$22.62	\$24.77	\$26.51	\$28.40
Step 56	\$17.51	\$19.10	\$20.05	\$20.92	\$22.85	\$25.02	\$26.78	\$28.68
Step 57	\$17.69	\$19.29	\$20.24	\$21.13	\$23.09	\$25.27	\$27.06	\$28.97
Step 58	\$17.87	\$19.48	\$20.44	\$21.33	\$23.31	\$25.52	\$27.32	\$29.26

	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
Step 1	\$17.37	\$18.15	\$19.03	\$19.91	\$20.85	\$21.86	\$23.44	\$25.12
Step 2	\$17.54	\$18.33	\$19.22	\$20.10	\$21.06	\$22.08	\$23.67	\$25.37
Step 3	\$17.72	\$18.51	\$19.41	\$20.30	\$21.27	\$22.30	\$23.91	\$25.62
Step 4	\$17.91	\$18.70	\$19.60	\$20.50	\$21.47	\$22.52	\$24.16	\$25.88
Step 5	\$18.08	\$18.89	\$19.80	\$20.71	\$21.69	\$22.75	\$24.39	\$26.14
Step 6	\$18.26	\$19.08	\$20.01	\$20.92	\$21.91	\$22.98	\$24.63	\$26.40
Step 7	\$18.44	\$19.27	\$20.20	\$21.12	\$22.13	\$23.20	\$24.88	\$26.66
Step 8	\$18.62	\$19.46	\$20.40	\$21.33	\$22.35	\$23.43	\$25.14	\$26.93
Step 9	\$18.81	\$19.65	\$20.60	\$21.54	\$22.57	\$23.66	\$25.38	\$27.20
Step 10	\$19.01	\$19.85	\$20.81	\$21.76	\$22.80	\$23.90	\$25.63	\$27.47
Step 11	\$19.19	\$20.05	\$21.03	\$21.99	\$23.03	\$24.15	\$25.89	\$27.74
Step 12	\$19.38	\$20.25	\$21.23	\$22.20	\$23.26	\$24.38	\$26.16	\$28.02
Step 13	\$19.57	\$20.45	\$21.44	\$22.42	\$23.49	\$24.62	\$26.41	\$28.31
Step 14	\$19.77	\$20.65	\$21.65	\$22.64	\$23.72	\$24.87	\$26.67	\$28.58
Step 15	\$19.98	\$20.86	\$21.87	\$22.87	\$23.96	\$25.13	\$26.95	\$28.87
Step 16	\$20.17	\$21.08	\$22.10	\$23.10	\$24.21	\$25.37	\$27.22	\$29.17
Step 17	\$20.37	\$21.28	\$22.31	\$23.33	\$24.44	\$25.62	\$27.49	\$29.45
Step 18	\$20.57	\$21.49	\$22.53	\$23.56	\$24.68	\$25.88	\$27.76	\$29.74
	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
Step 19	\$20.78	\$21.70	\$22.76	\$23.80	\$24.93	\$26.15	\$28.04	\$30.04
Step 20	\$20.99	\$21.92	\$23.00	\$24.04	\$25.19	\$26.40	\$28.32	\$30.35
Step 21	\$21.20	\$22.15	\$23.22	\$24.28	\$25.44	\$26.66	\$28.60	\$30.65
Step 22	\$21.41	\$22.37	\$23.45	\$24.52	\$25.68	\$26.93	\$28.89	\$30.96
Step 23	\$21.62	\$22.59	\$23.68	\$24.77	\$25.95	\$27.21	\$29.18	\$31.27
Step 24	\$21.84	\$22.82	\$23.92	\$25.02	\$26.21	\$27.48	\$29.47	\$31.58
Step 25	\$22.06	\$23.05	\$24.17	\$25.27	\$26.47	\$27.75	\$29.76	\$31.90
Step 26	\$22.28	\$23.28	\$24.40	\$25.51	\$26.73	\$28.03	\$30.06	\$32.22
Step 27	\$22.50	\$23.51	\$24.64	\$25.77	\$27.00	\$28.31	\$30.37	\$32.53
Step 28	\$22.73	\$23.75	\$24.89	\$26.04	\$27.27	\$28.59	\$30.66	\$32.86
Step 29	\$22.96	\$23.99	\$25.15	\$26.29	\$27.54	\$28.88	\$30.97	\$33.20
Step 30	\$23.19	\$24.22	\$25.39	\$26.55	\$27.82	\$29.17	\$31.29	\$33.52

Step 31	\$23.41	\$24.46	\$25.64	\$26.82	\$28.10	\$29.46	\$31.59	\$33.86
Step 32	\$23.64	\$24.70	\$25.90	\$27.09	\$28.38	\$29.75	\$31.91	\$34.20
Step 33	\$23.88	\$24.95	\$26.17	\$27.36	\$28.66	\$30.05	\$32.24	\$34.54
Step 34	\$24.13	\$25.21	\$26.42	\$27.63	\$28.95	\$30.35	\$32.55	\$34.88
Step 35	\$24.37	\$25.45	\$26.68	\$27.91	\$29.24	\$30.65	\$32.88	\$35.24
Step 36	\$24.60	\$25.70	\$26.95	\$28.19	\$29.53	\$30.96	\$33.21	\$35.58
Step 37	\$24.86	\$25.97	\$27.23	\$28.47	\$29.83	\$31.28	\$33.54	\$35.94
Step 38	\$25.11	\$26.23	\$27.50	\$28.75	\$30.13	\$31.58	\$33.88	\$36.30
Step 39	\$25.36	\$26.49	\$27.78	\$29.04	\$30.43	\$31.90	\$34.22	\$36.66
Step 40	\$25.60	\$26.75	\$28.06	\$29.33	\$30.72	\$32.22	\$34.56	\$37.03
Step 41	\$25.86	\$27.02	\$28.33	\$29.62	\$31.04	\$32.54	\$34.90	\$37.40
Step 42	\$26.13	\$27.29	\$28.61	\$29.92	\$31.35	\$32.87	\$35.26	\$37.77
Step 43	\$26.38	\$27.56	\$28.90	\$30.22	\$31.66	\$33.20	\$35.60	\$38.15
Step 44	\$26.64	\$27.84	\$29.19	\$30.52	\$31.98	\$33.53	\$35.96	\$38.53
Step 45	\$26.91	\$28.13	\$29.48	\$30.83	\$32.30	\$33.87	\$36.32	\$38.92
Step 46	\$27.19	\$28.40	\$29.77	\$31.14	\$32.62	\$34.21	\$36.68	\$39.31
Step 47	\$27.45	\$28.68	\$30.07	\$31.45	\$32.95	\$34.54	\$37.05	\$39.70
Step 48	\$27.72	\$28.97	\$30.38	\$31.76	\$33.28	\$34.89	\$37.42	\$40.10
Step 49	\$28.01	\$29.26	\$30.67	\$32.08	\$33.61	\$35.24	\$37.79	\$40.50
Step 50	\$28.29	\$29.55	\$30.98	\$32.40	\$33.95	\$35.59	\$38.17	\$40.91
Step 51	\$28.57	\$29.85	\$31.30	\$32.72	\$34.29	\$35.95	\$38.55	\$41.32
Step 52	\$28.86	\$30.15	\$31.60	\$33.05	\$34.63	\$36.31	\$38.94	\$41.72
Step 53	\$29.15	\$30.45	\$31.92	\$33.38	\$34.97	\$36.67	\$39.33	\$42.14
Step 54	\$29.44	\$30.75	\$32.25	\$33.71	\$35.33	\$37.04	\$39.72	\$42.56
Step 55	\$29.72	\$31.06	\$32.56	\$34.05	\$35.67	\$37.41	\$40.12	\$42.99
Step 56	\$30.03	\$31.37	\$32.89	\$34.39	\$36.03	\$37.77	\$40.52	\$43.42
Step 57	\$30.33	\$31.68	\$33.23	\$34.73	\$36.40	\$38.16	\$40.93	\$43.85
Step 58	\$30.63	\$32.00	\$33.55	\$35.08	\$36.75	\$38.54	\$41.34	\$44.29

