Nemo Vista So	chool District												LEA #: 1	503
2025-2026													County: 0	Conway
Approved by B	oard 03-20-2	025												
	Business N	1anager	Bookke	eeper	APSCN	l Sec	Building S	ecretary	Inst A	Aide	PS C	DA	PS Lead	(Non-Cert.)
Years	240 D	ays	240 [Days	200 🛚	ays	200 [Days	185 [Days	185 E	Days	190	Days
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	\$25.89	43,491	\$13.90	23,356	\$14.57	20,398	\$13.90	19,460	\$13.96	18,073	\$16.43	21,271	\$17.29	23,000
1	\$26.18	43,991	\$14.14	23,756	\$14.86	20,798	\$14.19	19,860	\$14.27	18,473	\$16.73	21,671	\$17.59	23,400
2	\$26.48	44,491	\$14.38	24,156	\$15.14	21,198	\$14.47	20,260	\$14.57	18,873	\$17.04	22,071	\$17.89	23,800
3	\$26.78	44,991	\$14.62	24,556	\$15.43	21,598	\$14.76	20,660	\$14.88	19,273	\$17.35	22,471	\$18.20	24,200
4	\$27.08	45,491	\$14.85	24,956	\$15.71	21,998	\$15.04	21,060	\$15.19	19,673	\$17.66	22,871	\$18.50	24,600
5	\$27.38	45,991	\$15.09	25,356	\$16.00	22,398	\$15.33	21,460	\$15.50	20,073	\$17.97	23,271	\$18.80	25,000
6	\$27.67	46,491	\$15.33	25,756	\$16.28	22,798	\$15.61	21,860	\$15.81	20,473	\$18.28	23,671	\$19.10	25,400
7	\$27.97	46,991	\$15.57	26,156	\$16.57	23,198	\$15.90	22,260	\$16.12	20,873	\$18.59	24,071	\$19.40	25,800
8	\$28.27	47,491	\$15.81	26,556	\$16.86	23,598	\$16.19	22,660	\$16.43	21,273	\$18.90	24,471	\$19.70	26,200
9	\$28.57	47,991	\$16.05	26,956	\$17.14	23,998	\$16.47	23,060	\$16.74	21,673	\$19.21	24,871	\$20.00	26,600
10	\$28.86	48,491	\$16.28	27,356	\$17.43	24,398	\$16.76	23,460	\$17.05	22,073	\$19.51	25,271	\$20.30	27,000
11	\$29.16	48,991	\$16.52	27,756	\$17.71	24,798	\$17.04	23,860	\$17.35	22,473	\$19.82	25,671	\$20.60	27,400
12	\$29.46	49,491	\$16.76	28,156	\$18.00	25,198	\$17.33	24,260	\$17.66	22,873	\$20.13	26,071	\$20.90	27,800
13	\$29.76	49,991	\$17.00	28,556	\$18.28	25,598	\$17.61	24,660	\$17.97	23,273	\$20.44	26,471	\$21.20	28,200
14	\$30.05	50,491	\$17.24	28,956	\$18.57	25,998	\$17.90	25,060	\$18.28	23,673	\$20.75	26,871	\$21.50	28,600
15	\$30.35	50,991	\$17.47	29,356	\$18.86	26,398	\$18.19	25,460	\$18.59	24,073	\$21.06	27,271	\$21.80	29,000
	Mainten	ance	Carpe	enter	Trans	port	Food	Serv	Food	Direct	RN, N	lurse	Cust	todian
Years	240 Days		240 Days		180 Days		180 Days		190 Days		185 Days		180 Days	
	7 hours		6 hours		base + 20pm			•		•		-		•
	Hourly Rate	Annual	Hourly Rate	Annual	Daily Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	\$13.62	22,881	\$18.89	27,197	\$47.66	8,578		14,985	\$18.53	24,648	\$23.83	30,865	\$12.26	15,444
1	\$13.86	23,281	\$19.16	27,597	\$48.21	8,678	\$13.15	15,385	\$18.83	25,048	\$24.14	31,265		15,844
2	\$14.10	23,681	\$19.44	27,997	\$48.77	8,778	\$13.49	15,785	\$19.13	25,448	\$24.45	31,665	\$12.89	16,244

