

**Schedule A
President
2011-2012**

Action Item _____

5/26/2011

Page 1 of 12

Salary Step 

0	1	2	3	4	5	6	8	10	15	20	25	27
119,062	120,983	122,903	124,824	126,745	128,665	130,586	132,507	134,427	140,189	145,951	151,713	153,634

Notes:

1. Initial placement on the schedule for prior experience will be determined by the Chancellor. Advancement in steps after the initial placement will be based on years completed as president.
2. If president holds an earned doctorate from an accredited institution, add \$2,000 to salary.
3. If the institution size is above 4,500 FTE the previous Fall term, add \$2,000 per year to salary.
4. Housing allowance of \$12,000 per year in addition to salary.
5. Expense allowance of \$200 per month in addition to salary.
6. The Chancellor may award an annual salary supplement not to exceed 10 percent of annual salary to recognize institutional complexity and performance.

**Schedule B
Vice Presidents
2011-2012**

Action Item _____

5/26/2011

Page 2 of 12

Salary Step	0	1	2	3	4	5	6	8	10	15	20	25	27
	83,449	85,196	86,942	88,688	90,434	92,181	93,927	95,673	97,419	102,658	107,897	113,135	114,882

Notes:

1. Initial placement on the schedule for prior experience will be determined by the Chancellor's Office. Advancement in steps after the initial placement will be based on years completed in the position.
2. If a person holds an earned doctorate from an accredited institution, add \$2,000 to salary.
3. If the president has designated a person paid from this schedule as being in charge in the president's absence, that person shall be paid an additional \$2,000 annually.
4. The president of Athens State University may place dean-level personnel and chief financial officer on this schedule.

**Schedule C
Professional Personnel
2011-2012**

Action Item _____

5/26/2011

Page 3 of 12

	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
1	73,179	74,926	76,672	78,418	80,164	81,911	83,657	85,403	87,149	92,388	97,627	102,866	104,612
2	64,169	65,915	67,661	69,408	71,154	72,900	74,646	76,393	78,139	83,378	88,616	93,855	95,601
3 Maximum Salary		80,663											

Notes:

1. Initial placement on the schedule for prior experience will be determined by the Chancellor's Office. Advancement in steps after the initial placement will be based on years completed in the position.
2. Selection of a specific schedule will be commensurate with responsibilities, training, experience, and organizational relationship.
3. If a person holds an earned doctorate from an accredited institution, add \$2,000 to salary.
4. Placement on Schedule C-3 presumes negotiation between the individual and the president for salary determination.

Schedule D-1

Professor

2011-2012

Action Item _____

5/26/2011

Page 4 of 12

Rank	Salary Step	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	50,057	52,009	53,962	55,915	57,868	59,820	61,773	63,726	65,679	71,537	77,395	83,253	89,206
	Summer	15,447	16,051	16,656	17,260	17,865	18,469	19,074	19,678	20,283	22,097	23,910	25,724	26,328
	12 Month	65,503	68,061	70,618	73,175	75,732	78,290	80,847	83,404	85,962	93,634	101,305	108,977	111,535

Notes:


1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

**Schedule D-2
Associate Professor
2011-2012**

Action Item _____

5/26/2011


Page 5 of 12

Rank		Salary Step 												
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	47,169	49,122	51,074	53,027	54,980	56,933	58,885	60,838	62,791	67,868	72,945	78,022	79,975
	Summer	14,557	15,162	15,766	16,371	16,976	17,580	18,185	18,789	19,394	20,966	22,537	24,109	24,714
	12 Month	61,726	64,283	66,841	69,398	71,955	74,513	77,070	79,627	82,185	88,834	95,483	102,132	104,689
MA +60	9-Month	42,256	44,209	46,162	48,115	50,067	52,020	53,973	55,926	57,878	62,956	68,033	73,110	75,063
	Summer	13,044	13,649	14,253	14,858	15,463	16,067	16,672	17,276	17,881	19,453	21,024	22,596	23,201
	12 Month	55,301	57,858	60,415	62,973	65,530	68,087	70,645	73,202	75,759	82,408	89,057	95,706	98,263
MA +30	9-Month	39,079	41,031	42,984	44,937	46,890	48,842	50,795	52,748	54,701	59,778	64,855	69,932	71,885
	Summer	12,064	12,669	13,273	13,878	14,482	15,087	15,692	16,296	16,901	18,472	20,044	21,616	22,221
	12 Month	51,143	53,700	56,257	58,815	61,372	63,929	66,487	69,044	71,601	78,250	84,899	91,548	94,105
MA	9-Month	36,763	38,716	40,669	42,621	44,574	46,527	48,480	50,432	52,385	57,462	62,539	67,617	69,569
	Summer	11,348	11,953	12,558	13,162	13,767	14,371	14,976	15,580	16,185	17,757	19,328	20,900	21,505
	12 Month	48,111	50,669	53,226	55,783	58,341	60,898	63,455	66,013	68,570	75,219	81,868	88,517	91,074

Notes:

1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

**Schedule D-3
Assistant Professor
2011-2012**

Rank	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27
Doctorate	9-Month	42,256	44,209	46,162	48,115	50,067	52,020	53,973	55,926	57,878	61,784	65,689	69,595	71,548
	Summer	13,044	13,649	14,253	14,858	15,463	16,067	16,672	17,276	17,881	19,090	20,299	21,508	22,113
	12 Month	55,301	57,858	60,415	62,973	65,530	68,087	70,645	73,202	75,759	80,874	85,988	91,103	93,660
MA +60	9-Month	39,376	41,329	43,282	45,234	47,187	49,140	51,093	53,045	54,998	58,904	62,809	66,715	68,667
	Summer	12,153	12,758	13,362	13,967	14,571	15,176	15,780	16,385	16,989	18,199	19,408	20,617	21,221
	12 Month	51,529	54,086	56,644	59,201	61,758	64,316	66,873	69,430	71,987	77,102	82,217	87,331	89,889
MA +30	9-Month	37,055	39,008	40,961	42,913	44,866	46,819	48,772	50,724	52,677	56,583	60,488	64,394	66,346
	Summer	11,438	12,043	12,647	13,252	13,857	14,461	15,066	15,670	16,275	17,484	18,693	19,902	20,507
	12 Month	48,493	51,051	53,608	56,165	58,723	61,280	63,837	66,395	68,952	74,066	79,181	84,296	86,853
MA	9-Month	34,732	36,685	38,638	40,590	42,543	44,496	46,449	48,401	50,354	54,260	58,165	62,071	64,023
	Summer	10,721	11,326	11,931	12,535	13,140	13,744	14,349	14,953	15,558	16,767	17,976	19,185	19,790
	12 Month	45,454	48,011	50,568	53,126	55,683	58,240	60,797	63,355	65,912	71,027	76,141	81,256	83,813

Notes:


1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

**Schedule D-4
Instructor
2011-2012**

Action Item _____

5/26/2011

Page 7 of 12

Rank	Salary Step													
		0	1	2	3	4	5	6	8	10	15	20	25	27
MA +60	9-Month	33,457	35,410	37,362	39,315	41,268	43,221	45,173	47,126	49,079	52,984	56,890	60,795	62,748
	Summer	10,326	10,930	11,535	12,139	12,744	13,348	13,953	14,557	15,162	16,371	17,580	18,789	19,394
	12 Month	43,782	46,340	48,897	51,454	54,011	56,569	59,126	61,683	64,241	69,355	74,470	79,584	82,142
MA +30	9-Month	32,013	33,966	35,919	37,872	39,824	41,777	43,730	45,683	47,635	51,541	55,446	59,352	61,305
	Summer	9,883	10,487	11,092	11,696	12,301	12,905	13,510	14,114	14,719	15,928	17,137	18,346	18,951
	12 Month	41,896	44,453	47,010	49,568	52,125	54,682	57,240	59,797	62,354	67,469	72,583	77,698	80,255
MA	9-Month	30,567	32,519	34,472	36,425	38,378	40,330	42,283	44,236	46,189	50,094	54,000	57,905	59,858
	Summer	9,438	10,043	10,648	11,252	11,857	12,461	13,066	13,670	14,275	15,484	16,693	17,902	18,507
	12 Month	40,005	42,562	45,120	47,677	50,234	52,792	55,349	57,906	60,464	65,578	70,693	75,807	78,365

Notes:

1. Advancement in steps after initial placement will be based on "years completed" in respective positions.
2. A school head shall be paid an additional \$400 per month provided that the school includes a minimum of three full-time faculty members, with the school head being counted as one of the three.