	<u>Grade 1</u>	<u>Grade 2</u>	<u>Grade 3</u>	<u>Grade 4</u>	<u>Grade 5</u>	<u>Grade 6</u>	<u>Grade 7</u>	<u>Grade 8</u>
<u>Step 1</u>	<u>\$10.82</u>	<u>\$11.27</u>	<u>\$11.82</u>	<u>\$12.34</u>	<u>\$13.48</u>	<u>\$14.76</u>	<u>\$15.80</u>	<u>\$16.92</u>
<u>Step 2</u>	<u>\$10.82</u>	<u>\$11.38</u>	<u>\$11.94</u>	<u>\$12.46</u>	<u>\$13.62</u>	<u>\$14.90</u>	<u>\$15.95</u>	<u>\$17.10</u>
<u>Step 3</u>	<u>\$10.82</u>	<u>\$11.50</u>	<u>\$12.07</u>	<u>\$12.59</u>	<u>\$13.75</u>	<u>\$15.06</u>	<u>\$16.12</u>	<u>\$17.27</u>
<u>Step 4</u>	<u>\$10.82</u>	<u>\$11.61</u>	<u>\$12.19</u>	<u>\$12.71</u>	<u>\$13.88</u>	<u>\$15.22</u>	<u>\$16.29</u>	<u>\$17.44</u>
<u>Step 5</u>	<u>\$10.82</u>	<u>\$11.72</u>	<u>\$12.31</u>	<u>\$12.83</u>	<u>\$14.04</u>	<u>\$15.36</u>	<u>\$16.44</u>	<u>\$17.62</u>
<u>Step 6</u>	<u>\$10.86</u>	<u>\$11.83</u>	<u>\$12.43</u>	<u>\$12.97</u>	<u>\$14.18</u>	<u>\$15.51</u>	<u>\$16.61</u>	<u>\$17.79</u>
<u>Step 7</u>	<u>\$10.98</u>	<u>\$11.97</u>	<u>\$12.56</u>	<u>\$13.11</u>	<u>\$14.32</u>	<u>\$15.67</u>	<u>\$16.77</u>	<u>\$17.96</u>
<u>Step 8</u>	<u>\$11.09</u>	<u>\$12.09</u>	<u>\$12.68</u>	<u>\$13.24</u>	<u>\$14.46</u>	<u>\$15.82</u>	<u>\$16.93</u>	<u>\$18.15</u>
<u>Step 9</u>	<u>\$11.19</u>	<u>\$12.21</u>	<u>\$12.80</u>	<u>\$13.36</u>	<u>\$14.60</u>	<u>\$15.98</u>	<u>\$17.12</u>	<u>\$18.34</u>
<u>Step 10</u>	<u>\$11.30</u>	<u>\$12.33</u>	<u>\$12.93</u>	<u>\$13.49</u>	<u>\$14.74</u>	<u>\$16.16</u>	<u>\$17.29</u>	<u>\$18.51</u>
<u>Step 11</u>	<u>\$11.41</u>	<u>\$12.44</u>	<u>\$13.08</u>	<u>\$13.63</u>	<u>\$14.89</u>	<u>\$16.31</u>	<u>\$17.46</u>	<u>\$18.70</u>
<u>Step 12</u>	<u>\$11.53</u>	<u>\$12.57</u>	<u>\$13.20</u>	<u>\$13.76</u>	<u>\$15.05</u>	<u>\$16.47</u>	<u>\$17.63</u>	<u>\$18.88</u>
<u>Step 13</u>	<u>\$11.64</u>	<u>\$12.70</u>	<u>\$13.33</u>	<u>\$13.91</u>	<u>\$15.20</u>	<u>\$16.64</u>	<u>\$17.80</u>	<u>\$19.07</u>

