Nemo Vista Sc	hool District												LEA #: 1	503
2025-2026													County: 0	Conway
Approved by Bo	oard 03-20-2	2025												
Amended and	Approved by	Board 09	-25-2025											
	Business Manager Bookkeeper		eeper	APSCN Sec		Building Secretary		Inst Aide		PS CDA		PS Lead	(Non-Cert.)	
Years	240 Days		240 Days		200 Days		200 Days		185 Days		185 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
	Maintag		00.00		Trans		Fand	O = m .	Faad	Dina at	DN N	l	Nuro	o I DN
Vaara	Maintenance		Carpenter 240 Days		Transport		Food Serv		Food Direct		RN, Nurse		Nurse LPN 185 Days	
Years	240 Days 7 hours		240 Days 6 hours		180 Days base + 20pm		180 Days		1901	190 Days		185 Days		Days
	Hourly Rate		Hourly Rate	Annual	Daily Rate	<u> </u>	Hourly Rate	Δηημοί	Hourly Rate	Δηημαί	Hourly Rate	Δηημαί	Hourly Pot	Annual
0	\$13.62	22,881	\$18.89	27,197	\$47.66	8,578		14,985	\$18.53	24,648		37,500		28,500
<u></u>	\$13.86	23,281	\$19.16	27,197	\$48.21	8,678		15,385	\$18.83	25,048		37,900	\$22.32	28,900
2	\$14.10	23,681	\$19.44	27,997	\$48.77	8,778		15,785		25,448		38,300		29,300

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\$\begin{array}{c c c c c c c c c c c c c c c c c c c	3	\$14.33	24,081	\$19.72	28,397	\$49.32	8,878	\$13.83	16,185	\$19.43	25,848	\$29.10	38,700	\$22.93	29,700
6 \$15.05 25,281 \$20.55 29,597 \$50.99 9,178 \$14.86 17,385 \$20.34 27,048 \$30.00 39,900 \$23.86 30,900 7 \$15.29 25,681 \$20.83 29,997 \$51.55 9,278 \$15.20 17,785 \$20.64 27,448 \$30.00 40,300 \$24.17 31,300 9 \$15.76 26,481 \$21.39 30,797 \$52.06 9,478 \$15.20 17,785 \$20.94 27,848 \$30.00 40,700 \$24.48 31,700 9 \$15.76 26,481 \$21.39 30,797 \$52.66 9,478 \$15.20 17,785 \$20.94 27,848 \$30.00 40,700 \$24.48 31,700 9 \$15.76 26,481 \$21.39 30,797 \$52.66 9,478 \$15.20 18,855 \$20.94 27,848 \$30.90 41,100 \$24.79 32,100 10 \$16.00 26,881 \$21.66 31,197 \$53.27 9,678 \$16.23 18,995 \$21.54 28,648 \$31.20 41,500 \$25.10 32,500 11 \$16.24 27,281 \$21.94 31,597 \$53.77 9,678 \$16.23 18,995 \$21.54 28,648 \$31.20 41,500 \$25.10 32,500 12 \$16.48 27,681 \$22.22 31,997 \$54.32 9,778 \$16.91 19,785 \$22.14 29,448 \$31.80 42,300 \$25.11 32,900 12 \$16.48 27,681 \$22.22 31,997 \$54.32 9,778 \$16.91 19,785 \$22.14 29,448 \$31.80 42,300 \$25.11 33,00 13 \$16.71 28,081 \$22.20 33,397 \$54.88 9,878 \$17.59 20,855 \$22.44 29,848 \$32.11 42,700 \$26.02 33,700 14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,855 \$22.44 29,848 \$32.11 42,700 \$26.02 33,700 15 \$17.19 28,881 \$23.05 33,197 \$55.49 19,078 \$17.99 20,855 \$22.44 30,248 \$32.71 43,500 \$26.63 34,500 \$15.40 41,900 \$26.20 \$30,900 \$19.40 41,900 \$20,900 \$19.40 41,900 \$20,900 \$19.40 41,900 \$20,900 \$19.40 41,900 \$20,900 \$19.40 41,900 \$20,900 \$19.40 41,900 \$20,900 \$19.40 41,900 \$20,900 \$19.40 41,900 \$20,900 \$19.40 \$20,900 \$20,800 \$10,900 \$19.40 41,900 \$20,900 \$20,800 \$10,900 \$20,800 \$10,900 \$20,800 \$10,900 \$20,800 \$20,800 \$20,800 \$20,800 \$20,900 \$20,800 \$	4	\$14.57	24,481	\$20.00	28,797	\$49.88	8,978	\$14.18	16,585	\$19.74	26,248	\$29.40	39,100	\$23.24	30,100
7 \$15.29 25,681 \$20.83 29,997 \$51.55 9,278 \$15.20 17,785 \$20.64 27,448 \$30.30 40,300 \$24.17 31,300 8 \$15.52 26,081 \$21.11 30,397 \$52.10 9,378 \$15.54 18,185 \$20.94 27,848 \$30.00 40,700 \$24.48 31,700 9 \$15.76 26,481 \$21.39 30,797 \$52.66 9,478 \$15.54 18,185 \$20.94 27,848 \$30.00 41,100 \$24.49 31,700 10 \$16.00 26,681 \$21.66 31,197 \$53.21 9,578 \$16.23 18,995 \$21.54 28,648 \$31.20 41,500 \$25.10 32,500 11 \$16.24 27,281 \$21.94 31,597 \$53.77 9,678 \$16.57 19,385 \$21.84 29,048 \$31.50 41,900 \$25.10 32,500 12 \$16.48 27,681 \$22.22 31,997 \$53.77 9,678 \$16.57 19,385 \$21.84 29,048 \$31.50 41,900 \$25.11 32,900 12 \$16.48 27,681 \$22.22 31,997 \$54.88 9,878 \$17.25 20,185 \$22.14 29,848 \$31.80 42,300 \$25.71 33,300 13 \$16.71 28,081 \$22.50 33,997 \$54.88 9,878 \$17.25 20,185 \$22.44 29,848 \$31.80 42,300 \$25.71 33,300 14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,586 \$22.14 29,848 \$32.11 42,700 \$26.02 33,700 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$32.71 43,500 \$26.64 34,50	5	\$14.81	24,881	\$20.28	29,197	\$50.43	9,078	\$14.52	16,985	\$20.04	26,648	\$29.70	39,500	\$23.55	30,500
