

Waynesboro Public Schools  
Salary Scales  
2016-2017

**Teacher**

Steps	Index	10-month	11-month	12-month	10 month w/ Masters	10 month w/ Doctorate
1	1.0000	40,100	44,110	50,125	42,743	44,858
2	1.0075	40,401	44,441	50,501	43,044	45,159
3	1.0150	40,702	44,772	50,878	43,345	45,460
4	1.0258	41,136	45,250	51,420	43,779	45,894
5	1.0388	41,657	45,823	52,071	44,300	46,415
6	1.0518	42,178	46,396	52,723	44,821	46,936
7	1.0648	42,700	46,970	53,375	45,343	47,458
8	1.0779	43,223	47,545	54,029	45,866	47,981
9	1.0909	43,744	48,118	54,680	46,387	48,502
10	1.1039	44,265	48,692	55,331	46,908	49,023
11	1.1169	44,786	49,265	55,983	47,429	49,544
12	1.1299	45,307	49,838	56,634	47,950	50,065
13	1.1428	45,828	50,411	57,285	48,471	50,586
14	1.1558	46,349	50,984	57,936	48,992	51,107
15	1.1688	46,870	51,557	58,588	49,513	51,628
16	1.1889	47,675	52,443	59,594	50,318	52,433
17	1.1916	47,785	52,564	59,731	50,428	52,543
18	1.1943	47,891	52,680	59,864	50,534	52,649
19	1.1969	47,997	52,797	59,996	50,640	52,755
20	1.1996	48,105	52,916	60,131	50,748	52,863
21	1.2149	48,719	53,591	60,899	51,362	53,477
22	1.2302	49,333	54,266	61,666	51,976	54,091
23	1.2456	49,947	54,942	62,434	52,590	54,705
24	1.0100	50,561	55,617	63,201	53,204	55,319
25	1.2761	51,172	56,289	63,965	53,815	55,930
26	1.2913	51,783	56,961	64,729	54,426	56,541
27	1.3066	52,396	57,636	65,495	55,039	57,154
28	1.3219	53,009	58,310	66,261	55,652	57,767
29	1.3372	53,622	58,984	67,028	56,265	58,380
30-34	1.4417	57,813	63,594	72,266	60,456	62,571
35-39	1.5140	60,711	66,782	75,889	63,354	65,469
40+	1.5554	62,373	68,610	77,966	65,016	67,131

Advance Degree Additive Schedule for Teachers:

9 hrs. towards Master's Degree	793
18 hrs. towards Master's Degree	1,163
Master's Degree	2,643
15 hrs. beyond Master's Degree	3,172
30 hrs. beyond Master's Degree	3,436
Doctorate	4,758
National Board Certification	1,322
Certificate Clinical Competence	1,322
Dual Masters	3,436

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**Aides (Instructional, Clinic, Office, Personal Health Care Assistant)**

Steps	Index	10-Month (180 days)	10-Month (200 days)	10-Month (210 days)	11-Month (220 days)
1	1.0000	13,564	15,071	15,825	16,578
2	1.0200	13,835	15,372	16,141	16,909
3	1.0400	14,112	15,680	16,464	17,248
4	1.0600	14,394	15,993	16,793	17,593
5	1.0800	14,682	16,313	17,129	17,945
6	1.1000	14,976	16,640	17,472	18,304
7	1.1200	15,276	16,973	17,822	18,671
8	1.1400	15,582	17,313	18,179	19,045
9	1.1600	15,894	17,660	18,543	19,426
10	1.1800	16,212	18,013	18,914	19,815
11	1.2000	16,536	18,373	19,292	20,211
12	1.2200	16,867	18,741	19,678	20,615
13	1.2400	17,204	19,116	20,071	21,027
14	1.2600	17,548	19,498	20,473	21,448
15	1.2800	17,899	19,888	20,882	21,877
16	1.2922	18,119	20,132	21,139	22,145
17	1.3043	18,339	20,377	21,396	22,414
18	1.3184	18,599	20,666	21,699	22,732
19-22	1.3302	18,819	20,910	21,956	23,001
23-26	1.3300	19,039	21,154	22,212	23,270
27+	1.3415	19,259	21,399	22,469	23,539

