

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Teacher: Bachelor's Scale	320.6	\$ 61,054	\$ 62,798	\$ 62,659	\$ 1,744	2.86%	\$ 1,606	2.63%	\$ (138)	-0.23%
Teacher: Bachelor's Scale	320.6	\$ 61,054	\$ 62,798	\$ 62,659	\$ 1,744	2.86%	\$ 1,606	2.63%	\$ (138)	-0.23%
Step 1	21.5	\$ 46,070	\$ 47,681	\$ 47,281	\$ 1,611	3.50%	\$ 1,212	2.63%	\$ (400)	-0.87%
Step 2	28.0	\$ 48,894	\$ 50,605	\$ 50,180	\$ 1,711	3.50%	\$ 1,286	2.63%	\$ (425)	-0.87%
Step 3	31.0	\$ 50,605	\$ 53,140	\$ 51,936	\$ 2,534	5.01%	\$ 1,331	2.63%	\$ (1,203)	-2.38%
Step 4	35.0	\$ 51,746	\$ 53,298	\$ 53,107	\$ 1,552	3.00%	\$ 1,361	2.63%	\$ (191)	-0.37%
Step 5	29.0	\$ 54,733	\$ 56,372	\$ 56,172	\$ 1,639	2.99%	\$ 1,439	2.63%	\$ (199)	-0.36%
Step 6	19.0	\$ 56,372	\$ 58,910	\$ 57,854	\$ 2,538	4.50%	\$ 1,483	2.63%	\$ (1,056)	-1.87%
Step 7	15.0	\$ 59,791	\$ 62,483	\$ 61,364	\$ 2,692	4.50%	\$ 1,573	2.63%	\$ (1,119)	-1.87%
Step 8	11.0	\$ 61,562	\$ 64,331	\$ 63,181	\$ 2,769	4.50%	\$ 1,619	2.63%	\$ (1,150)	-1.87%
Step 9	8.0	\$ 64,782	\$ 67,698	\$ 66,486	\$ 2,915	4.50%	\$ 1,704	2.63%	\$ (1,211)	-1.87%
Step 10	10.0	\$ 67,226	\$ 68,908	\$ 68,994	\$ 1,682	2.50%	\$ 1,768	2.63%	\$ 86	0.13%
Step 11	11.0	\$ 68,908	\$ 70,629	\$ 70,720	\$ 1,721	2.50%	\$ 1,812	2.63%	\$ 91	0.13%
Step 12	9.0	\$ 70,629	\$ 72,395	\$ 72,486	\$ 1,766	2.50%	\$ 1,858	2.63%	\$ 92	0.13%
Step 13	16.0	\$ 68,136	\$ 69,497	\$ 69,928	\$ 1,361	2.00%	\$ 1,792	2.63%	\$ 431	0.63%
Step 14	14.0	\$ 68,918	\$ 70,299	\$ 70,731	\$ 1,381	2.00%	\$ 1,813	2.63%	\$ 431	0.63%
Step 15	11.0	\$ 75,321	\$ 76,826	\$ 77,302	\$ 1,505	2.00%	\$ 1,981	2.63%	\$ 476	0.63%
Step 16	9.6	\$ 75,478	\$ 76,987	\$ 77,463	\$ 1,510	2.00%	\$ 1,985	2.63%	\$ 475	0.63%
Step 17	9.0	\$ 70,526	\$ 71,938	\$ 72,381	\$ 1,411	2.00%	\$ 1,855	2.63%	\$ 444	0.63%
Step 18	4.0	\$ 79,931	\$ 81,528	\$ 82,033	\$ 1,597	2.00%	\$ 2,102	2.63%	\$ 505	0.63%
Step 19	7.0	\$ 84,143	\$ 84,143	\$ 86,356	\$ -	0.00%	\$ 2,213	2.63%	\$ 2,213	2.63%
Step 20	6.0	\$ 82,291	\$ 83,937	\$ 84,455	\$ 1,646	2.00%	\$ 2,164	2.63%	\$ 518	0.63%
Step 21	4.0	\$ 83,159	\$ 83,159	\$ 85,346	\$ -	0.00%	\$ 2,187	2.63%	\$ 2,187	2.63%
Step 22	2.0	\$ 83,159	\$ 84,823	\$ 85,346	\$ 1,664	2.00%	\$ 2,187	2.63%	\$ 523	0.63%
Step 23	10.5	\$ 80,967	\$ 80,967	\$ 83,097	\$ -	0.00%	\$ 2,129	2.63%	\$ 2,129	2.63%
Teacher: Master's Scale	907.9	\$ 76,318	\$ 78,497	\$ 78,325	\$ 2,179	2.86%	\$ 2,007	2.63%	\$ (172)	-0.23%
Teacher: Master's Scale	907.9	\$ 76,318	\$ 78,497	\$ 78,325	\$ 2,179	2.86%	\$ 2,007	2.63%	\$ (172)	-0.23%