\$ \$14.33 24.081 \$19.72 28.397 \$49.32 8.878 \$13.83 16.185 \$19.43 25.848 \$24.76 32.085 \$13.21 16.644 4 \$14.57 24.481 \$20.28 29.197 \$50.43 9.078 \$14.81 16.585 \$19.74 26.248 \$25.07 32.465 \$13.53 17.044 \$15.05 \$14.81 24.881 \$20.28 29.197 \$50.43 9.078 \$14.52 16.985 \$20.04 26.648 \$25.38 32.865 \$13.84 17.444 \$16.66 \$15.05 25.281 \$20.55 29.597 \$50.99 9.178 \$14.82 16.985 \$20.04 26.648 \$25.38 32.865 \$13.84 17.444 \$16.66 \$15.05 25.281 \$20.55 29.597 \$50.99 9.178 \$14.86 17.385 \$20.04 27.048 \$25.69 33.285 \$14.16 17.844 \$18.244 \$18.244 \$15.520 \$26.081 \$21.11 30.397 \$52.10 9.378 \$15.54 18.185 \$20.94 27.488 \$26.30 33.665 \$14.48 18.244 \$10 \$15.76 26.481 \$21.39 30.797 \$52.66 9.478 \$15.88 18.585 \$21.24 28.248 \$26.61 34.465 \$15.11 19.044 \$10 \$16.00 \$26.881 \$21.66 31.197 \$53.21 9.578 \$16.23 18.895 \$21.24 28.248 \$26.61 34.465 \$15.11 19.044 \$11 \$16.24 27.281 \$21.94 31.597 \$53.27 9.678 \$16.23 18.895 \$21.24 28.248 \$26.00 34.865 \$15.43 19.444 \$11 \$16.24 27.281 \$22.22 31.997 \$54.32 9.778 \$16.23 18.895 \$21.24 29.248 \$27.54 35.665 \$16.07 20.244 \$13 \$16.71 28.081 \$22.25 33.397 \$54.32 9.778 \$16.23 18.995 \$22.14 29.488 \$27.53 35.665 \$16.07 20.244 \$14 \$10 \$16.00 \$36.80 \$12.10 \$16.00 \$36.80 \$21.20 \$33.979 \$554.39 9.778 \$17.59 20.585 \$22.74 30.248 \$27.54 35.665 \$16.07 20.244 \$13 \$16.71 28.081 \$22.50 32.397 \$554.39 9.778 \$17.59 20.585 \$22.74 30.248 \$28.16 36.465 \$17.70 \$21.444 \$15 \$16.39 \$37.90 \$19.21 \$37.90 \$18.92 \$27.97 \$20.56 39.665 \$17.70 \$21.444 \$15 \$17.19 28.981 \$23.05 \$31.19 \$10.078 \$17.91 \$20.985 \$23.04 30.648 \$28.10 \$36.65 \$17.02 \$21.444 \$15 \$19.11 \$36.90 \$19.11 \$36.80 \$19.11 \$36.80 \$19.12 \$37.90 \$19.12 \$27.507 \$20.35 \$39.068 \$19.21 \$37.90 \$19.12 \$28.397 \$20.56 \$39.666 \$10.90 \$19.11 \$36.90 \$19.12 \$37.90 \$19.12 \$28.397 \$20.56 \$39.666 \$10.90 \$20.58 \$20.02 \$29.797 \$20.56 \$39.666 \$20.15 \$36.90 \$20.55 \$39.90 \$20.00 \$28.79 \$20.50 \$39.666 \$20.15 \$36.90 \$20.55 \$39.90 \$20.00 \$28.79 \$20.50 \$39.666 \$20.15 \$36.90 \$20.55 \$39.90 \$20.00 \$28.79 \$20.50 \$39.666 \$20.15 \$36.90 \$20.55 \$39.90 \$20.00 \$20.59 \$20.50 \$29.50 \$20.50 \$20.50 \$20.50 \$20.50 \$20.50 \$20.50															
5 \$14.81 24,881 \$20.28 29,197 \$50.43 9,078 \$14.52 16,985 \$20.04 26,648 \$25.38 32,865 \$13.84 17,444 6 \$15.05 25,281 \$20.55 29,597 \$50.99 9,178 \$14.86 17,385 \$20.34 27,048 \$25.69 33,265 \$14.16 17,844 8 \$15.05 25,681 \$20.83 29,997 \$51.55 9,278 \$15.50 17,785 \$20.34 27,048 \$25.69 33,265 \$14.46 17,845 \$15.24 \$26.00 33,665 \$14.46 18,244 8 \$15.52 26,081 \$21.11 30,397 \$51.55 9,978 \$15.54 18,185 \$20.94 27,848 \$26.31 34,065 \$14.48 18,644 9 \$15.76 26,841 \$21.39 30,797 \$52.66 9,478 \$15.88 18,585 \$21.24 26,248 \$26.61 34,465 \$15.11 19,044 11 \$16.24 27,281 \$21.94 31,597 \$53.21 9,578 \$16.51 19,385 \$21.24 26,248 \$26.61 34,465 \$15.11 19,044 11 \$16.24 27,281 \$21.94 31,597 \$53.21 9,578 \$16.51 19,385 \$21.84 \$29,048 \$27.23 35,265 \$15.75 19,844 12 \$16.49 27,281 \$22.22 31,997 \$54.32 9,778 \$16.91 19,785 \$22.14 29,448 \$27.63 35,665 \$16.07 20,244 14 \$16.95 28,481 \$22.27 83,797 \$54.89 8,978 \$16.91 19,785 \$22.14 29,448 \$27.64 35,665 \$16.07 20,244 14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.99 \$20.85 \$22.74 30,248 \$28.16 36,465 \$16.07 20,244 15 \$17.19 28,681 \$23.05 33,197 \$55.43 9,978 \$17.99 \$20,585 \$22.74 