Step 14	\$11.75	\$12.82	\$13.46	\$14.06	\$15.35	\$16.80	\$17.98	\$19.27
Step 15	\$11.88	\$12.95	\$13.60	\$14.19	\$15.50	\$16.96	\$18.17	\$19.46
Step 16	\$12.01	\$13.10	\$13.73	\$14.33	\$15.66	\$17.14	\$18.35	\$19.66
Step 17	\$12.12	\$13.22	\$13.86	\$14.47	\$15.81	\$17.32	\$18.53	\$19.84
Step 18	\$12.24	\$13.35	\$14.00	\$14.62	\$15.97	\$17.48	\$18.72	\$20.04
Step 19	\$12.36	\$13.48	\$14.16	\$14.76	\$16.14	\$17.66	\$18.90	\$20.25
Step 20	\$12.48	\$13.62	\$14.29	\$14.90	\$16.30	\$17.83	\$19.09	\$20.45
Step 21	\$12.61	\$13.75	\$14.43	\$15.06	\$16.45	\$18.00	\$19.29	\$20.66
Step 22	\$12.73	\$13.88	\$14.58	\$15.22	\$16.62	\$18.20	\$19.48	\$20.86
Step 23	\$12.85	\$14.03	\$14.72	\$15.36	\$16.78	\$18.38	\$19.67	\$21.06
Step 24	\$12.98	\$14.18	\$14.86	\$15.51	\$16.94	\$18.56	\$19.86	\$21.28
Step 25	\$13.13	\$14.31	\$15.01	\$15.67	\$17.13	\$18.75	\$20.05	\$21.50
Step 26	\$13.26	\$14.45	\$15.18	\$15.82	\$17.30	\$18.93	\$20.27	\$21.71
Step 27	\$13.38	\$14.60	\$15.32	\$15.98	\$17.47	\$19.13	\$20.47	\$21.92
Step 28	\$13.52	\$14.74	\$15.47	\$16.16	\$17.64	\$19.32	\$20.68	\$22.13
Step 29	\$13.65	\$14.88	\$15.63	\$16.31	\$17.81	\$19.51	\$20.88	\$22.36
Step 30	\$13.78	\$15.03	\$15.78	\$16.47	\$17.99	\$19.70	\$21.08	\$22.59
Step 31	\$13.93	\$15.20	\$15.93	\$16.64	\$18.18	\$19.89	\$21.30	\$22.82
Step 32	\$14.08	\$15.35	\$16.10	\$16.80	\$18.36	\$20.09	\$21.52	\$23.04
Step 33	\$14.21	\$15.49	\$16.27	\$16.96	\$18.54	\$20.31	\$21.73	\$23.28
Step 34	\$14.35	\$15.65	\$16.42	\$17.14	\$18.73	\$20.50	\$21.94	\$23.51
Step 35	\$14.49	\$15.80	\$16.59	\$17.32	\$18.91	\$20.71	\$22.16	\$23.75
Step 36	\$14.64	\$15.95	\$16.75	\$17.48	\$19.10	\$20.91	\$22.40	\$23.97
Step 37	\$14.78	\$16.14	\$16.91	\$17.66	\$19.30	\$21.12	\$22.61	\$24.21
Step 38	\$14.92	\$16.29	\$17.10	\$17.83	\$19.49	\$21.34	\$22.84	\$24.47
Step 39	\$15.08	\$16.45	\$17.27	\$18.00	\$19.69	\$21.55	\$23.06	\$24.70
Step 40	\$15.24	\$16.62	\$17.44	\$18.20	\$19.88	\$21.77	\$23.30	\$24.95
Step 41	\$15.39	\$16.78	\$17.61	\$18.38	\$20.07	\$21.97	\$23.53	\$25.19
Step 42	\$15.53	\$16.94	\$17.78	\$18.56	\$20.28	\$22.21	\$23.77	\$25.45
Step 43	\$15.69	\$17.12	\$17.95	\$18.75	\$20.48	\$22.43	\$24.00	\$25.71
Step 44	\$15.84	\$17.30	\$18.15	\$18.93	\$20.69	\$22.64	\$24.25	\$25.96
Step 45	\$16.01	\$17.46	\$18.33	\$19.13	\$20.89	\$22.87	\$24.49	\$26.21
Step 46	\$16.18	\$17.64	\$18.51	\$19.32	\$21.09	\$23.09	\$24.74	\$26.49
Step 47	\$16.34	\$17.81	\$18.69	\$19.51	\$21.31	\$23.33	\$24.97	\$26.75
Step 48	\$16.49	\$17.98	\$18.87	\$19.70	\$21.53	\$23.57	\$25.21	\$27.02
Step 49	\$16.66	\$18.17	\$19.07	\$19.89	\$21.75	\$23.80	\$25.48	\$27.29
Step 50	\$16.82	\$18.36	\$19.27	\$20.09	\$21.95	\$24.03	\$25.73	\$27.56
Step 51	\$16.98	\$18.53	\$19.45	\$20.31	\$22.19	\$24.28	\$25.99	\$27.84
Step 52	\$17.18	\$18.72	\$19.65	\$20.50	\$22.41	\$24.53	\$26.24	\$28.11
Step 53	\$17.34	\$18.90	\$19.84	\$20.71	\$22.62	\$24.77	\$26.51	\$28.40
Step 54	\$17.51	\$19.09	\$20.03	\$20.91	\$22.85	\$25.01	\$26.79	\$28.68
Step 55	\$17.69	\$19.30	\$20.24	\$21.12	\$23.07	\$25.27	\$27.04	\$28.97
Step 56	\$17.86	\$19.48	\$20.45	\$21.34	\$23.31	\$25.52	\$27.32	\$29.25

<u>Step 57</u>	<u>\$18.04</u>	<u>\$19.68</u>	<u>\$20.64</u>	<u>\$21.55</u>	<u>\$23.55</u>	<u>\$25.78</u>	<u>\$27.60</u>	<u>\$29.55</u>
<u>Step 58</u>	<u>\$18.23</u>	<u>\$19.87</u>	<u>\$20.85</u>	<u>\$21.76</u>	<u>\$23.78</u>	<u>\$26.03</u>	<u>\$27.87</u>	<u>\$29.85</u>
<u>Step 59</u>	<u>\$18.41</u>	<u>\$20.06</u>	<u>\$21.05</u>	<u>\$21.97</u>	<u>\$24.01</u>	<u>\$26.30</u>	<u>\$28.14</u>	<u>\$30.14</u>
<u>Step 60</u>	<u>\$18.59</u>	<u>\$20.27</u>	<u>\$21.27</u>	<u>\$22.20</u>	<u>\$24.26</u>	<u>\$26.56</u>	<u>\$28.43</u>	<u>\$30.45</u>