Schedule E
Full-Time Support Personnel 40 Hours Per Week
2011-2012

Action Item _____

5/26/2011

Page 8 of 12

Salary Schedule	Grade	Salary Step												
		0	1	2	3	4	5	6	8	10	15	20	25	27
E1	01	45,883	46,776	47,670	48,563	49,456	50,350	51,243	52,137	53,030	54,817	56,604	58,391	59,284
E1	02	41,420	42,313	43,207	44,100	44,994	45,887	46,780	47,674	48,567	50,354	52,141	53,928	54,821
E2	02	41,420	42,313	43,207	44,100	44,994	45,887	46,780	47,674	48,567	50,354	52,141	53,928	54,821
E2	03	36,958	37,851	38,745	39,638	40,532	41,425	42,319	43,212	44,105	45,892	47,679	49,466	50,360
E3	03	36,958	37,851	38,745	39,638	40,532	41,425	42,319	43,212	44,105	45,892	47,679	49,466	50,360
E3	04	32,494	33,387	34,281	35,174	36,068	36,961	37,854	38,748	39,641	41,428	43,215	45,002	45,896
E3	05	28,032	28,925	29,819	30,712	31,606	32,499	33,393	34,286	35,179	36,966	38,753	40,540	41,434
E4	05	28,032	28,925	29,819	30,712	31,606	32,499	33,393	34,286	35,179	36,966	38,753	40,540	41,434
E4	06	23,568	24,461	25,355	26,248	27,142	28,035	28,929	29,822	30,715	32,502	34,289	36,076	36,970
E5	06	23,568	24,461	25,355	26,248	27,142	28,035	28,929	29,822	30,715	32,502	34,289	36,076	36,970
E5	07	22,678	23,571	24,464	25,358	26,251	27,145	28,038	28,932	29,825	31,612	33,399	35,186	36,079

Notes:

1. Initial step placement of an employee on the appropriate schedule for prior postsecondary experience and equivalent experience in business or industry will be determined by the President. Advancement within a level is based on uniform guidelines issued by the Chancellor. Advancement in steps after the initial placement will be based on years completed in the respective position.