Step 1	24.0	\$ 51,943	\$ 53,501	\$ 53,309	\$ 1,558	3.00%	\$ 1,366	2.63%	\$ (191)	-0.37%
Step 2	30.0	\$ 55,794	\$ 57,467	\$ 57,261	\$ 1,673	3.00%	\$ 1,467	2.63%	\$ (206)	-0.37%
Step 3	40.0	\$ 57,487	\$ 60,219	\$ 58,999	\$ 2,732	4.75%	\$ 1,512	2.63%	\$ (1,220)	-2.12%
Step 4	60.0	\$ 60,255	\$ 62,061	\$ 61,840	\$ 1,806	3.00%	\$ 1,585	2.63%	\$ (222)	-0.37%
Step 5	58.0	\$ 62,079	\$ 63,942	\$ 63,711	\$ 1,864	3.00%	\$ 1,633	2.63%	\$ (231)	-0.37%
Step 6	57.4	\$ 63,349	\$ 65,566	\$ 65,015	\$ 2,218	3.50%	\$ 1,666	2.63%	\$ (551)	-0.87%

**Step Increase and Market Rate Adjustment
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Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Step 7	54.4	\$ 65,598	\$ 68,221	\$ 67,323	\$ 2,623	4.00%	\$ 1,725	2.63%	\$ (898)	-1.37%
Step 8	35.5	\$ 68,119	\$ 70,842	\$ 69,910	\$ 2,724	4.00%	\$ 1,792	2.63%	\$ (932)	-1.37%
Step 9	40.1	\$ 70,178	\$ 72,984	\$ 72,024	\$ 2,806	4.00%	\$ 1,846	2.63%	\$ (960)	-1.37%
Step 10	43.0	\$ 73,065	\$ 75,622	\$ 74,987	\$ 2,557	3.50%	\$ 1,922	2.63%	\$ (635)	-0.87%
Step 11	35.6	\$ 74,066	\$ 76,659	\$ 76,014	\$ 2,593	3.50%	\$ 1,948	2.63%	\$ (645)	-0.87%
Step 12	54.0	\$ 77,264	\$ 79,969	\$ 79,296	\$ 2,705	3.50%	\$ 2,032	2.63%	\$ (673)	-0.87%
Step 13	56.9	\$ 80,177	\$ 82,582	\$ 82,286	\$ 2,405	3.00%	\$ 2,109	2.63%	\$ (296)	-0.37%
Step 14	46.0	\$ 86,161	\$ 88,746	\$ 88,427	\$ 2,585	3.00%	\$ 2,266	2.63%	\$ (319)	-0.37%
Step 15	42.4	\$ 87,406	\$ 90,028	\$ 89,704	\$ 2,622	3.00%	\$ 2,299	2.63%	\$ (323)	-0.37%
Step 16	44.0	\$ 90,224	\$ 92,932	\$ 92,597	\$ 2,708	3.00%	\$ 2,373	2.63%	\$ (335)	-0.37%
Step 17	36.1	\$ 90,556	\$ 92,820	\$ 92,938	\$ 2,264	2.50%	\$ 2,382	2.63%	\$ 117	0.13%
Step 18	13.0	\$ 97,561	\$ 100,000	\$ 100,127	\$ 2,438	2.50%	\$ 2,566	2.63%	\$ 128	0.13%
Step 19	30.0	\$ 95,955	\$ 98,353	\$ 98,479	\$ 2,397	2.50%	\$ 2,524	2.63%	\$ 126	0.13%
Step 20	19.0	\$ 99,948	\$ 99,948	\$ 102,577	\$ -	0.00%	\$ 2,629	2.63%	\$ 2,629	2.63%
Step 21	18.0	\$ 99,948	\$ 101,947	\$ 102,577	\$ 1,999	2.00%	\$ 2,629	2.63%	\$ 629	0.63%
Step 22	29.0	\$ 102,324	\$ 102,324	\$ 105,015	\$ -	0.00%	\$ 2,691	2.63%	\$ 2,691	2.63%
Step 23	14.5	\$ 93,430	\$ 95,300	\$ 95,887	\$ 1,870	2.00%	\$ 2,457	2.63%	\$ 587	0.63%
Step 24	27.0	\$ 103,988	\$ 103,988	\$ 106,723	\$ -	0.00%	\$ 2,735	2.63%	\$ 2,735	2.63%
Teacher: Master's + 30 Scale	288.9	\$ 86,603	\$ 88,662	\$ 88,881	\$ 2,059	2.38%	\$ 2,278	2.63%	\$ 219	0.25%
Teacher: Master's + 30 Scale	288.9	\$ 86,603	\$ 88,662	\$ 88,881	\$ 2,059	2.38%	\$ 2,278	2.63%	\$ 219	0.25%
Step 1	4.8	\$ 54,149	\$ 55,638	\$ 55,573	\$ 1,490	2.75%	\$ 1,424	2.63%	\$ (65)	-0.12%