	<u>Grade 9</u>	<u>Grade 10</u>	<u>Grade 11</u>	<u>Grade 12</u>	<u>Grade 13</u>	<u>Grade 14</u>	<u>Grade 15</u>	<u>Grade 16</u>
<u>Step 1</u>	<u>\$17.72</u>	<u>\$18.51</u>	<u>\$19.41</u>	<u>\$20.31</u>	<u>\$21.27</u>	<u>\$22.30</u>	<u>\$23.91</u>	<u>\$25.62</u>
<u>Step 2</u>	<u>\$17.89</u>	<u>\$18.70</u>	<u>\$19.60</u>	<u>\$20.50</u>	<u>\$21.48</u>	<u>\$22.52</u>	<u>\$24.14</u>	<u>\$25.88</u>
<u>Step 3</u>	<u>\$18.07</u>	<u>\$18.88</u>	<u>\$19.80</u>	<u>\$20.71</u>	<u>\$21.70</u>	<u>\$22.75</u>	<u>\$24.39</u>	<u>\$26.13</u>
<u>Step 4</u>	<u>\$18.27</u>	<u>\$19.07</u>	<u>\$19.99</u>	<u>\$20.91</u>	<u>\$21.90</u>	<u>\$22.97</u>	<u>\$24.64</u>	<u>\$26.40</u>
<u>Step 5</u>	<u>\$18.44</u>	<u>\$19.27</u>	<u>\$20.20</u>	<u>\$21.12</u>	<u>\$22.12</u>	<u>\$23.21</u>	<u>\$24.88</u>	<u>\$26.66</u>
<u>Step 6</u>	<u>\$18.63</u>	<u>\$19.46</u>	<u>\$20.41</u>	<u>\$21.34</u>	<u>\$22.35</u>	<u>\$23.44</u>	<u>\$25.12</u>	<u>\$26.93</u>
<u>Step 7</u>	<u>\$18.81</u>	<u>\$19.66</u>	<u>\$20.60</u>	<u>\$21.54</u>	<u>\$22.57</u>	<u>\$23.66</u>	<u>\$25.38</u>	<u>\$27.19</u>
<u>Step 8</u>	<u>\$18.99</u>	<u>\$19.85</u>	<u>\$20.81</u>	<u>\$21.76</u>	<u>\$22.80</u>	<u>\$23.90</u>	<u>\$25.64</u>	<u>\$27.47</u>
<u>Step 9</u>	<u>\$19.19</u>	<u>\$20.04</u>	<u>\$21.01</u>	<u>\$21.97</u>	<u>\$23.02</u>	<u>\$24.13</u>	<u>\$25.89</u>	<u>\$27.74</u>
<u>Step 10</u>	<u>\$19.39</u>	<u>\$20.25</u>	<u>\$21.23</u>	<u>\$22.20</u>	<u>\$23.26</u>	<u>\$24.38</u>	<u>\$26.14</u>	<u>\$28.02</u>
<u>Step 11</u>	<u>\$19.57</u>	<u>\$20.45</u>	<u>\$21.45</u>	<u>\$22.43</u>	<u>\$23.49</u>	<u>\$24.63</u>	<u>\$26.41</u>	<u>\$28.29</u>
<u>Step 12</u>	<u>\$19.77</u>	<u>\$20.66</u>	<u>\$21.65</u>	<u>\$22.64</u>	<u>\$23.73</u>	<u>\$24.87</u>	<u>\$26.68</u>	<u>\$28.58</u>
<u>Step 13</u>	<u>\$19.96</u>	<u>\$20.86</u>	<u>\$21.87</u>	<u>\$22.87</u>	<u>\$23.96</u>	<u>\$25.11</u>	<u>\$26.94</u>	<u>\$28.88</u>
<u>Step 14</u>	<u>\$20.17</u>	<u>\$21.06</u>	<u>\$22.08</u>	<u>\$23.09</u>	<u>\$24.19</u>	<u>\$25.37</u>	<u>\$27.20</u>	<u>\$29.15</u>
<u>Step 15</u>	<u>\$20.38</u>	<u>\$21.28</u>	<u>\$22.31</u>	<u>\$23.33</u>	<u>\$24.44</u>	<u>\$25.63</u>	<u>\$27.49</u>	<u>\$29.45</u>
<u>Step 16</u>	<u>\$20.57</u>	<u>\$21.50</u>	<u>\$22.54</u>	<u>\$23.56</u>	<u>\$24.69</u>	<u>\$25.88</u>	<u>\$27.76</u>	<u>\$29.75</u>
<u>Step 17</u>	<u>\$20.78</u>	<u>\$21.71</u>	<u>\$22.76</u>	<u>\$23.80</u>	<u>\$24.93</u>	<u>\$26.13</u>	<u>\$28.04</u>	<u>\$30.04</u>
<u>Step 18</u>	<u>\$20.98</u>	<u>\$21.92</u>	<u>\$22.98</u>	<u>\$24.03</u>	<u>\$25.17</u>	<u>\$26.40</u>	<u>\$28.32</u>	<u>\$30.33</u>
<u>Step 19</u>	<u>\$21.20</u>	<u>\$22.13</u>	<u>\$23.22</u>	<u>\$24.28</u>	<u>\$25.43</u>	<u>\$26.67</u>	<u>\$28.60</u>	<u>\$30.64</u>
<u>Step 20</u>	<u>\$21.41</u>	<u>\$22.36</u>	<u>\$23.46</u>	<u>\$24.52</u>	<u>\$25.69</u>	<u>\$26.93</u>	<u>\$28.89</u>	<u>\$30.96</u>
<u>Step 21</u>	<u>\$21.62</u>	<u>\$22.59</u>	<u>\$23.68</u>	<u>\$24.77</u>	<u>\$25.95</u>	<u>\$27.19</u>	<u>\$29.17</u>	<u>\$31.26</u>
<u>Step 22</u>	<u>\$21.84</u>	<u>\$22.82</u>	<u>\$23.92</u>	<u>\$25.01</u>	<u>\$26.19</u>	<u>\$27.47</u>	<u>\$29.47</u>	<u>\$31.58</u>
<u>Step 23</u>	<u>\$22.05</u>	<u>\$23.04</u>	<u>\$24.15</u>	<u>\$25.27</u>	<u>\$26.47</u>	<u>\$27.75</u>	<u>\$29.76</u>	<u>\$31.90</u>
<u>Step 24</u>	<u>\$22.28</u>	<u>\$23.28</u>	<u>\$24.40</u>	<u>\$25.52</u>	<u>\$26.73</u>	<u>\$28.03</u>	<u>\$30.06</u>	<u>\$32.21</u>
<u>Step 25</u>	<u>\$22.50</u>	<u>\$23.51</u>	<u>\$24.65</u>	<u>\$25.78</u>	<u>\$27.00</u>	<u>\$28.31</u>	<u>\$30.36</u>	<u>\$32.54</u>
<u>Step 26</u>	<u>\$22.73</u>	<u>\$23.75</u>	<u>\$24.89</u>	<u>\$26.02</u>	<u>\$27.26</u>	<u>\$28.59</u>	<u>\$30.66</u>	<u>\$32.86</u>
<u>Step 27</u>	<u>\$22.95</u>	<u>\$23.98</u>	<u>\$25.13</u>	<u>\$26.29</u>	<u>\$27.54</u>	<u>\$28.88</u>	<u>\$30.98</u>	<u>\$33.18</u>
<u>Step 28</u>	<u>\$23.18</u>	<u>\$24.23</u>	<u>\$25.39</u>	<u>\$26.56</u>	<u>\$27.82</u>	<u>\$29.16</u>	<u>\$31.27</u>	<u>\$33.52</u>
<u>Step 29</u>	<u>\$23.42</u>	<u>\$24.47</u>	<u>\$25.65</u>	<u>\$26.82</u>	<u>\$28.09</u>	<u>\$29.46</u>	<u>\$31.59</u>	<u>\$33.86</u>
<u>Step 30</u>	<u>\$23.65</u>	<u>\$24.70</u>	<u>\$25.90</u>	<u>\$27.08</u>	<u>\$28.38</u>	<u>\$29.75</u>	<u>\$31.92</u>	<u>\$34.19</u>
<u>Step 31</u>	<u>\$23.88</u>	<u>\$24.95</u>	<u>\$26.15</u>	<u>\$27.36</u>	<u>\$28.66</u>	<u>\$30.05</u>	<u>\$32.22</u>	<u>\$34.54</u>
<u>Step 32</u>	<u>\$24.11</u>	<u>\$25.19</u>	<u>\$26.42</u>	<u>\$27.63</u>	<u>\$28.95</u>	<u>\$30.35</u>	<u>\$32.55</u>	<u>\$34.88</u>
<u>Step 33</u>	<u>\$24.36</u>	<u>\$25.45</u>	<u>\$26.69</u>	<u>\$27.91</u>	<u>\$29.23</u>	<u>\$30.65</u>	<u>\$32.88</u>	<u>\$35.23</u>
<u>Step 34</u>	<u>\$24.61</u>	<u>\$25.71</u>	<u>\$26.95</u>	<u>\$28.18</u>	<u>\$29.53</u>	<u>\$30.96</u>	<u>\$33.20</u>	<u>\$35.58</u>
<u>Step 35</u>	<u>\$24.86</u>	<u>\$25.96</u>	<u>\$27.21</u>	<u>\$28.47</u>	<u>\$29.82</u>	<u>\$31.26</u>	<u>\$33.54</u>	<u>\$35.94</u>
<u>Step 36</u>	<u>\$25.09</u>	<u>\$26.21</u>	<u>\$27.49</u>	<u>\$28.75</u>	<u>\$30.12</u>	<u>\$31.58</u>	<u>\$33.87</u>	<u>\$36.29</u>
<u>Step 37</u>	<u>\$25.36</u>	<u>\$26.49</u>	<u>\$27.77</u>	<u>\$29.04</u>	<u>\$30.43</u>	<u>\$31.91</u>	<u>\$34.21</u>	<u>\$36.66</u>