7 hours per day

**Hearing Impaired - Support Aide**

Steps	Index	10-Month
1	1.0000	20,942
2	1.0200	21,361
3	1.0400	21,788
4	1.0600	22,224
5	1.0800	22,668
6	1.1000	23,121
7	1.1200	23,583
8	1.1400	24,055
9	1.1600	24,536
10	1.1800	25,027
11	1.2000	25,528
12	1.2200	26,039
13	1.2400	26,560
14	1.2600	27,091
15	1.2800	27,633
16	1.3000	28,186
17	1.3200	28,750
18	1.3400	29,325
19-22	1.3600	29,912
23-26	1.3800	30,510
27+	1.4000	31,120

180 days, 7 hours per day

**Additive Schedule for VQAS Certification**

Pass Written Test	350
Level I	793
Level II	1,163
Level III	2,643

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**Custodian**

Steps	Index	Salary 12-month	Salary 11-month
1	1.0000	21,038	18,513
2	1.0200	21,459	18,884
3	1.0400	21,888	19,261
4	1.0600	22,326	19,647
5	1.0800	22,773	20,040
6	1.1000	23,228	20,441
7	1.1200	23,693	20,850
8	1.1400	24,167	21,267
9	1.1600	24,650	21,692
10	1.1800	25,143	22,126
11	1.2000	25,646	22,568
12	1.2200	26,159	23,020
13	1.2400	26,682	23,480
14	1.2600	27,216	23,950
15	1.2800	27,760	24,429
16	1.3000	28,315	24,917
17	1.3200	28,881	25,415
18	1.3400	29,459	25,924
19-22	1.3600	30,048	26,442
23-26	1.3800	30,649	26,971
27+	1.4000	31,262	27,511

8 hours per day                      250 days                      220 days

**Maintenance**

Steps	Index	Salary 12-month	Salary 10-month
1	1.0000	31,260	23,566
2	1.0200	31,885	25,508
3	1.0400	32,523	26,018
4	1.0600	33,173	26,538
5	1.0800	33,836	27,069
6	1.1000	34,513	27,610
7	1.1200	35,203	28,162
8	1.1400	35,907	28,726
9	1.1600	36,625	29,300
10	1.1800	37,358	29,886
11	1.2000	38,105	30,484
12	1.2200	38,867	31,094
13	1.2400	39,644	31,715
14	1.2600	40,437	32,350
15	1.2800	41,246	32,997
16	1.3000	42,071	33,657
17	1.3200	42,912	34,330
18	1.3400	43,770	35,016
19-22	1.3600	44,645	35,716
23-26	1.3800	45,538	36,430
27+	1.4000	46,449	37,159

8 hours per day                      250 days                      200 days

**Health Services - LPN**

Steps	Index	Salary
1	1.0000	19,098
2	1.0200	19,480
3	1.0400	19,870
4	1.0600	20,267
5	1.0800	20,672
6	1.1000	21,085
7	1.1200	21,507
8	1.1400	21,937
9	1.1600	22,376
10	1.1800	22,824
11	1.2000	23,280
12	1.2200	23,746
13	1.2400	24,221
14	1.2600	24,705
15	1.2800	25,199
16	1.3000	25,703
17	1.3200	26,217
18	1.3400	26,741
19-22	1.3600	27,276
23-26	1.3800	27,822
27+	1.4000	28,378

200 days at 7 hours per day

**Health Services - RN**

Steps	Index	Salary
1	1.0000	30,862
2	1.0200	31,479
3	1.0400	32,109
4	1.0600	32,751
5	1.0800	33,406
6	1.1000	34,074
7	1.1200	34,755
8	1.1400	35,450
9	1.1600	36,159
10	1.1800	36,882
11	1.2000	37,620
12	1.2200	38,372
13	1.2400	39,139
14	1.2600	39,922
15	1.2800	40,720
16	1.3000	41,534
17	1.3200	42,365
18	1.3400	43,212
19-22	1.3600	44,076
23-26	1.3800	44,958
27+	1.4000	45,857