30,248 \$28.16 36,465 \$16.07 21,044 \$15 \$17.19 28,681 \$23.05 33,197 \$55.99 10,078 \$17.99 \$20,585 \$23.04 30,648 \$28.47 36,665 \$17.02 21,444 \$16.95 \$28.48 \$20.90 \$18.89 \$36,290 \$18.89 \$27,197 \$20.14 38,668 \$10.00 \$18.90 \$36,290 \$18.90 \$36,290 \$18.89 \$27,197 \$20.14 38,668 \$10.00 \$18.90 \$36,290 \$18.90 \$36,290 \$18.89 \$27,197 \$20.14 38,668 \$10.00 \$18.90 \$37.90 \$19.32 \$37.900 \$19.42 \$27.97 \$20.50 \$39,668 \$19.44 \$37.90 \$37.900 \$19.32 \$37.900 \$19.42 \$27.97 \$20.50 \$39,668 \$19.44 \$39.90 \$20.50 \$39,900 \$20.36 39,900 \$20.28 \$29.57 \$20.25 \$39,868 \$20.57 \$39,800 \$20.15 \$36,600 \$20.25 \$29.597 \$21.39 \$41,668 \$9.40 \$9.50 \$20.80 \$39.900 \$20.36 39,900 \$20.28 \$29.57 \$20.25 \$39,868 \$20.57 \$39,800 \$20.25 \$29.597 \$21.39 \$41,668 \$9.50 \$19.40 \$20.80 \$20.28 \$29.57 \$20.25 \$39,868 \$20.57 \$39,800 \$20.25 \$29.597 \$21.39 \$41,668 \$9.50 \$40.290 \$20.80 \$20.25 \$29.597 \$21.39 \$41,668 \$9.50 \$40.290 \$20.80 \$20.25 \$29.597 \$21.39 \$41,668 \$9.50 \$40.290 \$20.80 \$20.25 \$29.597 \$21.	3	\$14.33	24,081	\$19.72	28,397	\$49.32	8,878	\$13.83	16,185	\$19.43	25,848	\$24.76	32,065	\$13.21	16,644
6 \$15.05 25.281 \$20.55 29.597 \$50.99 9,178 \$14.86 17,385 \$20.34 27,048 \$25.69 33,265 \$14.16 17,844 77 \$15.29 25.6861 \$20.83 29,997 \$51.55 9,278 \$15.20 17,785 \$20.64 27,448 \$26.00 33.665 \$14.48 18,244 8 \$15.52 \$26.081 \$21.11 30,397 \$52.06 9,378 \$15.50 17,785 \$20.64 27,448 \$26.00 33.665 \$14.48 18,244 9 \$15.76 26,481 \$21.39 30,797 \$52.66 9,478 \$15.20 17,785 \$20.94 27,848 \$26.31 34,065 \$14.80 18,644 10 \$16.00 26,881 \$21.66 31,197 \$53.21 9,578 \$16.23 18,995 \$21.24 28,248 \$26.61 34,465 \$15.11 19,044 11 \$16.24 27,281 \$21.94 31,597 \$53.77 9,678 \$16.23 18,995 \$21.54 28,648 \$26.92 34,865 \$15.43 19,444 11 \$16.24 27,281 \$21.94 31,597 \$53.77 9,678 \$16.21 19,385 \$21.48 29,048 \$27.23 35,265 \$15.75 19,844 12 \$16.48 27,681 \$22.22 31,997 \$54.32 9,778 \$16.91 19,785 \$22.14 29,448 \$27.54 35,665 \$16.07 20,244 13 \$16.71 28,081 \$22.25 32,397 \$54.88 9,878 \$17.59 20,185 \$22.44 29,848 \$27.85 36,065 \$16.07 20,244 14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,185 \$22.44 29,848 \$27.85 36,065 \$16.38 20,644 14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,585 \$22.74 30,248 \$28.16 36,465 \$16.70 21,044 \$17.19 28,881 \$20.098 \$240 Days \$240	4	\$14.57	24,481	\$20.00	28,797	\$49.88	8,978	\$14.18	16,585	\$19.74	26,248	\$25.07	32,465	\$13.53	17,044
7 \$15.29 25,681 \$20.83 29,997 \$51.55 9,278 \$15.20 17,785 \$20.64 27,448 \$26.00 33,665 \$14.48 18,244 8 \$8 \$15.52 26,081 \$21.11 30,397 \$52.10 9,378 \$15.54 18,185 \$20.94 27,848 \$26.31 34,065 \$14.80 18,644 10 \$16.00 26,881 \$21.39 30,797 \$52.66 9,478 \$15.28 18,865 \$21.54 28,648 \$26.61 34,465 \$15.11 19,044 10 \$16.00 26,881 \$21.66 31,197 \$53.21 9,578 \$16.23 18,965 \$21.54 28,648 \$26.92 34,865 \$15.43 19,444 11 \$16.24 27,281 \$21.94 31,597 \$53.21 9,578 \$16.23 18,965 \$21.54 28,648 \$26.92 34,865 \$15.43 19,444 12 \$16.24 27,281 \$21.94 31,597 \$53.27 9,678 \$16.27 19,385 \$21.84 29,048 \$27.23 35,265 \$15.75 19,844 12 \$16.48 27,681 \$22.22 31,997 \$54.32 9,778 \$16.91 19,785 \$22.14 29,448 \$27.54 35,665 \$16.07 20,244 \$13 \$16.71 28,091 \$22.50 32,397 \$54.38 9,878 \$17.25 20,185 \$22.44 29,848 \$27.85 36,065 \$16.30 20,644 \$14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,585 \$22.44 29,848 \$27.85 36,065 \$16.07 20,444 \$16.95 \$28,481 \$22.80 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$28.47 36,865 \$17.02 21,444 \$16.95 \$28,481 \$20.98 \$240 Days \$20.35 39,088 \$21.34 36,690 \$19.14 36,690 \$19.14 27,997 \$20.36 39,488 \$28.47 36,865 \$17.02 21,444 \$18.19.13 36,690 \$19.13 36,690 \$19.14 27,997 \$20.36 39,488 \$28.47 \$36.85 \$10.40 \$20.98 \$20.91	5	\$14.81	24,881	\$20.28	29,197	\$50.43	9,078	\$14.52	16,985	\$20.04	26,648	\$25.38	32,865	\$13.84	17,444
8 \$15.52 26,081 \$21.11 30,397 \$52.10 9,378 \$15.54 18,185 \$20.94 27,848 \$26.31 34,065 \$14.80 18,644 9 \$15.76 26,481 \$21.39 30,797 \$52.66 9,478 \$15.88 18,585 \$21.24 28,248 \$26.61 34,465 \$15.11 19,044 10 \$16.00 26,881 \$21.66 31,197 \$53.21 9,578 \$16.23 18,985 \$21.54 28,248 \$26.62 34,865 \$15.15 19,044 11 \$16.24 27,281 \$21.94 31,597 \$53.77 9,678 \$16.57 19,385 \$21.84 29,048 \$27.23 35,265 \$15.75 19,844 11 \$16.24 27,881 \$22.22 31,997 \$53.77 9,678 \$16.57 19,385 \$21.84 29,048 \$27.54 35,665 \$15.75 19,844 12 \$16.48 27,681 \$22.22 31,997 \$54.32 9,778 \$16.91 19,785 \$22.14 29,448 \$27.54 35,665 \$16.07 20,244 13 \$16.71 \$26.881 \$22.50 32,397 \$54.88 9,878 \$17.25 \$20,185 \$22.24 29,448 \$27.54 35,665 \$16.07 20,244 14 \$16.95 28,481 \$22.78 32,797 \$55.39 10,078 \$17.59 20,585 \$22.74 30,248 \$28.16 36,465 \$16.30 20,444 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$28.17 36,865 \$17.02 21,044 \$28.48 \$27.89 \$27.99 \$24.0 Days \$	6	\$15.05	25,281	\$20.55	29,597	\$50.99	9,178	\$14.86	17,385	\$20.34	27,048	\$25.69	33,265	\$14.16	17,844
9 \$15.76 26,481 \$21.39 30,797 \$52.66 9,478 \$15.88 18,585 \$21.24 28,248 \$26.61 34,465 \$15.11 19,044 10 \$16.00 26,881 \$21.66 31,197 \$53.21 9,578 \$16.23 18,985 \$21.54 28,248 \$26.61 34,465 \$15.13 19,444 11 \$16.24 27,281 \$21.94 31,597 \$53.27 9,678 \$16.23 18,985 \$21.84 29,048 \$27.23 35,265 \$15.75 19,844 12 \$16.48 27,681 \$22.22 31,997 \$54.82 9,778 \$16.91 19,785 \$22.14 29,448 \$27.54 35,665 \$16.07 20,244 13 \$16.71 28,081 \$22.25 32,397 \$54.88 9,878 \$17.25 20,185 \$22.44 29,448 \$27.54 35,665 \$16.07 20,244 13 \$16.91 28,881 \$22.50 32,397 \$54.88 9,878 \$17.25 20,185 \$22.44 29,848 \$27.85 36,065 \$16.38 20,644 14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,585 \$22.74 30,248 \$28.16 36,465 \$16.70 21,044 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$28.47 36,865 \$17.02 21,444 15 \$16.95 29,898 \$240 Days	7	\$15.29	25,681	\$20.83	29,997	\$51.55	9,278	\$15.20	17,785	\$20.64	27,448	\$26.00	33,665	\$14.48	18,244