8 \$15.52   26.081   \$21.11   30,397   \$52.10   9,378   \$15.54   18,185   \$20.94   27,848   \$30.60   40,700   \$24.48   31,700   9   \$15.76   26,481   \$21.39   30,797   \$52.66   9,478   \$15.88   18,585   \$21.24   28,248   \$30.90   41,100   \$24.79   32,100   10   \$16.00   26,881   \$21.66   31,197   \$53.27   9,578   \$16.23   18,985   \$21.54   28,648   \$31.20   41,500   \$25.10   32,500   11   \$16.24   27,281   \$21.94   31,597   \$53.77   9,678   \$16.57   19,385   \$21.84   29,048   \$31.50   41,900   \$25.41   32,900   12   \$16.48   27,681   \$22.22   31,997   \$54.32   9,778   \$16.91   19,785   \$22.14   29,448   \$31.80   42,300   \$25.41   32,900   13   \$16.71   28,081   \$22.50   32,397   \$54.88   9,878   \$17.25   20,185   \$22.44   29,848   \$32.11   42,700   \$26.02   33,700   14   \$16.95   28,481   \$22.78   32,797   \$55.43   9,978   \$17.59   20,585   \$22.74   30,248   \$32.11   42,700   \$26.02   33,700   15   \$17.19   28,881   \$23.05   33,197   \$55.99   10,078   \$17.94   20,985   \$23.04   30,648   \$32.71   43,500   \$26.64   34,500   \$18.90   36,290   \$18.89   27,197   \$20.14   38,668   \$12.26   15,444   \$16.91   \$19.11   36,690   \$19.11   36,690   \$19.11   36,690   \$19.11   36,690   \$19.11   36,690   \$19.12   37,890   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.32   37,990   \$19.44   27,997   \$20.56   39,468   \$13.54   17,044   \$19.73   37,890   \$19.94   38,290   \$20.28   29,197   \$20.16   39,468   \$13.84   \$17,044   \$19.33   37,490   \$19.53   37,490   \$19.53   37,490   \$19.53   37,490   \$19.54   38,690   \$20.15   38,690   \$20.15   38,690   \$20.25   29,597   \$20.36   39,468   \$13.84   \$14.48   \$18,244   \$19.73   37,890   \$19.94   38,290   \$20.28   29,197   \$20.16   31,468   \$14.48   \$16.44   \$19.73   37,890   \$20.15   38,690   \$20.25   29,597   \$21.18   40,668   \$13.54   19,444   \$19.74   \$20.44	6	\$15.05	25,281	\$20.55	29,597	\$50.99	9,178	\$14.86	17,385	\$20.34	27,048	\$30.00	39,900	\$23.86	30,900
9 \$15.76 26.481 \$21.39 \$30.797 \$52.66 9,478 \$15.88 18,585 \$21.24 28,248 \$30.90 41,100 \$24.79 32,100   10 \$16.00 26,881 \$21.66 31,197 \$53.21 9,578 \$16.23 18,985 \$21.54 28,648 \$31.20 41,500 \$25.10 32,500   11 \$16.24 27,281 \$21.94 31,597 \$53.77 9,678 \$16.23 18,985 \$21.54 29,048 \$31.50 41,900 \$25.41 32,900   12 \$16.48 27,681 \$22.22 31,997 \$54.32 9,778 \$16.91 19,785 \$22.14 29,448 \$31.80 42,300 \$25.71 33,300   13 \$16.71 28,081 \$22.25 32,397 \$54.88 9,878 \$17.25 20,185 \$22.14 29,448 \$31.80 42,300 \$25.71 33,300   14 \$16.95 28,481 \$22.78 32,797 \$55.543 9,978 \$17.59 20,585 \$22.14 29,848 \$32.11 42,700 \$26.02 33,700   15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$32.71 43,500 \$26.64 34,500    **Carpenter***  **Plant**  **Pears**  **Bhours/day**  **Days**  **240 Days**  **240 Days**  **240 Days**  **240 Days**  **Days**  **Pars**  **Hourly Rate Annual Hourly Ra	7	\$15.29	25,681	\$20.83	29,997	\$51.55	9,278	\$15.20	17,785	\$20.64	27,448	\$30.30	40,300	\$24.17	31,300
10	8	\$15.52	26,081	\$21.11	30,397	\$52.10	9,378	\$15.54	18,185	\$20.94	27,848	\$30.60	40,700	\$24.48	31,700