Step 2	3.0	\$ 58,055	\$ 59,651	\$ 59,582	\$ 1,595	2.75%	\$ 1,527	2.63%	\$ (69)	-0.12%
Step 3	6.5	\$ 55,390	\$ 57,607	\$ 56,847	\$ 2,217	4.00%	\$ 1,457	2.63%	\$ (760)	-1.37%
Step 4	7.0	\$ 62,038	\$ 63,900	\$ 63,670	\$ 1,862	3.00%	\$ 1,632	2.63%	\$ (230)	-0.37%
Step 5	15.6	\$ 62,302	\$ 64,171	\$ 63,941	\$ 1,869	3.00%	\$ 1,639	2.63%	\$ (230)	-0.37%
Step 6	6.0	\$ 65,817	\$ 68,120	\$ 67,548	\$ 2,303	3.50%	\$ 1,731	2.63%	\$ (572)	-0.87%
Step 7	7.0	\$ 68,120	\$ 70,846	\$ 69,911	\$ 2,726	4.00%	\$ 1,792	2.63%	\$ (935)	-1.37%
Step 8	11.0	\$ 70,485	\$ 73,302	\$ 72,338	\$ 2,818	4.00%	\$ 1,854	2.63%	\$ (964)	-1.37%
Step 9	15.5	\$ 71,869	\$ 74,745	\$ 73,759	\$ 2,875	4.00%	\$ 1,890	2.63%	\$ (985)	-1.37%
Step 10	11.0	\$ 76,626	\$ 79,307	\$ 78,641	\$ 2,681	3.50%	\$ 2,015	2.63%	\$ (666)	-0.87%
Step 11	12.0	\$ 80,791	\$ 83,618	\$ 82,916	\$ 2,827	3.50%	\$ 2,125	2.63%	\$ (702)	-0.87%
Step 12	19.6	\$ 82,116	\$ 84,991	\$ 84,276	\$ 2,875	3.50%	\$ 2,160	2.63%	\$ (715)	-0.87%
Step 13	23.0	\$ 85,540	\$ 88,106	\$ 87,790	\$ 2,566	3.00%	\$ 2,250	2.63%	\$ (316)	-0.37%

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Step 14	24.4	\$ 87,922	\$ 90,559	\$ 90,234	\$ 2,637	3.00%	\$ 2,312	2.63%	\$ (325)	-0.37%
Step 15	15.5	\$ 91,048	\$ 93,781	\$ 93,443	\$ 2,732	3.00%	\$ 2,395	2.63%	\$ (338)	-0.37%
Step 16	8.0	\$ 96,682	\$ 99,582	\$ 99,224	\$ 2,901	3.00%	\$ 2,543	2.63%	\$ (358)	-0.37%
Step 17	6.0	\$ 99,196	\$ 101,675	\$ 101,805	\$ 2,479	2.50%	\$ 2,609	2.63%	\$ 130	0.13%
Step 18	5.0	\$ 111,209	\$ 113,991	\$ 114,134	\$ 2,782	2.50%	\$ 2,925	2.63%	\$ 143	0.13%
Step 19	12.0	\$ 102,339	\$ 104,897	\$ 105,031	\$ 2,558	2.50%	\$ 2,692	2.63%	\$ 134	0.13%
Step 20	15.0	\$ 107,103	\$ 107,103	\$ 109,920	\$ -	0.00%	\$ 2,817	2.63%	\$ 2,817	2.63%
Step 21	9.0	\$ 106,765	\$ 109,031	\$ 109,573	\$ 2,266	2.12%	\$ 2,808	2.63%	\$ 542	0.51%
Step 22	9.0	\$ 106,408	\$ 106,408	\$ 109,206	\$ -	0.00%	\$ 2,799	2.63%	\$ 2,799	2.63%
Step 23	15.0	\$ 100,059	\$ 102,060	\$ 102,691	\$ 2,001	2.00%	\$ 2,632	2.63%	\$ 630	0.63%
Step 24	28.0	\$ 104,995	\$ 104,995	\$ 107,756	\$ -	0.00%	\$ 2,761	2.63%	\$ 2,761	2.63%
Support	734.1	\$ 35,716	\$ 36,548	\$ 36,655	\$ 833	2.33%	\$ 939	2.63%	\$ 107	0.30%
Grade 3: Cafeteria Aide	13.1	\$ 14,666	\$ 15,036	\$ 15,051	\$ 370	2.52%	\$ 386	2.63%	\$ 16	0.11%
Step 9	1.1	\$ 12,021	\$ 12,388	\$ 12,337	\$ 366	3.05%	\$ 316	2.63%	\$ (50)	-0.42%
Step 10	5.2	\$ 12,693	\$ 13,077	\$ 13,027	\$ 384	3.02%	\$ 334	2.63%	\$ (50)	-0.39%
Step 11	2.2	\$ 16,544	\$ 17,040	\$ 16,979	\$ 496	3.00%	\$ 435	2.63%	\$ (61)	-0.37%