Schedule H20
Part-Time Support Personnel 20-24 Hours Per Week
2011-2012

Action Item _____

5/26/2011

Page 9 of 12

Salary Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	18,497	18,725	18,953	19,181	19,409	19,637	19,865	20,092	20,320	20,776	21,232	21,688	21,916
02	18,053	18,281	18,509	18,737	18,965	19,193	19,421	19,648	19,876	20,332	20,788	21,244	21,472
03	17,607	17,835	18,063	18,291	18,518	18,746	18,974	19,202	19,430	19,886	20,342	20,798	21,026
04	17,161	17,389	17,616	17,844	18,072	18,300	18,528	18,756	18,984	19,440	19,896	20,351	20,579
05	16,713	16,941	17,169	17,397	17,625	17,853	18,081	18,309	18,537	18,993	19,448	19,904	20,132
06	16,267	16,495	16,723	16,951	17,179	17,407	17,635	17,863	18,090	18,546	19,002	19,458	19,686
07	15,821	16,049	16,277	16,505	16,733	16,961	17,188	17,416	17,644	18,100	18,556	19,012	19,240
08	15,375	15,603	15,831	16,059	16,286	16,514	16,742	16,970	17,198	17,654	18,110	18,566	18,793
09	14,928	15,155	15,383	15,611	15,839	16,067	16,295	16,523	16,751	17,207	17,662	18,118	18,346
10	14,482	14,710	14,938	15,166	15,394	15,622	15,850	16,078	16,306	16,762	17,217	17,673	17,901
11	14,035	14,263	14,491	14,719	14,947	15,175	15,403	15,631	15,858	16,314	16,770	17,226	17,454
12	13,590	13,818	14,046	14,274	14,502	14,730	14,958	15,185	15,413	15,869	16,325	16,781	17,009
13	13,143	13,371	13,599	13,827	14,054	14,282	14,510	14,738	14,966	15,422	15,878	16,334	16,561
14	12,698	12,926	13,154	13,381	13,609	13,837	14,065	14,293	14,521	14,977	15,433	15,888	16,116
15	12,250	12,478	12,706	12,934	13,162	13,390	13,618	13,846	14,074	14,530	14,985	15,441	15,669
16	11,804	12,032	12,260	12,488	12,716	12,944	13,172	13,400	13,628	14,083	14,539	14,995	15,223
17	11,359	11,587	11,815	12,043	12,271	12,499	12,727	12,954	13,182	13,638	14,094	14,550	14,778
18	10,913	11,141	11,369	11,597	11,825	12,052	12,280	12,508	12,736	13,192	13,648	14,104	14,332
19	10,466	10,694	10,921	11,149	11,377	11,605	11,833	12,061	12,289	12,745	13,201	13,656	13,884
20	10,019	10,247	10,475	10,703	10,931	11,159	11,387	11,615	11,843	12,299	12,754	13,210	13,438
21	9,572	9,800	10,028	10,256	10,484	10,712	10,940	11,168	11,396	11,851	12,307	12,763	12,991
22	9,126	9,354	9,582	9,810	10,038	10,266	10,493	10,721	10,949	11,405	11,861	12,317	12,545
23	8,680	8,908	9,136	9,364	9,591	9,819	10,047	10,275	10,503	10,959	11,415	11,871	12,098
24	8,234	8,462	8,689	8,917	9,145	9,373	9,601	9,829	10,057	10,513	10,969	11,424	11,652
25	7,787	8,015	8,243	8,471	8,699	8,927	9,155	9,383	9,611	10,067	10,522	10,978	11,206
26	7,566	7,794	8,022	8,250	8,478	8,706	8,933	9,161	9,389	9,845	10,301	10,757	10,985

Notes:

- Grade placement of positions on the above salary schedule shall be based on level of required training, level and extent of duties and responsibilities, and prevailing salaries for similar positions in the geographic area.
- Initial step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry will be determined by the president. Advancement in steps after the initial placement will be based on years completed in the position.
- Salaries shown on this schedule are base salaries for a 20-hour work week. Compensation for hours worked above 20 hours per week shall be computed by dividing the base by 1040.
- For purposes of the Fair Labor Standards Act, the "normal" work week is forty (40) hours per week. Any employee, regardless of hours worked, who is covered by the Fair Labor Standards Act may become eligible for overtime benefits mandated by the act only for hours worked beyond forty (40) hours per week.