11 \$16.24 27,281 \$21.94 31,597 \$53.77 9,678 \$16.57 19,385 \$21.84 29,048 \$31.50 41,900 \$25.41 32,900 12 \$16.48 27,681 \$22.22 31,997 \$54.32 9,778 \$16.91 19,785 \$22.14 29,448 \$31.80 42,300 \$25.71 33,300 13 \$16.71 28,081 \$22.25 32,397 \$54.88 9,878 \$17.25 20,185 \$22.14 29,448 \$32.11 42,700 \$26.02 33,700 14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,585 \$22.74 30,248 \$32.11 42,700 \$26.02 33,700 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$22.30 30,648 \$32.71 43,500 \$26.64 34,500 15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$32.71 43,500 \$26.64 34,500 \$240 Days 240	9	\$15.76	26,481	\$21.39	30,797	\$52.66	9,478	\$15.88	18,585	\$21.24	28,248	\$30.90	41,100	\$24.79	32,100
12	10	\$16.00	26,881	\$21.66	31,197	\$53.21	9,578	\$16.23	18,985	\$21.54	28,648	\$31.20	41,500	\$25.10	32,500
\$16.71   28,081   \$22.50   32,397   \$54.88   9,878   \$17.25   20,185   \$22.44   29,848   \$32.11   42,700   \$26.02   33,700    \$14	11	\$16.24	27,281	\$21.94	31,597	\$53.77	9,678	\$16.57	19,385	\$21.84	29,048	\$31.50	41,900	\$25.41	32,900
14 \$16.95 28,481 \$22.78 32,797 \$55.43 9,978 \$17.59 20,585 \$22.74 30,248 \$32.41 43,100 \$26.33 34,100 \$15 \$17.19 28,881 \$23.05 33,197 \$55.99 10,078 \$17.94 20,985 \$23.04 30,648 \$32.71 43,500 \$26.64 34,	12	\$16.48	27,681	\$22.22	31,997	\$54.32	9,778	\$16.91	19,785	\$22.14	29,448	\$31.80	42,300	\$25.71	33,300
Signature   Sign	13	\$16.71	28,081	\$22.50	32,397	\$54.88	9,878	\$17.25	20,185	\$22.44	29,848	\$32.11	42,700	\$26.02	33,700
Carpenter         Plant         Fleet         Fleet Mgr         Custodian           Years         8 hours/day         180 Days           240 Days         240 Days         240 Days           240 Days         240 Days           240 Days         240 Days           1 Hourly Rate         Annual           1         \$19.11         36.690         \$19.16         27.597         \$20.35         39.068         \$12.57         15.844           2         \$19.32         37.090         \$19.44         27.997         \$20.56         39.468         \$12.89         16.244           3         \$19.53         37.490         \$19.72         28.3	14	\$16.95	28,481	\$22.78	32,797	\$55.43	9,978	\$17.59	20,585	\$22.74	30,248	\$32.41	43,100	\$26.33	34,100
Years         8 hours/day         Manager         Manager         8 hours/day         180 Days           240 Days         240 Days         240 Days         240 Days         240 Days           Hourly Rate         Annual         H	15	\$17.19	28,881	\$23.05	33,197	\$55.99	10,078	\$17.94	20,985	\$23.04	30,648	\$32.71	43,500	\$26.64	34,500
Years         8 hours/day         Manager         Manager         8 hours/day         180 Days           240 Days         240 Days         240 Days         240 Days         240 Days           Hourly Rate         Annual         H															
Years         8 hours/day         Manager         Manager         8 hours/day         180 Days           240 Days         240 Days         240 Days         240 Days         240 Days           Hourly Rate         Annual         H															
Years         8 hours/day         Manager         Manager         8 hours/day         180 Days           240 Days         240 Days         240 Days         240 Days         240 Days           Hourly Rate         Annual         H															
240 Days         240 Days         240 Days         240 Days         240 Days         240 Days         Annual Hourly Rate		Carpe	nter	Pla	ant	Fleet		Fleet Mgr		Custodian					
Hourly Rate   Annual   Hourly Rate   Hour	Years	8 hours/day		Manager			Manager 8 hours/day			180 Days					