200 days at 7 hours per day

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**Manager/ ELL Interpreter-Translator/ ABE Specialist\***

Steps	Index	12-month	11-month	10-month
1	1.0000	38,217	33,631	30,574
2	1.0100	38,599	33,967	30,879
3	1.0200	38,985	34,307	31,188
4	1.0300	39,375	34,650	31,500
5	1.0500	40,163	35,343	32,130
6	1.0700	40,966	36,050	32,773
7	1.0900	41,785	36,771	33,428
8	1.1100	42,621	37,506	34,097
9	1.1300	43,473	38,256	34,778
10	1.1500	44,342	39,021	35,474
11	1.1700	45,229	39,802	36,183
12	1.1900	46,134	40,598	36,907
13	1.2000	46,595	41,004	37,276
14	1.2200	47,527	41,824	38,022
15	1.2400	48,478	42,661	38,782
16	1.2600	49,448	43,514	39,558
17	1.2800	50,437	44,385	40,350
18	1.3300	52,959	46,604	42,367
19-22	1.3800	55,607	48,934	44,486
23-26	1.4000	56,719	49,913	45,375
27+	1.4200	57,853	50,911	46,282

7 hours per day, \*-grant funded      250 days      220 days      200 days

**Psychologist**

Steps	Index	10-month
1	1.0000	49,879
2	1.0100	50,378
3	1.0200	50,882
4	1.0300	51,391
5	1.0400	51,905
6	1.0600	52,943
7	1.0800	54,002
8	1.1000	55,082
9	1.1200	56,184
10	1.1400	57,308
11	1.1600	58,454
12	1.1800	59,623
13	1.2000	60,815
14	1.2200	62,031
15	1.2400	63,272
16	1.2600	64,537
17	1.2800	65,828
18	1.3000	67,145
19-22	1.3200	68,488
23-26	1.3400	69,858
27+	1.3600	71,255

200 days, 7 hours per day

**Student Activities Director/ Regional ABE Manager\***

Steps	Index	Salary - 12-mo	Salary - 11-mo
1	1.0000	58,450	51,436
2	1.0100	59,035	51,950
3	1.0200	59,625	52,470
4	1.0300	60,221	52,995
5	1.0400	60,823	53,525
6	1.0600	62,039	54,596
7	1.0800	63,280	55,688
8	1.1000	64,546	56,802
9	1.1200	65,837	57,938
10	1.1400	67,154	59,097
11	1.1600	68,497	60,279
12	1.1800	69,867	61,485
13	1.2000	71,264	62,715
14	1.2200	72,689	63,969
15	1.2400	74,143	65,248
16	1.2600	75,626	66,553
17	1.2800	77,139	67,884
18	1.3000	78,682	69,242
19-22	1.3200	80,256	70,627
23-26	1.3400	81,861	72,040
27+	1.3600	83,498	73,481

7 hours per day, \*-grant funded      250 days      220 days

**Social Worker\***

Steps	Index	10-month	11-month
1	1.0000	48,379	53,217
2	1.0200	49,347	54,281
3	1.0400	50,334	55,367
4	1.0600	51,341	56,474
5	1.0800	52,368	57,603
6	1.1000	53,415	58,755
7	1.1200	54,483	59,930
8	1.1400	55,573	61,129
9	1.1600	56,684	62,352
10	1.1800	57,818	63,599
11	1.2000	58,974	64,871
12	1.2200	60,153	66,168
13	1.2400	61,356	67,491
14	1.2600	62,583	68,841
15	1.2800	63,835	70,218
16	1.3000	65,112	71,622
17	1.3200	66,414	73,054
18	1.3300	67,078	73,785
19-22	1.3400	67,749	74,523
23-26	1.3500	68,426	75,268
27+	1.3600	69,110	76,021