Schedule H25
Part-Time Support Personnel 25-29 Hours Per Week
2011-2012

Salary Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	23,126	23,407	23,689	23,970	24,252	24,533	24,814	25,096	25,377	25,940	26,503	27,066	27,347
02	22,568	22,850	23,131	23,413	23,694	23,975	24,257	24,538	24,820	25,383	25,945	26,508	26,790
03	22,010	22,291	22,573	22,854	23,136	23,417	23,698	23,980	24,261	24,824	25,387	25,950	26,231
04	21,452	21,734	22,015	22,297	22,578	22,859	23,141	23,422	23,704	24,267	24,829	25,392	25,674
05	20,893	21,174	21,456	21,737	22,018	22,300	22,581	22,863	23,144	23,707	24,270	24,833	25,114
06	20,333	20,615	20,896	21,177	21,459	21,740	22,022	22,303	22,584	23,147	23,710	24,273	24,554
07	19,775	20,056	20,337	20,619	20,900	21,182	21,463	21,745	22,026	22,589	23,152	23,714	23,996
08	19,216	19,498	19,779	20,060	20,342	20,623	20,905	21,186	21,467	22,030	22,593	23,156	23,437
09	18,658	18,939	19,220	19,502	19,783	20,065	20,346	20,627	20,909	21,472	22,035	22,597	22,879
10	18,098	18,379	18,661	18,942	19,224	19,505	19,786	20,068	20,349	20,912	21,475	22,038	22,319
11	17,542	17,823	18,104	18,386	18,667	18,949	19,230	19,511	19,793	20,356	20,919	21,481	21,763
12	16,982	17,263	17,545	17,826	18,108	18,389	18,670	18,952	19,233	19,796	20,359	20,922	21,203
13	16,426	16,707	16,988	17,270	17,551	17,833	18,114	18,395	18,677	19,240	19,802	20,365	20,647
14	15,864	16,145	16,427	16,708	16,989	17,271	17,552	17,834	18,115	18,678	19,241	19,804	20,085
15	15,306	15,588	15,869	16,151	16,432	16,713	16,995	17,276	17,558	18,120	18,683	19,246	19,528
16	14,748	15,029	15,311	15,592	15,873	16,155	16,436	16,718	16,999	17,562	18,125	18,688	18,969
17	14,190	14,472	14,753	15,035	15,316	15,597	15,879	16,160	16,442	17,004	17,567	18,130	18,411
18	13,631	13,912	14,194	14,475	14,756	15,038	15,319	15,601	15,882	16,445	17,008	17,570	17,852
19	13,074	13,356	13,637	13,919	14,200	14,481	14,763	15,044	15,326	15,888	16,451	17,014	17,295
20	12,513	12,794	13,075	13,357	13,638	13,920	14,201	14,482	14,764	15,327	15,890	16,452	16,734
21	11,955	12,237	12,518	12,799	13,081	13,362	13,644	13,925	14,206	14,769	15,332	15,895	16,176
22	11,397	11,678	11,959	12,241	12,522	12,804	13,085	13,366	13,648	14,211	14,773	15,336	15,618
23	10,839	11,121	11,402	11,683	11,965	12,246	12,528	12,809	13,090	13,653	14,216	14,779	15,060
24	10,278	10,560	10,841	11,123	11,404	11,685	11,967	12,248	12,530	13,093	13,655	14,218	14,500
25	9,723	10,005	10,286	10,567	10,849	11,130	11,412	11,693	11,974	12,537	13,100	13,663	13,944
26	9,443	9,724	10,006	10,287	10,568	10,850	11,131	11,413	11,694	12,257	12,820	13,382	13,664

Notes:

- Grade placement of positions on the above salary schedule shall be based on level of required training, level and extent of duties and responsibilities, and prevailing salaries for similar positions in the geographic area.
- Initial step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry will be determined by the president. Advancement in steps after the initial placement will be based on years completed in the position.
- Salaries shown on this schedule are base salaries for a 25-hour work week. Compensation for hours worked above 25 hours per week shall be computed by dividing the base by 1300.
- For purposes of the Fair Labor Standards Act, the "normal" work week is forty (40) hours per week. Any employee, regardless of hours worked, who is covered by the Fair Labor Standards Act may become eligible for overtime benefits mandated by the act only for hours worked beyond forty (40) hours per week.