Step 12	0.7	\$ 16,066	\$ 16,545	\$ 16,489	\$ 478	2.98%	\$ 423	2.63%	\$ (56)	-0.35%
Step 14	0.7	\$ 17,043	\$ 17,552	\$ 17,491	\$ 509	2.99%	\$ 448	2.63%	\$ (61)	-0.36%
Step 15	1.4	\$ 18,350	\$ 18,903	\$ 18,832	\$ 553	3.01%	\$ 483	2.63%	\$ (71)	-0.38%
Step 17	0.8	\$ 20,313	\$ 20,313	\$ 20,847	\$ -	0.00%	\$ 534	2.63%	\$ 534	2.63%
Step 21	1.1	\$ 14,970	\$ 14,970	\$ 15,364	\$ -	0.00%	\$ 394	2.63%	\$ 394	2.63%
Grade 4: General Clerk, Health Clerk	1.8	\$ 23,977	\$ 24,306	\$ 24,608	\$ 329	1.37%	\$ 631	2.63%	\$ 301	1.26%
Step 11	0.9	\$ 21,853	\$ 22,512	\$ 22,428	\$ 659	3.01%	\$ 575	2.63%	\$ (84)	-0.38%
Step 17	0.9	\$ 26,100	\$ 26,100	\$ 26,787	\$ -	0.00%	\$ 686	2.63%	\$ 686	2.63%
Grade 5: Custodian	35.0	\$ 37,066	\$ 37,948	\$ 38,041	\$ 882	2.38%	\$ 975	2.63%	\$ 93	0.25%
Step 7	3.0	\$ 30,950	\$ 31,886	\$ 31,764	\$ 936	3.02%	\$ 814	2.63%	\$ (122)	-0.39%
Step 8	1.0	\$ 31,518	\$ 32,464	\$ 32,347	\$ 946	3.00%	\$ 829	2.63%	\$ (117)	-0.37%
Step 9	7.0	\$ 32,843	\$ 33,821	\$ 33,707	\$ 978	2.98%	\$ 864	2.63%	\$ (114)	-0.35%
Step 10	1.0	\$ 33,821	\$ 34,840	\$ 34,710	\$ 1,019	3.01%	\$ 889	2.63%	\$ (130)	-0.38%
Step 11	1.0	\$ 34,840	\$ 35,880	\$ 35,756	\$ 1,040	2.99%	\$ 916	2.63%	\$ (124)	-0.36%
Step 12	6.0	\$ 35,880	\$ 36,962	\$ 36,824	\$ 1,082	3.01%	\$ 944	2.63%	\$ (138)	-0.38%
Step 14	4.0	\$ 38,064	\$ 39,208	\$ 39,065	\$ 1,144	3.01%	\$ 1,001	2.63%	\$ (143)	-0.38%

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Step 15	1.0	\$ 39,208	\$ 40,394	\$ 40,239	\$ 1,186	3.02%	\$ 1,031	2.63%	\$ (154)	-0.39%
Step 17	1.0	\$ 41,600	\$ 41,600	\$ 42,694	\$ -	0.00%	\$ 1,094	2.63%	\$ 1,094	2.63%
Step 18	1.0	\$ 41,600	\$ 42,432	\$ 42,694	\$ 832	2.00%	\$ 1,094	2.63%	\$ 262	0.63%
Step 20	6.0	\$ 42,432	\$ 43,285	\$ 43,548	\$ 853	2.01%	\$ 1,116	2.63%	\$ 263	0.62%
Step 21	3.0	\$ 43,285	\$ 43,285	\$ 44,423	\$ -	0.00%	\$ 1,138	2.63%	\$ 1,138	2.63%
Grade 7: School Nutrition Assistant I	39.8	\$ 16,570	\$ 17,070	\$ 17,006	\$ 500	3.02%	\$ 436	2.63%	\$ (64)	-0.39%
Step 4	1.5	\$ 16,202	\$ 16,695	\$ 16,628	\$ 494	3.05%	\$ 426	2.63%	\$ (68)	-0.42%
Step 5	23.6	\$ 16,045	\$ 16,530	\$ 16,467	\$ 485	3.02%	\$ 422	2.63%	\$ (63)	-0.39%
Step 6	3.4	\$ 15,767	\$ 16,240	\$ 16,182	\$ 473	3.00%	\$ 415	2.63%	\$ (58)	-0.37%
Step 7	2.9	\$ 16,978	\$ 17,484	\$ 17,425	\$ 505	2.98%	\$ 447	2.63%	\$ (59)	-0.35%
Step 8	1.4	\$ 16,723	\$ 17,227	\$ 17,163	\$ 504	3.01%	\$ 440	2.63%	\$ (64)	-0.38%
Step 9	1.9	\$ 16,183	\$ 16,666	\$ 16,609	\$ 483	2.99%	\$ 426	2.63%	\$ (57)	-0.36%
Step 10	1.9	\$ 16,398	\$ 16,892	\$ 16,829	\$ 494	3.01%	\$ 431	2.63%	\$ (63)	-0.38%