0       \$18.90       36,290       \$18.89       27,197       \$20.14       38,668       \$12.26       15,444         1       \$19.11       36,690       \$19.11       36,690       \$19.16       27,597       \$20.35       39,068       \$12.57       15,844         2       \$19.32       37,090       \$19.32       37,090       \$19.44       27,997       \$20.56       39,468       \$12.89       16,244         3       \$19.53       37,490       \$19.72       28,397       \$20.76       39,868       \$13.21       16,644         4       \$19.73       37,890       \$20.00       28,797       \$20.97       40,268       \$13.53       17,044         5       \$19.94       38,290       \$20.28       29,197       \$21.18       40,668       \$13.84       17,444         6       \$20.15       38,690       \$20.15       38,690       \$20.55       29,597       \$21.39       41,068       \$14.16       17,844         7       \$20.36       39,090       \$20.36       39,090       \$20.83       29,997       \$21.60       41,468       \$14.48       18,244         8       \$20.57       39,490       \$21.11       30,397       \$22.01       42,268		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       \$12.57       15,844         2       \$19.32       37,090       \$19.32       37,090       \$19.44       27,997       \$20.56       39,468       \$12.89       16,244         3       \$19.53       37,490       \$19.72       28,397       \$20.76       39,868       \$13.21       16,644         4       \$19.73       37,890       \$20.00       28,797       \$20.97       40,268       \$13.53       17,044         5       \$19.94       38,290       \$20.28       29,197       \$21.18       40,668       \$13.84       17,444         6       \$20.15       38,690       \$20.15       38,690       \$20.55       29,597       \$21.39       41,068       \$14.16       17,844         7       \$20.36       39,090       \$20.36       39,090       \$20.83       29,997       \$21.60       41,468       \$14.48       18,244         8       \$20.57       39,490       \$21.11       30,397       \$22.81       41,868       \$14.80       18,644         9       \$20.78       39,890       \$20.78       39,890       \$21.39       30,797		Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual				
2       \$19.32       37,090       \$19.32       37,090       \$19.44       27,997       \$20.56       39,468       \$12.89       16,244         3       \$19.53       37,490       \$19.53       37,490       \$19.72       28,397       \$20.76       39,868       \$13.21       16,644         4       \$19.73       37,890       \$20.00       28,797       \$20.97       40,268       \$13.53       17,044         5       \$19.94       38,290       \$20.28       29,197       \$21.18       40,668       \$13.84       17,444         6       \$20.15       38,690       \$20.55       29,597       \$21.39       41,068       \$14.16       17,844         7       \$20.36       39,090       \$20.83       29,997       \$21.60       41,468       \$14.48       18,244         8       \$20.57       39,490       \$21.11       30,397       \$21.81       41,868       \$14.80       18,644         9       \$20.78       39,890       \$20.78       39,890       \$21.39       30,797       \$22.01       42,268       \$15.11       19,044         10       \$20.98       40,290       \$21.66       31,197       \$22.22       42,668       \$15.43       19,444	0	\$18.90	36,290	\$18.90	36,290	\$18.89	27,197	\$20.14	38,668	\$12.26	15,444				
3       \$19.53       37,490       \$19.53       37,490       \$19.72       28,397       \$20.76       39,868       \$13.21       16,644         4       \$19.73       37,890       \$20.00       28,797       \$20.97       40,268       \$13.53       17,044         5       \$19.94       38,290       \$19.94       38,290       \$20.28       29,197       \$21.18       40,668       \$13.84       17,444         6       \$20.15       38,690       \$20.15       38,690       \$20.55       29,597       \$21.39       41,068       \$14.16       17,844         7       \$20.36       39,090       \$20.36       39,090       \$20.83       29,997       \$21.60       41,468       \$14.48       18,244         8       \$20.57       39,490       \$21.11       30,397       \$21.81       41,868       \$14.80       18,644         9       \$20.78       39,890       \$20.78       39,890       \$21.39       30,797       \$22.01       42,268       \$15.11       19,044         10       \$20.98       40,290       \$21.66       31,197       \$22.22       42,668       \$15.43       19,444         11       \$21.19       40,690       \$21.40       41,090	1	\$19.11	36,690	\$19.11	36,690	\$19.16	27,597	\$20.35	39,068	\$12.57	15,844				