7 hours per day  
\*VDOE Social Worker Licensure Required

Waynesboro Public Schools  
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**Administrative Scales**

Steps	Index	Assistant Superintendent	Director	Coordinator/ Supervisor	High School Principal	Middle School Principal
1	1.0000	87,187	82,447	70,742	83,111	76,046
2	1.0100	88,059	83,271	71,449	83,942	76,806
3	1.0200	88,940	84,104	72,163	84,781	77,574
4	1.0300	89,829	84,945	72,885	85,629	78,350
5	1.0400	90,727	85,794	73,614	86,485	79,134
6	1.0600	92,542	87,510	75,086	88,215	80,717
7	1.0800	94,393	89,260	76,588	89,979	82,331
8	1.1000	96,281	91,045	78,120	91,779	83,978
9	1.1200	98,207	92,866	79,682	93,615	85,658
10	1.1400	100,171	94,723	81,276	95,487	87,371
11	1.1600	102,174	96,617	82,902	97,397	89,118
12	1.1800	104,217	98,549	84,560	99,345	90,900
13	1.2000	106,301	100,520	86,251	101,332	92,718
14-18	1.2200	108,427	102,530	87,976	103,359	94,572
19+	1.2400	110,596	104,581	89,736	105,426	96,463

Steps	Index	Elem School Principal	High School Ass't Prin 12-month	Middle Sschool Ass't Prin 12-month	Elem School Ass't Prin 12-month	Elem School Principal 11-month	Elem School Principal 11-month, 60%
1	1.0000	69,471	68,974	64,945	60,905	61,134	36,680
2	1.0200	70,860	70,353	66,244	62,123	62,357	37,414
3	1.0400	72,277	71,760	67,569	63,365	63,604	38,162
4	1.0600	73,723	73,195	68,920	64,632	64,876	38,925
5	1.0800	75,197	74,659	70,298	65,925	66,174	39,704
6	1.1000	76,701	76,152	71,704	67,244	67,497	40,498
7	1.1200	78,235	77,675	73,138	68,589	68,847	41,308
8	1.1400	79,800	79,229	74,601	69,961	70,224	42,134
9	1.1600	81,396	80,814	76,093	71,360	71,628	42,977
10	1.1700	82,210	81,622	76,854	72,074	72,344	43,407
11	1.1800	83,032	82,438	77,623	72,795	73,067	43,841
12	1.1900	83,862	83,262	78,399	73,523	73,798	44,718
13	1.2100	85,539	84,927	79,967	74,993	75,274	45,612
14-18	1.2300	87,250	86,626	81,566	76,493	76,779	46,524
19+	1.2400	88,123	87,492	82,382	77,258	77,547	46,989

Advance Degree Additive Schedule for Administrators:

30 hrs. beyond Master's Degree (w/in a program)	3,436
Doctorate	4,758
Dual Masters	3,436

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**Database Specialist**

Steps	Index	Salary
1	1.0000	42,412
2	1.0200	43,260
3	1.0400	44,125
4	1.0600	45,008
5	1.0800	45,908
6	1.1000	46,826
7	1.1200	47,763
8	1.1400	48,718
9	1.1600	49,692
10	1.1800	50,686
11	1.2000	51,700
12	1.2200	52,734
13	1.2400	53,789
14	1.2600	54,865
15	1.2800	55,962
16	1.3000	57,081
17	1.3200	58,223
18	1.3400	59,387
19-22	1.3600	60,575
23-26	1.3800	61,787
27+	1.4000	63,023

250 days, 7 hours per day

**Technology Assistant**

Steps	Index	Salary
1	1.0000	41,802
2	1.0200	42,638
3	1.0400	43,491
4	1.0600	44,361
5	1.0800	45,248
6	1.1000	46,153
7	1.1200	47,076
8	1.1400	48,018
9	1.1600	48,978
10	1.1800	49,958
11	1.2000	50,957
12	1.2200	51,976
13	1.2400	53,016
14	1.2600	54,076
15	1.2800	55,158
16	1.3000	56,261
17	1.3200	57,386
18	1.3400	58,534
19-22	1.3600	59,705
23-26	1.3800	60,899
27+	1.4000	62,117

