

# Compensation Rates

04/04/2024

Minimum and Maximums  
for Each Grade

Salary Plan Code:

NU	<i>NDEA Non-Union</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	<b>GRADE</b>	<b>11</b>	<b>HOURLY</b>	<b>ANNUAL</b>	12.85	18.39	23,384.60	33,474.88
	<b>STEP</b>	10	18.39	33,474.88				
	<b>STEP</b>	9	17.59	32,012.27				
	<b>STEP</b>	8	16.84	30,643.61				
	<b>STEP</b>	7	16.12	29,334.84				
	<b>STEP</b>	6	15.49	28,192.35				
	<b>STEP</b>	5	14.89	27,098.09				
	<b>STEP</b>	4	14.31	26,043.75				
	<b>STEP</b>	3	13.71	24,948.65				
	<b>STEP</b>	2	13.27	24,153.74				
	<b>STEP</b>	1	12.85	23,384.60				
	<b>GRADE</b>	<b>12</b>	<b>HOURLY</b>	<b>ANNUAL</b>	13.75	20.11	25,023.49	36,596.35
	<b>STEP</b>	10	20.11	36,596.34				
	<b>STEP</b>	9	19.23	34,990.72				
	<b>STEP</b>	8	18.39	33,474.88				
	<b>STEP</b>	7	17.59	32,012.27				
	<b>STEP</b>	6	16.84	30,643.61				
	<b>STEP</b>	5	16.12	29,334.84				
	<b>STEP</b>	4	15.49	28,192.35				
	<b>STEP</b>	3	14.89	27,098.09				
	<b>STEP</b>	2	14.31	26,043.75				
	<b>STEP</b>	1	13.75	25,023.49				
	<b>GRADE</b>	<b>13</b>	<b>HOURLY</b>	<b>ANNUAL</b>	14.89	22.09	27,098.09	40,197.59
	<b>STEP</b>	10	22.09	40,197.59				
	<b>STEP</b>	9	21.06	38,336.68				
	<b>STEP</b>	8	20.11	36,596.34				
	<b>STEP</b>	7	19.23	34,990.72				
	<b>STEP</b>	6	18.39	33,474.88				
	<b>STEP</b>	5	17.59	32,012.27				
	<b>STEP</b>	4	16.84	30,643.61				
	<b>STEP</b>	3	16.12	29,334.84				
	<b>STEP</b>	2	15.49	28,192.35				
	<b>STEP</b>	1	14.89	27,098.09				
	<b>GRADE</b>	<b>14</b>	<b>HOURLY</b>	<b>ANNUAL</b>	16.12	24.22	29,334.83	44,071.55
	<b>STEP</b>	10	24.22	44,071.55				
	<b>STEP</b>	9	23.13	42,090.92				
	<b>STEP</b>	8	22.09	40,197.59				
	<b>STEP</b>	7	21.06	38,336.68				
	<b>STEP</b>	6	20.11	36,596.34				

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	STEP	5	19.23	34,990.72				
	STEP	4	18.39	33,474.88				
	STEP	3	17.59	32,012.27				
	STEP	2	16.84	30,643.61				
	STEP	1	16.12	29,334.84				
	<b>GRADE 15</b>		<b>HOURLY</b>	<b>ANNUAL</b>	17.59	26.36	32,012.27	47,970.47
	STEP	10	26.36	47,970.47				
	STEP	9	25.30	46,047.21				
	STEP	8	24.22	44,071.55				
	STEP	7	23.13	42,090.92				
	STEP	6	22.09	40,197.59				
	STEP	5	21.06	38,336.68				
	STEP	4	20.11	36,596.34				
	STEP	3	19.23	34,990.72				
	STEP	2	18.39	33,474.88				
	STEP	1	17.59	32,012.27				
	<b>GRADE 16</b>		<b>HOURLY</b>	<b>ANNUAL</b>	19.23	28.83	34,990.72	52,473.89
	STEP	10	28.83	52,473.89				
	STEP	9	27.55	50,134.04				
	STEP	8	26.36	47,970.47				
	STEP	7	25.30	46,047.21				
	STEP	6	24.22	44,071.55				
	STEP	5	23.13	42,090.92				
	STEP	4	22.09	40,197.59				
	STEP	3	21.06	38,336.68				
	STEP	2	20.11	36,596.34				
	STEP	1	19.23	34,990.72				
	<b>GRADE 17</b>		<b>HOURLY</b>	<b>ANNUAL</b>	21.06	31.43	38,336.68	57,199.32
	STEP	10	31.43	57,199.32				
	STEP	9	30.12	54,817.90				
	STEP	8	28.83	52,473.89				
	STEP	7	27.55	50,134.04				
	STEP	6	26.36	47,970.47				
	STEP	5	25.30	46,047.21				
	STEP	4	24.22	44,071.55				
	STEP	3	23.13	42,090.92				
	STEP	2	22.09	40,197.59				
	STEP	1	21.06	38,336.68				
	<b>GRADE 18</b>		<b>HOURLY</b>	<b>ANNUAL</b>	23.13	34.04	42,090.92	61,959.68