Step 38	\$25.61	\$26.75	\$28.05	\$29.33	\$30.73	\$32.21	\$34.56	\$37.03
Step 39	\$25.87	\$27.02	\$28.34	\$29.62	\$31.04	\$32.54	\$34.90	\$37.39
Step 40	\$26.11	\$27.29	\$28.62	\$29.92	\$31.33	\$32.86	\$35.25	\$37.77
Step 41	\$26.38	\$27.56	\$28.90	\$30.21	\$31.66	\$33.19	\$35.60	\$38.15
Step 42	\$26.65	\$27.84	\$29.18	\$30.52	\$31.98	\$33.53	\$35.97	\$38.53
Step 43	\$26.91	\$28.11	\$29.48	\$30.82	\$32.29	\$33.86	\$36.31	\$38.91
Step 44	\$27.17	\$28.40	\$29.77	\$31.13	\$32.62	\$34.20	\$36.68	\$39.30
Step 45	\$27.45	\$28.69	\$30.07	\$31.45	\$32.95	\$34.55	\$37.05	\$39.70
Step 46	\$27.73	\$28.97	\$30.37	\$31.76	\$33.27	\$34.89	\$37.41	\$40.10
Step 47	\$28.00	\$29.25	\$30.67	\$32.08	\$33.61	\$35.23	\$37.79	\$40.49
Step 48	\$28.27	\$29.55	\$30.99	\$32.40	\$33.95	\$35.59	\$38.17	\$40.90
Step 49	\$28.57	\$29.85	\$31.28	\$32.72	\$34.28	\$35.94	\$38.55	\$41.31
Step 50	\$28.86	\$30.14	\$31.60	\$33.05	\$34.63	\$36.30	\$38.93	\$41.73
Step 51	\$29.14	\$30.45	\$31.93	\$33.37	\$34.98	\$36.67	\$39.32	\$42.15
Step 52	\$29.44	\$30.75	\$32.23	\$33.71	\$35.32	\$37.04	\$39.72	\$42.55
Step 53	\$29.73	\$31.06	\$32.56	\$34.05	\$35.67	\$37.40	\$40.12	\$42.98
Step 54	\$30.03	\$31.37	\$32.90	\$34.38	\$36.04	\$37.78	\$40.51	\$43.41
Step 55	\$30.31	\$31.68	\$33.21	\$34.73	\$36.38	\$38.16	\$40.92	\$43.85
Step 56	\$30.63	\$32.00	\$33.55	\$35.08	\$36.75	\$38.53	\$41.33	\$44.29
Step 57	\$30.94	\$32.31	\$33.89	\$35.42	\$37.13	\$38.92	\$41.75	\$44.73
Step 58	\$31.24	\$32.64	\$34.22	\$35.78	\$37.49	\$39.31	\$42.17	\$45.18
Step 59	\$31.56	\$32.98	\$34.57	\$36.15	\$37.86	\$39.71	\$42.59	\$45.62
Step 60	\$31.88	\$33.30	\$34.91	\$36.51	\$38.24	\$40.11	\$43.01	\$46.08

**Appendix IV – Supervisory Professional Exempt Salary Schedule
(based on a 12 month schedule; prorate if less than 12 months)
July 1, 2018 through June 30, 2020**

	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
Step 1	\$39,597.98	\$41,502.14	\$43,406.31	\$45,461.94	\$47,669.04	\$51,131.16	\$54,809.66
Step 2	\$39,993.96	\$41,917.16	\$43,840.37	\$45,916.56	\$48,145.73	\$51,642.47	\$55,357.76
Step 3	\$40,393.90	\$42,336.33	\$44,278.77	\$46,375.73	\$48,627.19	\$52,158.89	\$55,911.34
Step 4	\$40,797.84	\$42,759.69	\$44,721.56	\$46,839.49	\$49,113.46	\$52,680.48	\$56,470.45
Step 5	\$41,205.82	\$43,187.30	\$45,168.78	\$47,307.87	\$49,604.59	\$53,207.29	\$57,035.14
Step 6	\$41,617.88	\$43,619.17	\$45,620.47	\$47,780.95	\$50,100.64	\$53,739.35	\$57,605.50
Step 7	\$42,034.06	\$44,055.36	\$46,076.67	\$48,258.77	\$50,601.65	\$54,276.75	\$58,181.56
Step 8	\$42,454.39	\$44,495.91	\$46,537.43	\$48,741.35	\$51,107.67	\$54,819.52	\$58,763.38
Step 9	\$42,878.93	\$44,940.87	\$47,002.81	\$49,228.76	\$51,618.75	\$55,367.73	\$59,351.01
Step 10	\$43,307.72	\$45,390.28	\$47,472.83	\$49,721.05	\$52,134.93	\$55,921.40	\$59,944.51
Step 11	\$43,740.81	\$45,844.18	\$47,947.57	\$50,218.26	\$52,656.28	\$56,480.61	\$60,543.97
Step 12	\$44,178.22	\$46,302.62	\$48,427.05	\$50,720.44	\$53,182.84	\$57,045.42	\$61,149.41
Step 13	\$44,619.99	\$46,765.65	\$48,911.32	\$51,227.64	\$53,714.67	\$57,615.87	\$61,760.89
Step 14	\$45,066.19	\$47,233.32	\$49,400.42	\$51,739.93	\$54,251.82	\$58,192.03	\$62,378.50
Step 15	\$45,516.85	\$47,705.64	\$49,894.42	\$52,257.33	\$54,794.34	\$58,773.95	\$63,002.30
Step 16	\$45,972.02	\$48,182.70	\$50,393.36	\$52,779.90	\$55,342.27	\$59,361.69	\$63,632.32