4       \$19.73       37,890       \$20.00       28,797       \$20.97       40,268       \$13.53       17,044         5       \$19.94       38,290       \$20.28       29,197       \$21.18       40,668       \$13.84       17,444         6       \$20.15       38,690       \$20.15       38,690       \$20.55       29,597       \$21.39       41,068       \$14.16       17,844         7       \$20.36       39,090       \$20.83       29,997       \$21.60       41,468       \$14.48       18,244         8       \$20.57       39,490       \$21.11       30,397       \$21.81       41,868       \$14.80       18,644         9       \$20.78       39,890       \$21.39       30,797       \$22.01       42,268       \$15.11       19,044         10       \$20.98       40,290       \$21.66       31,197       \$22.22       42,668       \$15.43       19,444         11       \$21.19       40,690       \$21.19       40,690       \$21.94       31,597       \$22.43       43,068       \$15.75       19,844         12       \$21.40       41,090       \$21.40       41,090       \$22.22       31,997       \$22.64       43,468       \$16.07       20,244	2	\$19.32	37,090	\$19.32	37,090	\$19.44	27,997	\$20.56	39,468	\$12.89	16,244				
5       \$19.94       38,290       \$19.94       38,290       \$20.28       29,197       \$21.18       40,668       \$13.84       17,444         6       \$20.15       38,690       \$20.15       38,690       \$20.55       29,597       \$21.39       41,068       \$14.16       17,844         7       \$20.36       39,090       \$20.83       29,997       \$21.60       41,468       \$14.48       18,244         8       \$20.57       39,490       \$21.11       30,397       \$21.81       41,868       \$14.80       18,644         9       \$20.78       39,890       \$21.39       30,797       \$22.01       42,268       \$15.11       19,044         10       \$20.98       40,290       \$21.66       31,197       \$22.22       42,668       \$15.43       19,444         11       \$21.19       40,690       \$21.19       40,690       \$21.94       31,597       \$22.43       43,068       \$15.75       19,844         12       \$21.40       41,090       \$21.40       41,090       \$22.22       31,997       \$22.64       43,468       \$16.07       20,244	3	\$19.53	37,490	\$19.53	37,490	\$19.72	28,397	\$20.76	39,868	\$13.21	16,644				
6       \$20.15       38,690       \$20.15       38,690       \$20.55       29,597       \$21.39       41,068       \$14.16       17,844         7       \$20.36       39,090       \$20.36       39,090       \$20.83       29,997       \$21.60       41,468       \$14.48       18,244         8       \$20.57       39,490       \$20.57       39,490       \$21.11       30,397       \$21.81       41,868       \$14.80       18,644         9       \$20.78       39,890       \$21.39       30,797       \$22.01       42,268       \$15.11       19,044         10       \$20.98       40,290       \$21.66       31,197       \$22.22       42,668       \$15.43       19,444         11       \$21.19       40,690       \$21.19       40,690       \$21.94       31,597       \$22.43       43,068       \$15.75       19,844         12       \$21.40       41,090       \$21.40       41,090       \$22.22       31,997       \$22.64       43,468       \$16.07       20,244	4	\$19.73	37,890	\$19.73	37,890	\$20.00	28,797	\$20.97	40,268	\$13.53	17,044				