10 \$16.00 \$26,881 \$21.66 \$31,197 \$53.21 9,578 \$16.23 18,985 \$21.54 \$28,648 \$26.92 34,865 \$15.43 19,444 11 \$16.24 27,281 \$21.94 31,597 \$53.77 9,678 \$16.57 19,385 \$21.84 29,048 \$27.23 35,265 \$15.75 19,844 12 \$16.48 27,681 \$22.22 31,997 \$54.32 9,778 \$16.91 19,785 \$22.14 29,448 \$27.54 35,665 \$16.07 20,244 13 \$16.71 28,081 \$22.50 32,397 \$54.88 9,878 \$17.25 20,185 \$22.44 29,848 \$27.85 36,065 \$16.38 20,644 14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,585 \$22.74 30,248 \$28.16 36,465 \$16.70 21,044 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$28.47 36,865 \$17.02 21,444 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$28.47 36,865 \$17.02 21,444 16 \$16.95 240 Days 36,290 \$18.89 36,290 \$18.89 36,290 \$18.89 37,197 \$20.14 38,668 1 \$19.11 36,690 \$19.11 36,690 \$19.16 27,597 \$20.35 39,068 2 \$19.32 37,090 \$19.32 37,090 \$19.44 27,997 \$20.56 39,468 3 \$19.53 37,490 \$19.53 37,490 \$19.72 28,397 \$20.76 39,868 4 \$19.73 37,890 \$19.53 37,490 \$19.72 28,397 \$20.76 39,868 5 \$19.94 38,290 \$19.93 38,290 \$20.02 8,797 \$20.18 40,668 6 \$20.15 38,690 \$20.15 38,690 \$20.28 29,197 \$21.18 40,668 7 \$20.36 39,990 \$20.36 39,990 \$20.83 29,997 \$21.80 41,468 8 \$20.57 39,490 \$20.98 40,290 \$21.94 31,597 \$22.22 42,668 10 \$20.98 40,290 \$20.98 40,290 \$21.94 31,597 \$22.22 44,368 11 \$21.19 40,690 \$21.19 40,690 \$21.19 31,597 \$22.22 44,368 11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.22 44,368 12 \$21.40 41,090 \$21.40 41,090 \$21.24 31,997 \$22.26 44,3468 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468 13 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468 14 \$21.90 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468 15 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468 15 \$21.40 41,090 \$21.40 41,090 \$22.22	8	\$15.52	26,081	\$21.11	30,397	\$52.10	9,378	\$15.54	18,185	\$20.94	27,848	\$26.31	34,065	\$14.80	18,644
11 \$16.24 27,281 \$21.94 31,597 \$53.77 9,678 \$16.57 19,385 \$21.84 29,048 \$27.23 35,265 \$15.75 19,844 12 \$16.48 27,681 \$22.22 31,997 \$54.88 9,878 \$17.55 20,185 \$22.14 29,448 \$27.54 35,665 \$16.07 20,244 13 \$16.71 28,081 \$22.50 32,397 \$54.88 9,878 \$17.55 20,185 \$22.44 29,848 \$27.85 36,065 \$16.38 20,644 14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,585 \$22.24 29,848 \$27.85 36,065 \$16.38 20,644 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$28.16 36,665 \$16.70 21,044 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$28.47 36,865 \$17.02 21,444	9	\$15.76	26,481	\$21.39	30,797	\$52.66	9,478	\$15.88	18,585	\$21.24	28,248	\$26.61	34,465	\$15.11	19,044
12	10	\$16.00	26,881	\$21.66	31,197	\$53.21	9,578	\$16.23	18,985	\$21.54	28,648	\$26.92	34,865	\$15.43	19,444
13 \$16.71 28,081 \$22.50 32,397 \$54.88 9,878 \$17.25 20,185 \$22.44 29,848 \$27.85 36,065 \$16.38 20,644 14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,585 \$22.74 30,248 \$28.16 36,465 \$16.70 21,044 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$28.47 36,865 \$17.02 21,444 Carpenter Plant Fleet Fleet Mgr	11	\$16.24	27,281	\$21.94	31,597	\$53.77	9,678	\$16.57	19,385	\$21.84	29,048	\$27.23	35,265	\$15.75	19,844