250 days at 7 hours per day

**Network/Information Systems Manager**

Steps	Index	Salary
1	1.0000	46,139
2	1.0200	47,062
3	1.0400	48,003
4	1.0600	48,963
5	1.0800	49,942
6	1.1000	50,941
7	1.1200	51,960
8	1.1400	52,999
9	1.1600	54,059
10	1.1800	55,140
11	1.2000	56,243
12	1.2200	57,368
13	1.2400	58,515
14	1.2600	59,685
15	1.2800	60,879
16	1.3000	62,097
17	1.3200	63,339
18	1.3400	64,606
19-22	1.3600	65,898
23-26	1.3800	67,216
27+	1.4000	68,560

250 days, 7 hours per day

**Secretary**

Steps	Index	10-month, 7 hr.	11-month, 7 hr.	12-month, 7 hr.	12-month, 8-hr.	hourly rate
1	1.0000	20,724	22,792	25,900	29,600	14.80
2	1.0200	21,138	23,254	26,425	30,200	15.10
3	1.0400	21,561	23,716	26,950	30,800	15.40
4	1.0600	21,992	24,193	27,493	31,420	15.71
5	1.0800	22,432	24,671	28,035	32,040	16.02
6	1.1000	22,881	25,164	28,595	32,680	16.34
7	1.1200	23,339	25,672	29,173	33,340	16.67
8	1.1400	23,806	26,180	29,750	34,000	17.00
9	1.1600	24,282	26,704	30,345	34,680	17.34
10	1.1800	24,768	27,243	30,958	35,380	17.69
11	1.2000	25,263	27,797	31,588	36,100	18.05
12	1.2200	25,768	28,351	32,218	36,820	18.41
13	1.2400	26,283	28,906	32,848	37,540	18.77
14	1.2600	26,809	29,491	33,513	38,300	19.15
15	1.2800	27,345	30,076	34,178	39,060	19.53
16	1.3000	28,165	30,985	35,210	40,240	20.12
17	1.3200	29,010	31,909	36,260	41,440	20.72
18	1.3400	29,880	32,864	37,345	42,680	21.34
19-22	1.3600	31,001	34,096	38,745	44,280	22.14
23-26	1.3800	32,164	35,374	40,198	45,940	22.97
27+	1.4000	33,370	36,714	41,720	47,680	23.84

200 days

220 days

250 days

250 days

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**Bus Driver**

Steps	Index	4-hour	5-hour	5.5-hour	6-hour
1	1.0000	9,412	11,765	12,942	14,118
2	1.0200	9,600	12,000	13,200	14,400
3	1.0400	9,796	12,245	13,469	14,694
4	1.0600	9,991	12,489	13,738	14,987
5	1.0800	10,194	12,742	14,017	15,291
6	1.1000	10,397	12,996	14,295	15,595
7	1.1200	10,607	13,258	14,584	15,910
8	1.1400	10,817	13,521	14,873	16,225
9	1.1600	11,034	13,792	15,171	16,551
10	1.1800	11,251	14,064	15,470	16,876
11	1.2000	11,475	14,344	15,779	17,213
12	1.2200	11,707	14,634	16,097	17,561
13	1.2400	11,939	14,923	16,416	17,908
14	1.2600	12,178	15,222	16,744	18,267
15	1.2800	12,424	15,530	17,083	18,636
16	1.3000	12,670	15,838	17,421	19,005
17	1.3200	12,923	16,154	17,770	19,385
18	1.3400	13,184	16,480	18,128	19,776
19-22	1.3600	13,445	16,806	18,486	20,167
23-26	1.3800	13,713	17,141	18,855	20,569
27+	1.4000	13,988	17,485	19,233	20,982