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	<b>STEP</b>	10	34.04	61,959.68				
	<b>STEP</b>	9	32.74	59,585.73				
	<b>STEP</b>	8	31.43	57,199.32				
	<b>STEP</b>	7	30.12	54,817.90				
	<b>STEP</b>	6	28.83	52,473.89				
	<b>STEP</b>	5	27.55	50,134.04				
	<b>STEP</b>	4	26.36	47,970.47				
	<b>STEP</b>	3	25.30	46,047.21				
	<b>STEP</b>	2	24.22	44,071.55				
	<b>STEP</b>	1	23.13	42,090.92				
	<b>GRADE 19</b>		<b>HOURLY</b>	<b>ANNUAL</b>	25.30	36.80	46,047.21	66,976.96
	<b>STEP</b>	10	36.80	66,976.96				
	<b>STEP</b>	9	35.39	64,418.43				
	<b>STEP</b>	8	34.04	61,959.68				
	<b>STEP</b>	7	32.74	59,585.73				
	<b>STEP</b>	6	31.43	57,199.32				
	<b>STEP</b>	5	30.12	54,817.90				
	<b>STEP</b>	4	28.83	52,473.89				
	<b>STEP</b>	3	27.55	50,134.04				
	<b>STEP</b>	2	26.36	47,970.47				
	<b>STEP</b>	1	25.30	46,047.21				
	<b>GRADE 20</b>		<b>HOURLY</b>	<b>ANNUAL</b>	27.55	39.78	50,134.04	72,400.86
	<b>STEP</b>	10	39.78	72,400.86				
	<b>STEP</b>	9	38.26	69,635.28				
	<b>STEP</b>	8	36.80	66,976.96				
	<b>STEP</b>	7	35.39	64,418.43				
	<b>STEP</b>	6	34.04	61,959.68				
	<b>STEP</b>	5	32.74	59,585.73				
	<b>STEP</b>	4	31.43	57,199.32				
	<b>STEP</b>	3	30.12	54,817.90				
	<b>STEP</b>	2	28.83	52,473.89				
	<b>STEP</b>	1	27.55	50,134.04				
	<b>GRADE 21</b>		<b>HOURLY</b>	<b>ANNUAL</b>	30.12	43.00	54,817.90	78,267.94
	<b>STEP</b>	10	43.00	78,267.94				
	<b>STEP</b>	9	41.36	75,275.36				
	<b>STEP</b>	8	39.78	72,400.86				
	<b>STEP</b>	7	38.26	69,635.28				
	<b>STEP</b>	6	36.80	66,976.96				
	<b>STEP</b>	5	35.39	64,418.43				