14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,585 \$22.74 30,248 \$28.16 36,465 \$16.70 21,044 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$28.47 36,865 \$17.02 21,444 Carpenter	12	\$16.48	27,681	\$22.22	31,997	\$54.32	9,778	\$16.91	19,785	\$22.14	29,448	\$27.54	35,665	\$16.07	20,244
15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$28.47 36,865 \$17.02 21,444 \$1.00 \$	13	\$16.71	28,081	\$22.50	32,397	\$54.88	9,878	\$17.25	20,185	\$22.44	29,848	\$27.85	36,065	\$16.38	20,644
Carpenter	14	\$16.95	28,481	\$22.78	32,797	\$55.43	9,978	\$17.59	20,585	\$22.74	30,248	\$28.16	36,465	\$16.70	21,044
Years 8 hours/day Manager Manager 8 hours/day 240 Days 240 Days 240 Days 240 Days Hourly Rate Annual Hourly Rate Annual Hourly Rate Annual 0 \$18.90 36,290 \$18.90 36,290 \$18.89 27,197 \$20.14 38,668 1 \$19.11 36,690 \$19.16 27,597 \$20.35 39,068 2 \$19.32 37,090 \$19.44 27,997 \$20.56 39,468 3 \$19.53 37,490 \$19.72 28,397 \$20.76 39,868 4 \$19.73 37,890 \$20.00 28,797 \$20.97 40,268 5 \$19.94 38,290 \$20.28 29,197 \$21.18 40,668 6 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.36 39,090 \$21.39 41,468 8 \$20.57 39,490 \$	15	\$17.19	28,881	\$23.05	33,197	\$55.99	10,078	\$17.94	20,985	\$23.04	30,648	\$28.47	36,865	\$17.02	21,444
Years 8 hours/day Manager Manager 8 hours/day 240 Days 240 Days 240 Days 240 Days Hourly Rate Annual Hourly Rate Annual Hourly Rate Annual 0 \$18.90 36,290 \$18.90 36,290 \$18.89 27,197 \$20.14 38,668 1 \$19.11 36,690 \$19.16 27,597 \$20.35 39,068 2 \$19.32 37,090 \$19.44 27,997 \$20.56 39,468 3 \$19.53 37,490 \$19.72 28,397 \$20.76 39,868 4 \$19.73 37,890 \$20.00 28,797 \$20.97 40,268 5 \$19.94 38,290 \$20.28 29,197 \$21.18 40,668 6 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.36 39,090 \$21.39 41,468 8 \$20.57 39,490 \$															
Years 8 hours/day Manager Manager 8 hours/day 240 Days 240 Days 240 Days 240 Days Hourly Rate Annual Hourly Rate Annual Hourly Rate Annual 0 \$18.90 36,290 \$18.90 36,290 \$18.89 27,197 \$20.14 38,668 1 \$19.11 36,690 \$19.16 27,597 \$20.35 39,068 2 \$19.32 37,090 \$19.44 27,997 \$20.56 39,468 3 \$19.53 37,490 \$19.72 28,397 \$20.76 39,868 4 \$19.73 37,890 \$20.00 28,797 \$20.97 40,268 5 \$19.94 38,290 \$20.28 29,197 \$21.18 40,668 6 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.36 39,090 \$21.39 41,468 8 \$20.57 39,490 \$															
Years 8 hours/day Manager Manager 8 hours/day 240 Days 240 Days 240 Days 240 Days Hourly Rate Annual Hourly Rate Annual Hourly Rate Annual 0 \$18.90 36,290 \$18.90 36,290 \$18.89 27,197 \$20.14 38,668 1 \$19.11 36,690 \$19.16 27,597 \$20.35 39,068 2 \$19.32 37,090 \$19.44 27,997 \$20.56 39,468 3 \$19.53 37,490 \$19.72 28,397 \$20.76 39,868 4 \$19.73 37,890 \$20.00 28,797 \$20.97 40,268 5 \$19.94 38,290 \$20.28 29,197 \$21.18 40,668 6 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.36 39,090 \$21.39 41,468 8 \$20.57 39,490 \$															
240 Days		Carpe	nter	Pla	ınt	Flee	et	Fleet	Mgr						
Hourly Rate Annual Hourly Rate Annual R	Years	8 hours/day		Manager		Manager		8 hours/day							