Step 17	\$46,431.75	\$48,664.53	\$50,897.30	\$53,307.70	\$55,895.69	\$59,955.31	\$64,268.63
Step 18	\$46,896.06	\$49,151.18	\$51,406.27	\$53,840.78	\$56,454.66	\$60,554.86	\$64,911.32
Step 19	\$47,365.02	\$49,642.69	\$51,920.34	\$54,379.19	\$57,019.21	\$61,160.41	\$65,560.44
Step 20	\$47,838.67	\$50,139.11	\$52,439.54	\$54,922.97	\$57,589.40	\$61,772.01	\$66,216.03
Step 21	\$48,317.06	\$50,640.50	\$52,963.94	\$55,472.20	\$58,165.28	\$62,389.73	\$66,878.20
Step 22	\$48,800.23	\$51,146.91	\$53,493.59	\$56,026.92	\$58,746.93	\$63,013.63	\$67,546.98
Step 23	\$49,288.23	\$51,658.38	\$54,028.52	\$56,587.19	\$59,334.41	\$63,643.77	\$68,222.45
Step 24	\$49,781.11	\$52,174.96	\$54,568.81	\$57,153.07	\$59,927.75	\$64,280.21	\$68,904.67
Step 25	\$50,278.92	\$52,696.70	\$55,114.50	\$57,724.60	\$60,527.03	\$64,923.00	\$69,593.72
Step 26	\$50,781.72	\$53,223.68	\$55,665.63	\$58,301.85	\$61,132.31	\$65,572.23	\$70,289.67
Step 27	\$51,289.54	\$53,755.92	\$56,222.29	\$58,884.87	\$61,743.62	\$66,227.95	\$70,992.56
Step 28	\$51,802.44	\$54,293.48	\$56,784.51	\$59,473.71	\$62,361.06	\$66,890.23	\$71,702.49
Step 29	\$52,320.45	\$54,836.40	\$57,352.36	\$60,068.45	\$62,984.68	\$67,559.14	\$72,419.51
Step 30	\$52,843.65	\$55,384.76	\$57,925.88	\$60,669.13	\$63,614.52	\$68,234.73	\$73,143.70
Step 31	\$53,372.09	\$55,938.62	\$58,505.14	\$61,275.82	\$64,250.67	\$68,917.08	\$73,875.15
Step 32	\$53,905.82	\$56,498.01	\$59,090.19	\$61,888.58	\$64,893.18	\$69,606.25	\$74,613.89
Step 33	\$54,444.87	\$57,062.99	\$59,681.09	\$62,507.47	\$65,542.10	\$70,302.31	\$75,360.03
Step 34	\$54,989.32	\$57,633.61	\$60,277.90	\$63,132.54	\$66,197.52	\$71,005.33	\$76,113.63
Step 35	\$55,539.21	\$58,209.95	\$60,880.69	\$63,763.87	\$66,859.50	\$71,715.38	\$76,874.77
Step 36	\$56,094.60	\$58,792.05	\$61,489.50	\$64,401.51	\$67,528.10	\$72,432.53	\$77,643.52
Step 37	\$56,655.55	\$59,379.97	\$62,104.40	\$65,045.53	\$68,203.38	\$73,156.87	\$78,419.96
Step 38	\$57,222.12	\$59,973.77	\$62,725.42	\$65,695.99	\$68,885.40	\$73,888.44	\$79,204.16
	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
Step 39	\$57,794.33	\$60,573.51	\$63,352.68	\$66,352.94	\$69,574.26	\$74,627.32	\$79,996.19
Step 40	\$58,372.27	\$61,179.25	\$63,986.21	\$67,016.47	\$70,270.00	\$75,373.59	\$80,796.15
Step 41	\$58,955.99	\$61,791.04	\$64,626.08	\$67,686.63	\$70,972.70	\$76,127.33	\$81,604.11
Step 42	\$59,545.55	\$62,408.94	\$65,272.33	\$68,363.50	\$71,682.44	\$76,888.60	\$82,420.15
Step 43	\$60,141.02	\$63,033.03	\$65,925.05	\$69,047.14	\$72,399.26	\$77,657.49	\$83,244.35
Step 44	\$60,742.43	\$63,663.36	\$66,584.30	\$69,737.61	\$73,123.24	\$78,434.06	\$84,076.80
Step 45	\$61,349.84	\$64,299.99	\$67,250.15	\$70,434.98	\$73,854.48	\$79,218.40	\$84,917.57
Step 46	\$61,963.34	\$64,942.99	\$67,922.65	\$71,139.33	\$74,593.02	\$80,010.58	\$85,766.75
Step 47	\$62,582.98	\$65,592.43	\$68,601.88	\$71,850.72	\$75,338.95	\$80,810.69	\$86,624.42
Step 48	\$63,208.80	\$66,248.35	\$69,287.90	\$72,569.23	\$76,092.35	\$81,618.81	\$87,490.65
Step 49	\$63,840.90	\$66,910.83	\$69,980.78	\$73,294.92	\$76,853.27	\$82,434.99	\$88,365.56
Step 50	\$64,479.31	\$67,579.94	\$70,680.59	\$74,027.87	\$77,621.80	\$83,259.34	\$89,249.23
Step 51	\$65,124.09	\$68,255.75	\$71,387.40	\$74,768.15	\$78,398.02	\$84,091.93	\$90,141.71
Step 52	\$65,775.33	\$68,938.30	\$72,101.27	\$75,515.83	\$79,182.00	\$84,932.85	\$91,043.13
Step 53	\$66,433.09	\$69,627.68	\$72,822.27	\$76,270.99	\$79,973.82	\$85,782.18	\$91,953.56
Step 54	\$67,097.42	\$70,323.96	\$73,550.50	\$77,033.70	\$80,773.56	\$86,640.00	\$92,873.10
Step 55	\$67,768.39	\$71,027.20	\$74,286.01	\$77,804.04	\$81,581.30	\$87,506.40	\$93,801.83
Step 56	\$68,446.07	\$71,737.47	\$75,028.87	\$78,582.08	\$82,397.11	\$88,381.46	\$94,739.84