Schedule H30
Part-Time Support Personnel 30-34 Hours Per Week
2011-2012

Salary Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	27,770	28,109	28,448	28,787	29,126	29,466	29,805	30,144	30,483	31,162	31,840	32,518	32,858
02	27,099	27,438	27,777	28,116	28,456	28,795	29,134	29,473	29,812	30,491	31,169	31,847	32,187
03	26,427	26,766	27,105	27,444	27,784	28,123	28,462	28,801	29,140	29,819	30,497	31,176	31,515
04	25,755	26,097	26,436	26,776	27,115	27,454	27,793	28,132	28,472	29,150	29,828	30,507	30,846
05	25,088	25,427	25,767	26,106	26,445	26,784	27,123	27,463	27,802	28,480	29,159	29,837	30,176
06	24,415	24,754	25,094	25,433	25,772	26,111	26,450	26,790	27,129	27,807	28,486	29,164	29,503
07	23,745	24,085	24,424	24,763	25,102	25,441	25,781	26,120	26,459	27,137	27,816	28,494	28,833
08	23,072	23,412	23,751	24,090	24,429	24,768	25,108	25,447	25,786	26,464	27,143	27,821	28,160
09	22,404	22,743	23,082	23,421	23,760	24,100	24,439	24,778	25,117	25,796	26,474	27,152	27,492
10	21,733	22,072	22,411	22,750	23,090	23,429	23,768	24,107	24,446	25,125	25,803	26,481	26,821
11	21,060	21,399	21,738	22,077	22,417	22,756	23,095	23,434	23,773	24,452	25,130	25,808	26,148
12	20,390	20,729	21,068	21,407	21,747	22,086	22,425	22,764	23,103	23,782	24,460	25,139	25,478
13	19,719	20,058	20,397	20,737	21,076	21,415	21,754	22,093	22,433	23,111	23,789	24,468	24,807
14	19,049	19,388	19,728	20,067	20,406	20,745	21,084	21,424	21,763	22,441	23,119	23,798	24,137
15	18,378	18,718	19,057	19,396	19,735	20,074	20,413	20,753	21,092	21,770	22,449	23,127	23,466
16	17,706	18,046	18,385	18,724	19,063	19,402	19,742	20,081	20,420	21,098	21,777	22,455	22,794
17	17,035	17,375	17,714	18,053	18,392	18,731	19,071	19,410	19,749	20,427	21,106	21,784	22,123
18	16,366	16,705	17,044	17,383	17,722	18,062	18,401	18,740	19,079	19,758	20,436	21,114	21,454
19	15,696	16,035	16,374	16,713	17,053	17,392	17,731	18,070	18,409	19,088	19,766	20,444	20,784
20	15,024	15,363	15,702	16,041	16,381	16,720	17,059	17,398	17,737	18,416	19,094	19,773	20,112
21	14,353	14,692	15,031	15,371	15,710	16,049	16,388	16,727	17,067	17,745	18,423	19,102	19,441
22	13,682	14,021	14,360	14,700	15,039	15,378	15,717	16,056	16,396	17,074	17,752	18,431	18,770
23	13,012	13,351	13,691	14,030	14,369	14,708	15,047	15,387	15,726	16,404	17,083	17,761	18,100
24	12,341	12,681	13,020	13,359	13,698	14,037	14,377	14,716	15,055	15,733	16,412	17,090	17,429
25	11,669	12,009	12,348	12,687	13,026	13,365	13,705	14,044	14,383	15,061	15,740	16,418	16,757
26	11,335	11,674	12,013	12,352	12,691	13,030	13,370	13,709	14,048	14,726	15,405	16,083	16,422

Notes:

1. Grade placement of positions on the above salary schedule shall be based on level of required training, level and extent of duties and responsibilities, and prevailing salaries for similar positions in the geographic area.
2. Initial step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry will be determined by the president. Advancement in steps after the initial placement will be based on years completed in the position.
3. Salaries shown on this schedule are base salaries for a 30-hour work week. Compensation for hours worked above 30 hours per week shall be computed by dividing the base by 1560.
4. For purposes of the Fair Labor Standards Act, the "normal" work week is forty (40) hours per week. Any employee, regardless of hours worked, who is covered by the Fair Labor Standards Act may become eligible for overtime benefits mandated by the act only for hours worked beyond forty (40) hours per week.