Steps	Index	7-hour	8-hour	hourly rate
1	1.0000	16,471	18,824	13.00
2	1.0200	16,800	19,200	13.26
3	1.0400	17,143	19,591	13.53
4	1.0600	17,485	19,982	13.80
5	1.0800	17,839	20,388	14.08
6	1.1000	18,194	20,793	14.36
7	1.1200	18,562	21,213	14.65
8	1.1400	18,929	21,633	14.94
9	1.1600	19,309	22,068	15.24
10	1.1800	19,689	22,502	15.54
11	1.2000	20,082	22,951	15.85
12	1.2200	20,487	23,414	16.17
13	1.2400	20,893	23,878	16.49
14	1.2600	21,311	24,355	16.82
15	1.2800	21,742	24,848	17.16
16	1.3000	22,173	25,340	17.50
17	1.3200	22,616	25,847	17.85
18	1.3400	23,072	26,368	18.21
19-22	1.3600	23,528	26,889	18.57
23-26	1.3800	23,997	27,425	18.94
27+	1.4000	24,478	27,975	19.32

**Bus Monitor Aide**

Steps	Index	181 days, 4 hrs	181 days, 5 hrs	174 days, 4 hrs	181 days, 5.5 hrs	hourly rate
1	1.0000	7,380	9,222	7,095	10,148	10.19
2	1.0200	7,528	9,406	7,237	10,351	10.40
3	1.0400	7,679	9,594	7,382	10,559	10.61
4	1.0600	7,833	9,786	7,530	10,770	10.82
5	1.0800	7,990	9,982	7,681	10,986	11.04
6	1.1000	8,150	10,182	7,835	11,206	11.26
7	1.1200	8,313	10,386	7,992	11,430	11.48
8	1.1400	8,479	10,594	8,151	11,659	11.71
9	1.1600	8,649	10,806	8,315	11,892	11.95
10	1.1800	8,822	11,022	8,481	12,130	12.19
11	1.2000	8,998	11,242	8,650	12,372	12.43
12	1.2200	9,178	11,467	8,823	12,620	12.68
13	1.2400	9,362	11,696	9,000	12,873	12.93
14	1.2600	9,549	11,930	9,180	13,130	13.19
15	1.2800	9,740	12,169	9,363	13,393	13.45
16	1.3000	9,935	12,412	9,551	13,661	13.72
17	1.3200	10,134	12,660	9,742	13,934	14.00
18	1.3400	10,337	12,913	9,937	14,213	14.28
19-22	1.3600	10,544	13,171	10,136	14,498	14.56
23-26	1.3800	10,755	13,434	10,339	14,788	14.85
27+	1.4000	10,970	13,703	10,546	15,084	15.15

Waynesboro Public Schools  
Salary Scales  
2016-2017

**School Nutrition**

Steps	Index	175 days, 3 hrs	179 days, 3 hrs	183 days, 3 hrs	179 days, 4 hrs	183 days, 4 hrs	hourly rate- P/T
1	1.0000	4,253	4,350	4,447	5,800	5,929	8.10
2	1.0200	4,338	4,437	4,536	5,916	6,048	8.26
3	1.0400	4,425	4,526	4,627	6,034	6,169	8.43
4	1.0600	4,514	4,617	4,720	6,155	6,292	8.60
5	1.0800	4,604	4,709	4,814	6,278	6,418	8.77
6	1.1000	4,696	4,803	4,910	6,404	6,546	8.95
7	1.1200	4,790	4,899	5,008	6,532	6,677	9.13
8	1.1400	4,886	4,997	5,108	6,663	6,811	9.31
9	1.1600	4,984	5,097	5,210	6,796	6,947	9.50
10	1.1800	5,084	5,199	5,314	6,932	7,086	9.69
11	1.2000	5,186	5,303	5,420	7,071	7,228	9.88
12	1.2200	5,290	5,409	5,528	7,212	7,373	10.08
13	1.2400	5,396	5,517	5,639	7,356	7,520	10.28
14	1.2600	5,504	5,627	5,752	7,503	7,670	10.49
15	1.2800	5,614	5,740	5,867	7,653	7,823	10.70
16	1.3000	5,726	5,855	5,984	7,806	7,979	10.91
17	1.3200	5,841	5,972	6,104	7,962	8,139	11.13
18	1.3400	5,958	6,091	6,226	8,121	8,302	11.35
19-22	1.3600	6,077	6,213	6,351	8,283	8,468	11.58
23-26	1.3800	6,199	6,337	6,478	8,449	8,637	11.81
27+	1.4000	6,323	6,464	6,608	8,618	8,810	12.05