	<u>Grade 10</u>	<u>Grade 11</u>	<u>Grade 12</u>	<u>Grade 13</u>	<u>Grade 14</u>	<u>Grade 15</u>	<u>Grade 16</u>
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Step 1	<u>\$40,389.94</u>	<u>\$42,332.18</u>	<u>\$44,274.44</u>	<u>\$46,371.18</u>	<u>\$48,622.42</u>	<u>\$52,153.78</u>	<u>\$55,905.85</u>
Step 2	<u>\$40,793.84</u>	<u>\$42,755.50</u>	<u>\$44,717.18</u>	<u>\$46,834.89</u>	<u>\$49,108.64</u>	<u>\$52,675.32</u>	<u>\$56,464.92</u>
Step 3	<u>\$41,201.78</u>	<u>\$43,183.06</u>	<u>\$45,164.35</u>	<u>\$47,303.24</u>	<u>\$49,599.73</u>	<u>\$53,202.07</u>	<u>\$57,029.57</u>
Step 4	<u>\$41,613.80</u>	<u>\$43,614.88</u>	<u>\$45,615.99</u>	<u>\$47,776.28</u>	<u>\$50,095.73</u>	<u>\$53,734.09</u>	<u>\$57,599.86</u>
Step 5	<u>\$42,029.94</u>	<u>\$44,051.05</u>	<u>\$46,072.16</u>	<u>\$48,254.03</u>	<u>\$50,596.68</u>	<u>\$54,271.44</u>	<u>\$58,175.84</u>
Step 6	<u>\$42,450.24</u>	<u>\$44,491.55</u>	<u>\$46,532.88</u>	<u>\$48,736.57</u>	<u>\$51,102.65</u>	<u>\$54,814.14</u>	<u>\$58,757.61</u>
Step 7	<u>\$42,874.74</u>	<u>\$44,936.47</u>	<u>\$46,998.20</u>	<u>\$49,223.95</u>	<u>\$51,613.68</u>	<u>\$55,362.29</u>	<u>\$59,345.19</u>
Step 8	<u>\$43,303.48</u>	<u>\$45,385.83</u>	<u>\$47,468.18</u>	<u>\$49,716.18</u>	<u>\$52,129.82</u>	<u>\$55,915.91</u>	<u>\$59,938.65</u>
Step 9	<u>\$43,736.51</u>	<u>\$45,839.69</u>	<u>\$47,942.87</u>	<u>\$50,213.34</u>	<u>\$52,651.13</u>	<u>\$56,475.08</u>	<u>\$60,538.03</u>
Step 10	<u>\$44,173.87</u>	<u>\$46,298.09</u>	<u>\$48,422.29</u>	<u>\$50,715.47</u>	<u>\$53,177.63</u>	<u>\$57,039.83</u>	<u>\$61,143.40</u>
Step 11	<u>\$44,615.63</u>	<u>\$46,761.06</u>	<u>\$48,906.52</u>	<u>\$51,222.63</u>	<u>\$53,709.41</u>	<u>\$57,610.22</u>	<u>\$61,754.85</u>
Step 12	<u>\$45,061.78</u>	<u>\$47,228.67</u>	<u>\$49,395.59</u>	<u>\$51,734.85</u>	<u>\$54,246.50</u>	<u>\$58,186.33</u>	<u>\$62,372.40</u>
Step 13	<u>\$45,512.39</u>	<u>\$47,700.96</u>	<u>\$49,889.55</u>	<u>\$52,252.19</u>	<u>\$54,788.96</u>	<u>\$58,768.19</u>	<u>\$62,996.11</u>
Step 14	<u>\$45,967.51</u>	<u>\$48,177.99</u>	<u>\$50,388.43</u>	<u>\$52,774.73</u>	<u>\$55,336.86</u>	<u>\$59,355.87</u>	<u>\$63,626.07</u>
Step 15	<u>\$46,427.19</u>	<u>\$48,659.75</u>	<u>\$50,892.31</u>	<u>\$53,302.48</u>	<u>\$55,890.23</u>	<u>\$59,949.43</u>	<u>\$64,262.35</u>
Step 16	<u>\$46,891.46</u>	<u>\$49,146.35</u>	<u>\$51,401.23</u>	<u>\$53,835.50</u>	<u>\$56,449.12</u>	<u>\$60,548.92</u>	<u>\$64,904.97</u>
Step 17	<u>\$47,360.39</u>	<u>\$49,637.82</u>	<u>\$51,915.25</u>	<u>\$54,373.85</u>	<u>\$57,013.60</u>	<u>\$61,154.42</u>	<u>\$65,554.00</u>
Step 18	<u>\$47,833.98</u>	<u>\$50,134.20</u>	<u>\$52,434.40</u>	<u>\$54,917.60</u>	<u>\$57,583.75</u>	<u>\$61,765.96</u>	<u>\$66,209.55</u>
Step 19	<u>\$48,312.32</u>	<u>\$50,635.54</u>	<u>\$52,958.75</u>	<u>\$55,466.77</u>	<u>\$58,159.59</u>	<u>\$62,383.62</u>	<u>\$66,871.65</u>
Step 20	<u>\$48,795.44</u>	<u>\$51,141.89</u>	<u>\$53,488.33</u>	<u>\$56,021.43</u>	<u>\$58,741.19</u>	<u>\$63,007.45</u>	<u>\$67,540.35</u>
Step 21	<u>\$49,283.40</u>	<u>\$51,653.31</u>	<u>\$54,023.22</u>	<u>\$56,581.64</u>	<u>\$59,328.59</u>	<u>\$63,637.52</u>	<u>\$68,215.76</u>
Step 22	<u>\$49,776.23</u>	<u>\$52,169.85</u>	<u>\$54,563.46</u>	<u>\$57,147.46</u>	<u>\$59,921.87</u>	<u>\$64,273.90</u>	<u>\$68,897.92</u>
Step 23	<u>\$50,273.99</u>	<u>\$52,691.55</u>	<u>\$55,109.09</u>	<u>\$57,718.93</u>	<u>\$60,521.10</u>	<u>\$64,916.65</u>	<u>\$69,586.90</u>
Step 24	<u>\$50,776.73</u>	<u>\$53,218.46</u>	<u>\$55,660.19</u>	<u>\$58,296.13</u>	<u>\$61,126.31</u>	<u>\$65,565.81</u>	<u>\$70,282.76</u>
Step 25	<u>\$51,284.50</u>	<u>\$53,750.63</u>	<u>\$56,216.79</u>	<u>\$58,879.09</u>	<u>\$61,737.57</u>	<u>\$66,221.46</u>	<u>\$70,985.59</u>
Step 26	<u>\$51,797.35</u>	<u>\$54,288.15</u>	<u>\$56,778.94</u>	<u>\$59,467.89</u>	<u>\$62,354.96</u>	<u>\$66,883.67</u>	<u>\$71,695.46</u>
Step 27	<u>\$52,315.33</u>	<u>\$54,831.04</u>	<u>\$57,346.74</u>	<u>\$60,062.57</u>	<u>\$62,978.49</u>	<u>\$67,552.51</u>	<u>\$72,412.41</u>
Step 28	<u>\$52,838.49</u>	<u>\$55,379.35</u>	<u>\$57,920.20</u>	<u>\$60,663.18</u>	<u>\$63,608.28</u>	<u>\$68,228.03</u>	<u>\$73,136.54</u>
Step 29	<u>\$53,366.86</u>	<u>\$55,933.13</u>	<u>\$58,499.41</u>	<u>\$61,269.82</u>	<u>\$64,244.37</u>	<u>\$68,910.32</u>	<u>\$73,867.90</u>
Step 30	<u>\$53,900.52</u>	<u>\$56,492.46</u>	<u>\$59,084.40</u>	<u>\$61,882.51</u>	<u>\$64,886.81</u>	<u>\$69,599.42</u>	<u>\$74,606.57</u>
Step 31	<u>\$54,439.53</u>	<u>\$57,057.39</u>	<u>\$59,675.24</u>	<u>\$62,501.34</u>	<u>\$65,535.68</u>	<u>\$70,295.42</u>	<u>\$75,352.65</u>
Step 32	<u>\$54,983.94</u>	<u>\$57,627.97</u>	<u>\$60,271.99</u>	<u>\$63,126.35</u>	<u>\$66,191.04</u>	<u>\$70,998.38</u>	<u>\$76,106.17</u>
Step 33	<u>\$55,533.77</u>	<u>\$58,204.25</u>	<u>\$60,874.71</u>	<u>\$63,757.62</u>	<u>\$66,852.94</u>	<u>\$71,708.36</u>	<u>\$76,867.23</u>
Step 34	<u>\$56,089.11</u>	<u>\$58,786.28</u>	<u>\$61,483.46</u>	<u>\$64,395.19</u>	<u>\$67,521.47</u>	<u>\$72,425.44</u>	<u>\$77,635.90</u>
Step 35	<u>\$56,649.99</u>	<u>\$59,374.15</u>	<u>\$62,098.30</u>	<u>\$65,039.15</u>	<u>\$68,196.69</u>	<u>\$73,149.69</u>	<u>\$78,412.27</u>
Step 36	<u>\$57,216.49</u>	<u>\$59,967.89</u>	<u>\$62,719.29</u>	<u>\$65,689.54</u>	<u>\$68,878.66</u>	<u>\$73,881.18</u>	<u>\$79,196.39</u>
Step 37	<u>\$57,788.66</u>	<u>\$60,567.57</u>	<u>\$63,346.49</u>	<u>\$66,346.44</u>	<u>\$69,567.45</u>	<u>\$74,620.01</u>	<u>\$79,988.36</u>
Step 38	<u>\$58,366.56</u>	<u>\$61,173.25</u>	<u>\$63,979.93</u>	<u>\$67,009.91</u>	<u>\$70,263.11</u>	<u>\$75,366.21</u>	<u>\$80,788.24</u>
Step 39	<u>\$58,950.22</u>	<u>\$61,784.98</u>	<u>\$64,619.73</u>	<u>\$67,680.00</u>	<u>\$70,965.75</u>	<u>\$76,119.87</u>	<u>\$81,596.11</u>
Step 40	<u>\$59,539.72</u>	<u>\$62,402.84</u>	<u>\$65,265.93</u>	<u>\$68,356.80</u>	<u>\$71,675.40</u>	<u>\$76,881.06</u>	<u>\$82,412.07</u>
Step 41	<u>\$60,135.11</u>	<u>\$63,026.86</u>	<u>\$65,918.60</u>	<u>\$69,040.36</u>	<u>\$72,392.15</u>	<u>\$77,649.88</u>	<u>\$83,236.19</u>
Step 42	<u>\$60,736.46</u>	<u>\$63,657.12</u>	<u>\$66,577.78</u>	<u>\$69,730.77</u>	<u>\$73,116.09</u>	<u>\$78,426.37</u>	<u>\$84,068.55</u>
Step 43	<u>\$61,343.84</u>	<u>\$64,293.69</u>	<u>\$67,243.55</u>	<u>\$70,428.08</u>	<u>\$73,847.25</u>	<u>\$79,210.64</u>	<u>\$84,909.24</u>