Schedule H35

Part-Time Support Personnel 35-39 Hours Per Week
2011-2012

Salary Rank	Salary Step												
	0	1	2	3	4	5	6	8	10	15	20	25	27
01	32,408	32,804	33,200	33,596	33,992	34,388	34,784	35,179	35,575	36,367	37,159	37,951	38,347
02	31,624	32,020	32,416	32,812	33,207	33,603	33,999	34,395	34,791	35,583	36,375	37,166	37,562
03	30,842	31,238	31,633	32,029	32,425	32,821	33,217	33,613	34,009	34,801	35,592	36,384	36,780
04	30,057	30,453	30,849	31,245	31,641	32,037	32,433	32,829	33,225	34,016	34,808	35,600	35,996
05	29,275	29,671	30,067	30,463	30,859	31,255	31,651	32,047	32,442	33,234	34,026	34,818	35,214
06	28,493	28,889	29,285	29,681	30,077	30,473	30,868	31,264	31,660	32,452	33,244	34,036	34,432
07	27,710	28,106	28,502	28,897	29,293	29,689	30,085	30,481	30,877	31,669	32,461	33,252	33,648
08	26,927	27,322	27,718	28,114	28,510	28,906	29,302	29,698	30,094	30,886	31,677	32,469	32,865
09	26,141	26,537	26,933	27,329	27,725	28,121	28,517	28,912	29,308	30,100	30,892	31,684	32,080
10	25,360	25,756	26,152	26,548	26,944	27,340	27,735	28,131	28,527	29,319	30,111	30,903	31,299
11	24,577	24,973	25,369	25,765	26,160	26,556	26,952	27,348	27,744	28,536	29,328	30,119	30,515
12	23,794	24,189	24,585	24,981	25,377	25,773	26,169	26,565	26,961	27,753	28,544	29,336	29,732
13	23,009	23,405	23,801	24,197	24,593	24,989	25,385	25,781	26,176	26,968	27,760	28,552	28,948
14	22,228	22,624	23,020	23,416	23,812	24,208	24,604	24,999	25,395	26,187	26,979	27,771	28,167
15	21,443	21,839	22,235	22,631	23,026	23,422	23,818	24,214	24,610	25,402	26,194	26,985	27,381
16	20,662	21,058	21,454	21,849	22,245	22,641	23,037	23,433	23,829	24,621	25,413	26,204	26,600
17	19,877	20,273	20,669	21,065	21,461	21,857	22,253	22,649	23,045	23,836	24,628	25,420	25,816
18	19,096	19,492	19,888	20,284	20,680	21,076	21,472	21,868	22,263	23,055	23,847	24,639	25,035
19	18,313	18,709	19,105	19,501	19,897	20,293	20,688	21,084	21,480	22,272	23,064	23,856	24,252
20	17,529	17,925	18,321	18,716	19,112	19,508	19,904	20,300	20,696	21,488	22,280	23,071	23,467
21	16,746	17,141	17,537	17,933	18,329	18,725	19,121	19,517	19,913	20,705	21,496	22,288	22,684
22	15,962	16,358	16,754	17,150	17,546	17,942	18,338	18,734	19,129	19,921	20,713	21,505	21,901
23	15,180	15,576	15,972	16,368	16,764	17,160	17,555	17,951	18,347	19,139	19,931	20,723	21,119
24	14,396	14,792	15,188	15,583	15,979	16,375	16,771	17,167	17,563	18,355	19,147	19,938	20,334
25	13,614	14,010	14,405	14,801	15,197	15,593	15,989	16,385	16,781	17,573	18,364	19,156	19,552
26	13,225	13,621	14,017	14,413	14,809	15,205	15,601	15,997	16,392	17,184	17,976	18,768	19,164

Notes:

1. Grade placement of positions on the above salary schedule shall be based on level of required training, level and extent of duties and responsibilities, and prevailing salaries for similar positions in the geographic area.
2. Initial step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry will be determined by the president. Advancement in steps after the initial placement will be based on years completed in the position.
3. Salaries shown on this schedule are base salaries for a 35-hour work week. Compensation for hours worked above 35 hours per week shall be computed by dividing the base by 1020.
4. For purposes of the Fair Labor Standards Act, the "normal" work week is forty (40) hours per week. Any employee, regardless of hours worked, who is covered by the Fair Labor Standards Act may become eligible for overtime benefits mandated by the act only for hours worked beyond forty (40) hours per week.