0 \$18.90 36,290 \$18.89 27,197 \$20.14 38,668 1 \$19.11 36,690 \$19.11 36,690 \$19.16 27,597 \$20.35 39,068 2 \$19.32 37,090 \$19.32 37,090 \$19.44 27,997 \$20.56 39,468 3 \$19.53 37,490 \$19.72 28,397 \$20.76 39,868 4 \$19.73 37,890 \$19.73 37,890 \$20.00 28,797 \$20.97 40,268 5 \$19.94 38,290 \$19.94 38,290 \$20.28 29,197 \$21.18 40,668 6 \$20.15 38,690 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.36 39,090 \$20.83 29,997 \$21.60 41,468 8 \$20.57 39,490 \$20.57 39,490 \$21.11 30,397 \$22.01 42,268 9 \$20.78 39,890 \$21.39 30,797 \$22.21 42,668 10 \$20.98 <td></td> <td colspan="2">240 Days</td> <td colspan="2">240 Days</td> <td colspan="2">240 Days</td> <td colspan="2">240 Days</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>		240 Days		240 Days		240 Days		240 Days							
1 \$19.11 36,690 \$19.11 36,690 \$19.16 27,597 \$20.35 39,068 2 \$19.32 37,090 \$19.32 37,090 \$19.44 27,997 \$20.56 39,468 3 \$19.53 37,490 \$19.72 28,397 \$20.76 39,868 4 \$19.73 37,890 \$20.00 28,797 \$20.97 40,268 5 \$19.94 38,290 \$20.28 29,197 \$21.18 40,668 6 \$20.15 38,690 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.36 39,090 \$20.83 29,997 \$21.60 41,468 8 \$20.57 39,490 \$21.11 30,397 \$21.81 41,868 9 \$20.78 39,890 \$20.78 39,890 \$21.39 30,797 \$22.01 42,268 10 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 11 \$21.19 40,690 \$21.40 41,090 \$22.43 </td <td></td> <td>Hourly Rate</td> <td>Annual</td> <td>Hourly Rate</td> <td>Annual</td> <td>Hourly Rate</td> <td>Annual</td> <td>Hourly Rate</td> <td>Annual</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>		Hourly Rate	Annual												
2 \$19.32 37,090 \$19.44 27,997 \$20.56 39,468 3 \$19.53 37,490 \$19.53 37,490 \$19.72 28,397 \$20.76 39,868 4 \$19.73 37,890 \$20.00 28,797 \$20.97 40,268 5 \$19.94 38,290 \$19.94 38,290 \$20.28 29,197 \$21.18 40,668 6 \$20.15 38,690 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.83 29,997 \$21.60 41,468 8 \$20.57 39,490 \$21.11 30,397 \$21.81 41,868 9 \$20.78 39,890 \$21.39 30,797 \$22.01 42,268 10 \$20.98 40,290 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.64 43,468	0	\$18.90	36,290	\$18.90	36,290	\$18.89	27,197	\$20.14	38,668						
3 \$19.53 37,490 \$19.53 37,490 \$19.72 28,397 \$20.76 39,868 4 \$19.73 37,890 \$20.00 28,797 \$20.97 40,268 5 \$19.94 38,290 \$19.94 38,290 \$20.28 29,197 \$21.18 40,668 6 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.36 39,090 \$20.83 29,997 \$21.60 41,468 8 \$20.57 39,490 \$20.57 39,490 \$21.11 30,397 \$21.81 41,868 9 \$20.78 39,890 \$21.39 30,797 \$22.01 42,268 10 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.43 43,068 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468	1	\$19.11	36,690	\$19.11	36,690	\$19.16	27,597	\$20.35	39,068						
4 \$19.73 37,890 \$19.73 37,890 \$20.00 28,797 \$20.97 40,268 5 \$19.94 38,290 \$19.94 38,290 \$20.28 29,197 \$21.18 40,668 6 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.83 29,997 \$21.60 41,468 8 \$20.57 39,490 \$21.11 30,397 \$21.81 41,868 9 \$20.78 39,890 \$21.39 30,797 \$22.01 42,268 10 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.43 43,068 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468	2	\$19.32	37,090	\$19.32	37,090	\$19.44	27,997	\$20.56	39,468						