Steps	Index	179 days, 6 hrs	183 days, 6 hrs	hourly rate-F/T	Asst. Manager - 177 days	Asst. Manager - 183 days	hourly rate- Asst. Manager
1	1.0000	9,215	9,421	8.58	9,824	10,157	9.25
2	1.0200	9,398	9,608	8.75	10,025	10,365	9.44
3	1.0400	9,591	9,805	8.93	10,227	10,574	9.63
4	1.0600	9,784	10,003	9.11	10,429	10,782	9.82
5	1.0800	9,977	10,200	9.29	10,641	11,002	10.02
6	1.1000	10,182	10,409	9.48	10,854	11,222	10.22
7	1.1200	10,386	10,618	9.67	11,066	11,441	10.42
8	1.1400	10,590	10,826	9.86	11,289	11,672	10.63
9	1.1600	10,804	11,046	10.06	11,512	11,902	10.84
10	1.1800	11,019	11,265	10.26	11,746	12,144	11.06
11	1.2000	11,245	11,496	10.47	11,979	12,385	11.28
12	1.2200	11,470	11,727	10.68	12,224	12,638	11.51
13	1.2400	11,696	11,957	10.89	12,468	12,891	11.74
14	1.2600	11,932	12,199	11.11	12,712	13,143	11.97
15	1.2800	12,168	12,440	11.33	12,967	13,407	12.21
16	1.3000	12,415	12,693	11.56	13,222	13,670	12.45
17	1.3200	12,662	12,945	11.79	13,487	13,945	12.70
18	1.3400	12,920	13,209	12.03	13,753	14,219	12.95
19-22	1.3600	13,178	13,472	12.27	14,029	14,505	13.21
23-26	1.3800	13,446	13,747	12.52	14,305	14,790	13.47
27+	1.4000	13,715	14,021	12.77	14,592	15,087	13.74

Steps	Index	Manager - 8 hrs, 185 days	Manager - 7 hrs, 185 days	Manager - 7 hrs, 177 days	hourly rate- Manager
1	1.0000	20,350	17,806	17,036	13.75
2	1.0200	20,757	18,169	17,383	14.03
3	1.0400	21,172	18,531	17,730	14.31
4	1.0600	21,595	18,894	18,077	14.59
5	1.0800	22,027	19,270	18,436	14.88
6	1.1000	22,468	19,658	18,808	15.18
7	1.1200	22,917	20,047	19,180	15.48
8	1.1400	23,375	20,448	19,564	15.79
9	1.1600	23,843	20,862	19,960	16.11
10	1.1800	24,320	21,277	20,357	16.43
11	1.2000	24,806	21,704	20,766	16.76
12	1.2200	25,302	22,145	21,187	17.10
13	1.2400	25,808	22,585	21,608	17.44
14	1.2600	26,324	23,038	22,042	17.79
15	1.2800	26,850	23,491	22,475	18.14
16	1.3000	27,387	23,958	22,922	18.50
17	1.3200	27,935	24,450	23,392	18.88
18	1.3400	28,494	24,929	23,851	19.25
19-22	1.3600	29,064	26,100	24,334	19.64
23-26	1.3800	29,645	27,405	24,817	20.03
27+	1.4000	30,238	27,405	25,313	20.43

Certification

Level I required  
Level II 1,322  
Level III 2,643