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	STEP	4	34.04	61,959.68				
	STEP	3	32.74	59,585.73				
	STEP	2	31.43	57,199.32				
	STEP	1	30.12	54,817.90				
	<b>GRADE</b>	<b>22</b>	<b>HOURLY</b>	<b>ANNUAL</b>	32.74	46.49	59,585.73	84,613.14
	STEP	10	46.49	84,613.14				
	STEP	9	44.71	81,376.93				
	STEP	8	43.00	78,267.94				
	STEP	7	41.36	75,275.36				
	STEP	6	39.78	72,400.86				
	STEP	5	38.26	69,635.28				
	STEP	4	36.80	66,976.96				
	STEP	3	35.39	64,418.43				
	STEP	2	34.04	61,959.68				
	STEP	1	32.74	59,585.73				
	<b>GRADE</b>	<b>23</b>	<b>HOURLY</b>	<b>ANNUAL</b>	35.39	50.26	64,418.43	91,475.53
	STEP	10	50.26	91,475.53				
	STEP	9	48.34	87,975.73				
	STEP	8	46.49	84,613.14				
	STEP	7	44.71	81,376.93				
	STEP	6	43.00	78,267.94				
	STEP	5	41.36	75,275.36				
	STEP	4	39.78	72,400.86				
	STEP	3	38.26	69,635.28				
	STEP	2	36.80	66,976.96				
	STEP	1	35.39	64,418.43				
	<b>GRADE</b>	<b>24</b>	<b>HOURLY</b>	<b>ANNUAL</b>	38.26	54.34	69,635.28	98,898.35
	STEP	10	54.34	98,898.35				
	STEP	9	52.26	95,115.02				
	STEP	8	50.26	91,475.53				
	STEP	7	48.34	87,975.73				
	STEP	6	46.49	84,613.14				
	STEP	5	44.71	81,376.93				
	STEP	4	43.00	78,267.94				
	STEP	3	41.36	75,275.36				
	STEP	2	39.78	72,400.86				
	STEP	1	38.26	69,635.28				
	<b>GRADE</b>	<b>25</b>	<b>HOURLY</b>	<b>ANNUAL</b>	41.36	58.75	75,275.36	106,928.18

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	STEP	10	58.75	106,928.18				
	STEP	9	56.50	102,835.52				
	STEP	8	54.34	98,898.35				
	STEP	7	52.26	95,115.02				
	STEP	6	50.26	91,475.53				
	STEP	5	48.34	87,975.73				
	STEP	4	46.49	84,613.14				
	STEP	3	44.71	81,376.93				
	STEP	2	43.00	78,267.94				
	STEP	1	41.36	75,275.36				
	<b>GRADE 26</b>		<b>HOURLY</b>	<b>ANNUAL</b>	44.71	63.52	81,376.93	115,614.06
	STEP	10	63.52	115,614.06				
	STEP	9	61.09	111,186.31				
	STEP	8	58.75	106,928.18				
	STEP	7	56.50	102,835.52				
	STEP	6	54.34	98,898.35				
	STEP	5	52.26	95,115.02				
	STEP	4	50.26	91,475.53				
	STEP	3	48.34	87,975.73				
	STEP	2	46.49	84,613.14				
	STEP	1	44.71	81,376.93				
	<b>GRADE 27</b>		<b>HOURLY</b>	<b>ANNUAL</b>	48.34	68.69	87,975.73	125,007.39
	STEP	10	68.69	125,007.39				
	STEP	9	66.05	120,218.64				
	STEP	8	63.52	115,614.06				
	STEP	7	61.09	111,186.31				
	STEP	6	58.75	106,928.19				
	STEP	5	56.50	102,835.53				
	STEP	4	54.34	98,898.36				
	STEP	3	52.26	95,115.02				
	STEP	2	50.26	91,475.54				
	STEP	1	48.34	87,975.73				
	<b>GRADE 28</b>		<b>HOURLY</b>	<b>ANNUAL</b>	52.26	74.27	95,115.02	135,167.24
	STEP	10	74.27	135,167.24				
	STEP	9	71.42	129,987.70				
	STEP	8	68.69	125,007.39				
	STEP	7	66.05	120,218.64				
	STEP	6	63.52	115,614.06				
	STEP	5	61.09	111,186.31				

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	<b>STEP</b>	4	58.75	106,928.19				
	<b>STEP</b>	3	56.50	102,835.53				
	<b>STEP</b>	2	54.34	98,898.36				
	<b>STEP</b>	1	52.26	95,115.02				
	<b>GRADE</b>	<b>29</b>	<b>HOURLY</b>	<b>ANNUAL</b>	56.50	80.31	102,835.53	146,156.13
	<b>STEP</b>	10	80.31	146,156.13				
	<b>STEP</b>	9	77.23	140,553.93				
	<b>STEP</b>	8	74.27	135,167.24				
	<b>STEP</b>	7	71.42	129,987.70				
	<b>STEP</b>	6	68.69	125,007.39				
	<b>STEP</b>	5	66.05	120,218.64				
	<b>STEP</b>	4	63.52	115,614.06				
	<b>STEP</b>	3	61.09	111,186.31				
	<b>STEP</b>	2	58.75	106,928.19				
	<b>STEP</b>	1	56.50	102,835.53				