7       \$20.36       39,090       \$20.36       39,090       \$20.83       29,997       \$21.60       41,468       \$14.48       18,244         8       \$20.57       39,490       \$21.11       30,397       \$21.81       41,868       \$14.80       18,644         9       \$20.78       39,890       \$20.78       39,890       \$21.39       30,797       \$22.01       42,268       \$15.11       19,044         10       \$20.98       40,290       \$21.66       31,197       \$22.22       42,668       \$15.43       19,444         11       \$21.19       40,690       \$21.19       40,690       \$21.94       31,597       \$22.43       43,068       \$15.75       19,844         12       \$21.40       41,090       \$21.40       41,090       \$22.22       31,997       \$22.64       43,468       \$16.07       20,244	5	\$19.94	38,290	\$19.94	38,290	\$20.28	29,197	\$21.18	40,668	\$13.84	17,444				
8       \$20.57       39,490       \$21.11       30,397       \$21.81       41,868       \$14.80       18,644         9       \$20.78       39,890       \$20.78       39,890       \$21.39       30,797       \$22.01       42,268       \$15.11       19,044         10       \$20.98       40,290       \$21.66       31,197       \$22.22       42,668       \$15.43       19,444         11       \$21.19       40,690       \$21.19       40,690       \$21.94       31,597       \$22.43       43,068       \$15.75       19,844         12       \$21.40       41,090       \$21.40       41,090       \$22.22       31,997       \$22.64       43,468       \$16.07       20,244	6	\$20.15	38,690	\$20.15	38,690	\$20.55	29,597	\$21.39	41,068	\$14.16	17,844				
9       \$20.78       39,890       \$20.78       39,890       \$21.39       30,797       \$22.01       42,268       \$15.11       19,044         10       \$20.98       40,290       \$21.66       31,197       \$22.22       42,668       \$15.43       19,444         11       \$21.19       40,690       \$21.19       40,690       \$21.94       31,597       \$22.43       43,068       \$15.75       19,844         12       \$21.40       41,090       \$21.40       41,090       \$22.22       31,997       \$22.64       43,468       \$16.07       20,244	7	\$20.36	39,090	\$20.36	39,090	\$20.83	29,997	\$21.60	41,468	\$14.48	18,244				
10 \$20.98 40,290 \$20.98 40,290 \$21.66 31,197 \$22.22 42,668 \$15.43 19,444  11 \$21.19 40,690 \$21.19 40,690 \$21.94 31,597 \$22.43 43,068 \$15.75 19,844  12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468 \$16.07 20,244	8	\$20.57	39,490	\$20.57	39,490	\$21.11	30,397	\$21.81	41,868	\$14.80	18,644				
11       \$21.19       40,690       \$21.19       40,690       \$21.94       31,597       \$22.43       43,068       \$15.75       19,844         12       \$21.40       41,090       \$21.40       41,090       \$22.22       31,997       \$22.64       43,468       \$16.07       20,244	9	\$20.78	39,890	\$20.78	39,890	\$21.39	30,797	\$22.01	42,268	\$15.11	19,044				
12 \$21.40 41,090 \$21.40 41,090 \$22.22 31,997 \$22.64 43,468 \$16.07 20,244	10	\$20.98	40,290	\$20.98	40,290	\$21.66	31,197	\$22.22	42,668	\$15.43	19,444				
	11	\$21.19	40,690	\$21.19	40,690	\$21.94	31,597	\$22.43	43,068	\$15.75	19,844				
13 \$21.61 41,490 \$21.61 41,490 \$22.50 32,397 \$22.85 43,868 \$16.38 20,644	12	\$21.40	41,090	\$21.40	41,090	\$22.22	31,997	\$22.64	43,468	\$16.07	20,244				
	13	\$21.61	41,490	\$21.61	41,490	\$22.50	32,397	\$22.85	43,868	\$16.38	20,644				

14	\$21.82	41,890	\$21.82	41,890	\$22.78	32,797	\$23.06	44,268	\$16.70	21,044		
15	\$22.03	42,290	\$22.03	42,290	\$23.05	33,197	\$23.26	44,668	\$17.02	21,444		
		Safety Coor	dinator Stiper	nd								
		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										