Step 13	2.6	\$ 24,381	\$ 25,118	\$ 25,022	\$ 737	3.02%	\$ 641	2.63%	\$ (96)	-0.39%
Step 15	0.5	\$ 14,960	\$ 15,409	\$ 15,353	\$ 449	3.00%	\$ 393	2.63%	\$ (55)	-0.37%
Grade 8: School Nutrition Assistant II	8.9	\$ 20,780	\$ 21,403	\$ 21,327	\$ 623	3.00%	\$ 547	2.63%	\$ (76)	-0.37%
Step 4	5.0	\$ 19,231	\$ 19,808	\$ 19,737	\$ 577	3.00%	\$ 506	2.63%	\$ (71)	-0.37%
Step 7	0.9	\$ 21,926	\$ 22,580	\$ 22,502	\$ 655	2.99%	\$ 577	2.63%	\$ (78)	-0.36%
Step 9	0.8	\$ 19,938	\$ 20,533	\$ 20,462	\$ 595	2.98%	\$ 524	2.63%	\$ (70)	-0.35%
Step 14	0.9	\$ 26,965	\$ 27,777	\$ 27,675	\$ 812	3.01%	\$ 709	2.63%	\$ (102)	-0.38%
Step 15	0.6	\$ 19,841	\$ 20,439	\$ 20,363	\$ 598	3.02%	\$ 522	2.63%	\$ (77)	-0.39%
Step 16	0.8	\$ 24,527	\$ 25,256	\$ 25,172	\$ 729	2.97%	\$ 645	2.63%	\$ (84)	-0.34%
Grade 9: Bus Monitor, School Nutrition Delivery/Driver, School Nutrition Manager Trainee	29.9	\$ 23,042	\$ 23,641	\$ 23,648	\$ 599	2.60%	\$ 606	2.63%	\$ 7	0.03%
Step 2	1.0	\$ 19,478	\$ 20,067	\$ 19,990	\$ 589	3.02%	\$ 512	2.63%	\$ (77)	-0.39%
Step 3	2.0	\$ 17,200	\$ 17,716	\$ 17,653	\$ 516	3.00%	\$ 452	2.63%	\$ (64)	-0.37%
Step 4	8.9	\$ 18,385	\$ 18,932	\$ 18,868	\$ 547	2.98%	\$ 484	2.63%	\$ (64)	-0.35%
Step 5	4.0	\$ 21,284	\$ 21,926	\$ 21,844	\$ 641	3.01%	\$ 560	2.63%	\$ (82)	-0.38%
Step 6	1.0	\$ 18,794	\$ 19,355	\$ 19,288	\$ 561	2.99%	\$ 494	2.63%	\$ (67)	-0.36%

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Step 7	2.0	\$ 25,806	\$ 26,584	\$ 26,485	\$ 778	3.01%	\$ 679	2.63%	\$ (99)	-0.38%
Step 8	1.0	\$ 19,938	\$ 20,533	\$ 20,462	\$ 595	2.98%	\$ 524	2.63%	\$ (70)	-0.35%
Step 9	4.0	\$ 25,666	\$ 26,437	\$ 26,341	\$ 771	3.01%	\$ 675	2.63%	\$ (96)	-0.38%
Step 10	1.0	\$ 28,200	\$ 29,052	\$ 28,941	\$ 853	3.02%	\$ 742	2.63%	\$ (111)	-0.39%
Step 13	1.0	\$ 30,818	\$ 31,745	\$ 31,628	\$ 928	3.01%	\$ 811	2.63%	\$ (117)	-0.38%
Step 16	1.0	\$ 43,219	\$ 44,506	\$ 44,356	\$ 1,286	2.98%	\$ 1,137	2.63%	\$ (150)	-0.35%
Step 17	2.0	\$ 32,510	\$ 32,510	\$ 33,365	\$ -	0.00%	\$ 855	2.63%	\$ 855	2.63%
Step 19	1.0	\$ 26,524	\$ 26,524	\$ 27,222	\$ -	0.00%	\$ 698	2.63%	\$ 698	2.63%
Grade 10: General Maintenance Worker, Head Custodian I (1-6), School Security Officer	28.0	\$ 34,274	\$ 34,841	\$ 35,176	\$ 566	1.65%	\$ 901	2.63%	\$ 335	0.98%
Step 2	1.0	\$ 22,934	\$ 23,622	\$ 23,537	\$ 688	3.00%	\$ 603	2.63%	\$ (85)	-0.37%
Step 4	1.0	\$ 33,821	\$ 34,840	\$ 34,710	\$ 1,019	3.01%	\$ 889	2.63%	\$ (130)	-0.38%
Step 6	3.0	\$ 27,014	\$ 27,828	\$ 27,724	\$ 814	3.01%	\$ 710	2.63%	\$ (104)	-0.38%