<u>Step 44</u>	<u>\$61,957.28</u>	<u>\$64,936.63</u>	<u>\$67,915.99</u>	<u>\$71,132.36</u>	<u>\$74,585.70</u>	<u>\$80,002.74</u>	<u>\$85,758.34</u>
<u>Step 45</u>	<u>\$62,576.84</u>	<u>\$65,585.99</u>	<u>\$68,595.15</u>	<u>\$71,843.68</u>	<u>\$75,331.57</u>	<u>\$80,802.77</u>	<u>\$86,615.92</u>
<u>Step 46</u>	<u>\$63,202.61</u>	<u>\$66,241.85</u>	<u>\$69,281.10</u>	<u>\$72,562.12</u>	<u>\$76,084.88</u>	<u>\$81,610.79</u>	<u>\$87,482.09</u>
<u>Step 47</u>	<u>\$63,834.64</u>	<u>\$66,904.28</u>	<u>\$69,973.92</u>	<u>\$73,287.73</u>	<u>\$76,845.73</u>	<u>\$82,426.90</u>	<u>\$88,356.91</u>
<u>Step 48</u>	<u>\$64,472.98</u>	<u>\$67,573.32</u>	<u>\$70,673.66</u>	<u>\$74,020.61</u>	<u>\$77,614.20</u>	<u>\$83,251.19</u>	<u>\$89,240.46</u>
<u>Step 49</u>	<u>\$65,117.72</u>	<u>\$68,249.05</u>	<u>\$71,380.40</u>	<u>\$74,760.82</u>	<u>\$78,390.34</u>	<u>\$84,083.69</u>	<u>\$90,132.87</u>
<u>Step 50</u>	<u>\$65,768.90</u>	<u>\$68,931.54</u>	<u>\$72,094.20</u>	<u>\$75,508.43</u>	<u>\$79,174.24</u>	<u>\$84,924.53</u>	<u>\$91,034.21</u>
<u>Step 51</u>	<u>\$66,426.57</u>	<u>\$69,620.87</u>	<u>\$72,815.15</u>	<u>\$76,263.51</u>	<u>\$79,965.98</u>	<u>\$85,773.77</u>	<u>\$91,944.54</u>
<u>Step 52</u>	<u>\$67,090.84</u>	<u>\$70,317.07</u>	<u>\$73,543.30</u>	<u>\$77,026.15</u>	<u>\$80,765.64</u>	<u>\$86,631.51</u>	<u>\$92,863.99</u>
<u>Step 53</u>	<u>\$67,761.75</u>	<u>\$71,020.23</u>	<u>\$74,278.72</u>	<u>\$77,796.41</u>	<u>\$81,573.30</u>	<u>\$87,497.82</u>	<u>\$93,792.63</u>
<u>Step 54</u>	<u>\$68,439.37</u>	<u>\$71,730.44</u>	<u>\$75,021.51</u>	<u>\$78,574.37</u>	<u>\$82,389.03</u>	<u>\$88,372.80</u>	<u>\$94,730.56</u>
<u>Step 55</u>	<u>\$69,123.76</u>	<u>\$72,447.74</u>	<u>\$75,771.73</u>	<u>\$79,360.12</u>	<u>\$83,212.93</u>	<u>\$89,256.53</u>	<u>\$95,677.87</u>
<u>Step 56</u>	<u>\$69,814.99</u>	<u>\$73,172.22</u>	<u>\$76,529.45</u>	<u>\$80,153.72</u>	<u>\$84,045.05</u>	<u>\$90,149.09</u>	<u>\$96,634.64</u>
<u>Step 57</u>	<u>\$70,513.15</u>	<u>\$73,903.94</u>	<u>\$77,294.74</u>	<u>\$80,955.26</u>	<u>\$84,885.50</u>	<u>\$91,050.58</u>	<u>\$97,601.00</u>
<u>Step 58</u>	<u>\$71,218.29</u>	<u>\$74,642.98</u>	<u>\$78,067.69</u>	<u>\$81,764.81</u>	<u>\$85,734.36</u>	<u>\$91,961.08</u>	<u>\$98,577.00</u>
<u>Step 59</u>	<u>\$71,930.47</u>	<u>\$75,389.40</u>	<u>\$78,848.37</u>	<u>\$82,582.46</u>	<u>\$86,591.70</u>	<u>\$92,880.69</u>	<u>\$99,562.77</u>
<u>Step 60</u>	<u>\$72,649.77</u>	<u>\$76,143.31</u>	<u>\$79,636.85</u>	<u>\$83,408.29</u>	<u>\$87,457.62</u>	<u>\$93,809.50</u>	<u>\$100,558.40</u>

3. This will be retroactive to July 1, 2018.

Communication Workers of America, Local 7000

Tucson Unified School District

/s/
Linda Hatfield, President

/s/
Maricela Meza, Director of Employee Relations