5 \$19.94 38,290 \$20.28 29,197 \$21.18 40,668 6 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.36 39,090 \$20.83 29,997 \$21.60 41,468 8 \$20.57 39,490 \$21.11 30,397 \$21.81 41,868 9 \$20.78 39,890 \$20.78 39,890 \$21.39 30,797 \$22.01 42,268 10 \$20.98 40,290 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.43 43,068 12 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468	3	\$19.53	37,490	\$19.53	37,490	\$19.72	28,397	\$20.76	39,868						
6 \$20.15 38,690 \$20.15 38,690 \$20.55 29,597 \$21.39 41,068 7 \$20.36 39,090 \$20.83 29,997 \$21.60 41,468 8 \$20.57 39,490 \$21.11 30,397 \$21.81 41,868 9 \$20.78 39,890 \$20.78 39,890 \$21.39 30,797 \$22.01 42,268 10 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.43 43,068 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468	4	\$19.73	37,890	\$19.73	37,890	\$20.00	28,797	\$20.97	40,268						
7 \$20.36 39,090 \$20.36 39,090 \$20.83 29,997 \$21.60 41,468 8 \$20.57 39,490 \$21.11 30,397 \$21.81 41,868 9 \$20.78 39,890 \$20.78 39,890 \$21.39 30,797 \$22.01 42,268 10 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.43 43,068 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468	5	\$19.94	38,290	\$19.94	38,290	\$20.28	29,197	\$21.18	40,668						
8 \$20.57 39,490 \$21.11 30,397 \$21.81 41,868 9 \$20.78 39,890 \$21.39 30,797 \$22.01 42,268 10 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.43 43,068 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468	6	\$20.15	38,690	\$20.15	38,690	\$20.55	29,597	\$21.39	41,068						
9 \$20.78 39,890 \$20.78 39,890 \$21.39 30,797 \$22.01 42,268 10 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.43 43,068 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468	7	\$20.36	39,090	\$20.36	39,090	\$20.83	29,997	\$21.60	41,468						
10 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.43 43,068 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468	8	\$20.57	39,490	\$20.57	39,490	\$21.11	30,397	\$21.81	41,868						
11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.43 43,068 12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468	9	\$20.78	39,890	\$20.78	39,890	\$21.39	30,797	\$22.01	42,268		<u>-</u>				
12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468	10	\$20.98	40,290	\$20.98	40,290	\$21.66	31,197	\$22.22	42,668						
	11	\$21.19	40,690	\$21.19	40,690	\$21.94	31,597	\$22.43	43,068						
13 \$21.61 41,490 \$21.61 41,490 \$22.50 32,397 \$22.85 43,868	12	\$21.40	41,090	\$21.40	41,090	\$22.22	31,997	\$22.64	43,468						
	13	\$21.61	41,490	\$21.61	41,490	\$22.50	32,397	\$22.85	43,868						

14	\$21.82	41,890	\$21.82	41,890	\$22.78	32,797	\$23.06	44,268			
15	\$22.03	42,290	\$22.03	42,290	\$23.05	33,197	\$23.26	44,668			
		Safety Coor	dinator Stiper	nd					\$3,000		
		Certified Ele	ectrician Stipe	nd					\$6,000		
		Certified EP	A HVAC Lice	nse Stipend					\$3,000		
		Certified Sta	ate HVAC Lice	ense Stipend					\$3,000		
\s\ Jenifer Andre	ews, Board	President									