Step 7	2.0	\$ 23,261	\$ 23,955	\$ 23,873	\$ 694	2.98%	\$ 612	2.63%	\$ (82)	-0.35%
Step 9	1.0	\$ 39,208	\$ 40,394	\$ 40,239	\$ 1,186	3.02%	\$ 1,031	2.63%	\$ (154)	-0.39%
Step 11	1.0	\$ 29,920	\$ 30,818	\$ 30,707	\$ 898	3.00%	\$ 787	2.63%	\$ (111)	-0.37%
Step 12	2.0	\$ 26,965	\$ 27,777	\$ 27,675	\$ 812	3.01%	\$ 709	2.63%	\$ (102)	-0.38%
Step 13	2.0	\$ 44,138	\$ 45,469	\$ 45,298	\$ 1,331	3.02%	\$ 1,161	2.63%	\$ (170)	-0.39%
Step 14	2.0	\$ 39,086	\$ 40,248	\$ 40,114	\$ 1,162	2.97%	\$ 1,028	2.63%	\$ (134)	-0.34%
Step 17	3.0	\$ 38,885	\$ 38,885	\$ 39,907	\$ -	0.00%	\$ 1,023	2.63%	\$ 1,023	2.63%
Step 18	2.0	\$ 40,465	\$ 41,278	\$ 41,529	\$ 813	2.01%	\$ 1,064	2.63%	\$ 251	0.62%
Step 19	7.0	\$ 35,872	\$ 35,872	\$ 36,815	\$ -	0.00%	\$ 943	2.63%	\$ 943	2.63%
Step 21	1.0	\$ 37,176	\$ 37,176	\$ 38,153	\$ -	0.00%	\$ 978	2.63%	\$ 978	2.63%
Grade 11: Support Specialist I	10.0	\$ 37,682	\$ 38,517	\$ 38,673	\$ 835	2.22%	\$ 991	2.63%	\$ 156	0.41%
Step 3	1.0	\$ 27,837	\$ 28,676	\$ 28,569	\$ 839	3.01%	\$ 732	2.63%	\$ (107)	-0.38%
Step 5	2.0	\$ 33,120	\$ 34,118	\$ 33,991	\$ 998	3.01%	\$ 871	2.63%	\$ (127)	-0.38%
Step 6	1.0	\$ 34,118	\$ 35,136	\$ 35,016	\$ 1,018	2.98%	\$ 897	2.63%	\$ (120)	-0.35%
Step 7	1.0	\$ 28,823	\$ 29,689	\$ 29,581	\$ 866	3.01%	\$ 758	2.63%	\$ (108)	-0.38%
Step 9	1.0	\$ 37,286	\$ 38,400	\$ 38,267	\$ 1,114	2.99%	\$ 981	2.63%	\$ (133)	-0.36%
Step 10	1.0	\$ 38,400	\$ 39,552	\$ 39,410	\$ 1,152	3.00%	\$ 1,010	2.63%	\$ (142)	-0.37%
Step 16	1.0	\$ 45,850	\$ 47,213	\$ 47,055	\$ 1,363	2.97%	\$ 1,206	2.63%	\$ (157)	-0.34%
Step 21	2.0	\$ 49,133	\$ 49,133	\$ 50,425	\$ -	0.00%	\$ 1,292	2.63%	\$ 1,292	2.63%

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Grade 12: Attendance Technician Secondary, Building Services Supervisor, School Nutrition Assistant Manager, Van Driver	6.7	\$ 33,710	\$ 34,436	\$ 34,597	\$ 726	2.15%	\$ 887	2.63%	\$ 160	0.48%
Step 2	2.8	\$ 22,927	\$ 23,618	\$ 23,530	\$ 691	3.01%	\$ 603	2.63%	\$ (88)	-0.38%
Step 3	0.9	\$ 22,830	\$ 23,512	\$ 23,431	\$ 682	2.99%	\$ 600	2.63%	\$ (81)	-0.36%
Step 11	1.0	\$ 44,138	\$ 45,469	\$ 45,298	\$ 1,331	3.02%	\$ 1,161	2.63%	\$ (170)	-0.39%
Step 20	1.0	\$ 49,613	\$ 50,611	\$ 50,918	\$ 998	2.01%	\$ 1,305	2.63%	\$ 306	0.62%
Step 21	1.0	\$ 50,611	\$ 50,611	\$ 51,942	\$ -	0.00%	\$ 1,331	2.63%	\$ 1,331	2.63%
Grade 13: Head Custodian II (7+), Library Media Assistant, Paraprofessional I, School Nutrition Manager I, Textbook Warehouse Assistant	137.6	\$ 29,175	\$ 29,814	\$ 29,942	\$ 640	2.19%	\$ 767	2.63%	\$ 128	0.44%
Step 1	1.9	\$ 21,314	\$ 21,956	\$ 21,874	\$ 642	3.01%	\$ 561	2.63%	\$ (82)	-0.38%
Step 2	6.9	\$ 21,894	\$ 22,547	\$ 22,469	\$ 654	2.99%	\$ 576	2.63%	\$ (78)	-0.36%
Step 3	8.6	\$ 22,227	\$ 22,897	\$ 22,812	\$ 670	3.01%	\$ 585	2.63%	\$ (85)	-0.38%
Step 4	7.2	\$ 23,030	\$ 23,717	\$ 23,636	\$ 687	2.98%	\$ 606	2.63%	\$ (81)	-0.35%
Step 5	3.0	\$ 23,892	\$ 24,611	\$ 24,521	\$ 718	3.01%	\$ 628	2.63%	\$ (90)	-0.38%
Step 6	7.9	\$ 25,178	\$ 25,939	\$ 25,840	\$ 761	3.02%	\$ 662	2.63%	\$ (99)	-0.39%
Step 7	3.8	\$ 29,215	\$ 30,088	\$ 29,984	\$ 873	2.99%	\$ 768	2.63%	\$ (104)	-0.36%
Step 8	11.9	\$ 26,195	\$ 26,981	\$ 26,884	\$ 786	3.00%	\$ 689	2.63%	\$ (97)	-0.37%
Step 9	12.0	\$ 26,101	\$ 26,886	\$ 26,787	\$ 786	3.01%	\$ 686	2.63%	\$ (99)	-0.38%
Step 10	6.9	\$ 30,084	\$ 30,991	\$ 30,875	\$ 907	3.02%	\$ 791	2.63%	\$ (116)	-0.39%
Step 11	8.8	\$ 29,159	\$ 30,026	\$ 29,926	\$ 867	2.97%	\$ 767	2.63%	\$ (100)	-0.34%
Step 12	8.9	\$ 30,226	\$ 31,126	\$ 31,021	\$ 900	2.98%	\$ 795	2.63%	\$ (105)	-0.35%
Step 13	3.0	\$ 30,264	\$ 31,178	\$ 31,060	\$ 914	3.02%	\$ 796	2.63%	\$ (118)	-0.39%
Step 14	6.9	\$ 32,676	\$ 33,648	\$ 33,535	\$ 972	2.97%	\$ 859	2.63%	\$ (112)	-0.34%
Step 15	3.0	\$ 32,105	\$ 33,084	\$ 32,949	\$ 979	3.05%	\$ 844	2.63%	\$ (135)	-0.42%
Step 16	1.0	\$ 33,084	\$ 34,063	\$ 33,954	\$ 979	2.96%	\$ 870	2.63%	\$ (109)	-0.33%
Step 17	2.0	\$ 44,165	\$ 44,165	\$ 45,327	\$ -	0.00%	\$ 1,162	2.63%	\$ 1,162	2.63%
Step 18	2.0	\$ 37,069	\$ 37,807	\$ 38,044	\$ 739	1.99%	\$ 975	2.63%	\$ 236	0.64%

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Step 19	4.0	\$ 36,275	\$ 36,275	\$ 37,229	\$ -	0.00%	\$ 954	2.63%	\$ 954	2.63%
Step 20	6.0	\$ 34,742	\$ 35,447	\$ 35,656	\$ 705	2.03%	\$ 914	2.63%	\$ 209	0.60%
Step 21	22.0	\$ 35,447	\$ 35,447	\$ 36,379	\$ -	0.00%	\$ 932	2.63%	\$ 932	2.63%
Grade 14: Building Engineer I, Job Coach, Paraprofessional II	113.0	\$ 31,672	\$ 32,225	\$ 32,505	\$ 553	1.75%	\$ 833	2.63%	\$ 280	0.88%
Step 2	6.0	\$ 22,522	\$ 23,201	\$ 23,114	\$ 679	3.01%	\$ 592	2.63%	\$ (87)	-0.38%
Step 3	4.0	\$ 22,959	\$ 23,644	\$ 23,563	\$ 685	2.98%	\$ 604	2.63%	\$ (81)	-0.35%
Step 4	5.0	\$ 23,892	\$ 24,611	\$ 24,521	\$ 718	3.01%	\$ 628	2.63%	\$ (90)	-0.38%
Step 5	2.0	\$ 24,611	\$ 25,355	\$ 25,258	\$ 744	3.02%	\$ 647	2.63%	\$ (97)	-0.39%
Step 6	4.0	\$ 25,355	\$ 26,112	\$ 26,022	\$ 757	2.99%	\$ 667	2.63%	\$ (90)	-0.36%
Step 7	2.0	\$ 26,112	\$ 26,895	\$ 26,799	\$ 783	3.00%	\$ 687	2.63%	\$ (97)	-0.37%
Step 8	11.0	\$ 26,793	\$ 27,600	\$ 27,498	\$ 806	3.01%	\$ 705	2.63%	\$ (102)	-0.38%
Step 9	7.0	\$ 27,705	\$ 28,540	\$ 28,433	\$ 836	3.02%	\$ 729	2.63%	\$ (107)	-0.39%
Step 10	12.0	\$ 31,362	\$ 32,294	\$ 32,187	\$ 933	2.97%	\$ 825	2.63%	\$ (108)	-0.34%
Step 11	5.0	\$ 32,875	\$ 33,854	\$ 33,740	\$ 979	2.98%	\$ 865	2.63%	\$ (114)	-0.35%
Step 12	3.0	\$ 30,264	\$ 31,178	\$ 31,060	\$ 914	3.02%	\$ 796	2.63%	\$ (118)	-0.39%
Step 13	1.0	\$ 31,178	\$ 32,105	\$ 31,998	\$ 927	2.97%	\$ 820	2.63%	\$ (107)	-0.34%
Step 14	4.0	\$ 36,865	\$ 37,990	\$ 37,835	\$ 1,124	3.05%	\$ 970	2.63%	\$ (155)	-0.42%
Step 15	3.0	\$ 33,084	\$ 34,063	\$ 33,954	\$ 979	2.96%	\$ 870	2.63%	\$ (109)	-0.33%
Step 16	4.0	\$ 34,063	\$ 35,095	\$ 34,959	\$ 1,031	3.03%	\$ 896	2.63%	\$ (136)	-0.40%
Step 17	2.0	\$ 35,095	\$ 35,095	\$ 36,018	\$ -	0.00%	\$ 923	2.63%	\$ 923	2.63%
Step 19	7.0	\$ 38,833	\$ 38,833	\$ 39,854	\$ -	0.00%	\$ 1,021	2.63%	\$ 1,021	2.63%
Step 21	31.0	\$ 37,203	\$ 37,203	\$ 38,181	\$ -	0.00%	\$ 978	2.63%	\$ 978	2.63%
Grade 15: Accounts Payable Associate, Clinic Assistant, Paraprofessional III, Support Specialist	24.0	\$ 39,711	\$ 40,746	\$ 40,755	\$ 1,035	2.61%	\$ 1,044	2.63%	\$ 9	0.02%
Step 4	2.0	\$ 28,592	\$ 29,456	\$ 29,344	\$ 865	3.02%	\$ 752	2.63%	\$ (113)	-0.39%
Step 6	1.0	\$ 36,160	\$ 37,245	\$ 37,111	\$ 1,085	3.00%	\$ 951	2.63%	\$ (134)	-0.37%
Step 7	4.0	\$ 28,412	\$ 29,267	\$ 29,159	\$ 855	3.01%	\$ 747	2.63%	\$ (108)	-0.38%
Step 8	2.0	\$ 40,742	\$ 41,971	\$ 41,814	\$ 1,229	3.02%	\$ 1,072	2.63%	\$ (157)	-0.39%
Step 9	1.0	\$ 41,971	\$ 43,219	\$ 43,075	\$ 1,248	2.97%	\$ 1,104	2.63%	\$ (144)	-0.34%
Step 10	1.0	\$ 29,389	\$ 30,264	\$ 30,162	\$ 875	2.98%	\$ 773	2.63%	\$ (102)	-0.35%

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Step 11	4.0	\$ 40,945	\$ 42,182	\$ 42,022	\$ 1,236	3.02%	\$ 1,077	2.63%	\$ (160)	-0.39%
Step 12	1.0	\$ 31,178	\$ 32,105	\$ 31,998	\$ 927	2.97%	\$ 820	2.63%	\$ (107)	-0.34%
Step 13	1.0	\$ 47,213	\$ 48,653	\$ 48,454	\$ 1,440	3.05%	\$ 1,242	2.63%	\$ (198)	-0.42%
Step 14	1.0	\$ 33,084	\$ 34,063	\$ 33,954	\$ 979	2.96%	\$ 870	2.63%	\$ (109)	-0.33%
Step 15	1.0	\$ 50,093	\$ 51,610	\$ 51,410	\$ 1,517	3.03%	\$ 1,317	2.63%	\$ (199)	-0.40%
Step 18	4.0	\$ 53,146	\$ 54,202	\$ 54,543	\$ 1,056	1.99%	\$ 1,398	2.63%	\$ 342	0.64%
Step 21	1.0	\$ 55,296	\$ 55,296	\$ 56,750	\$ -	0.00%	\$ 1,454	2.63%	\$ 1,454	2.63%
Grade 16: Bus Driver, Finance Technician, Parent Liaison - Bilingual	114.0	\$ 30,555	\$ 31,293	\$ 31,359	\$ 738	2.42%	\$ 804	2.63%	\$ 65	0.21%
Step 1	7.0	\$ 21,558	\$ 22,201	\$ 22,125	\$ 643	2.98%	\$ 567	2.63%	\$ (76)	-0.35%
Step 2	4.0	\$ 20,642	\$ 21,263	\$ 21,185	\$ 620	3.01%	\$ 543	2.63%	\$ (78)	-0.38%
Step 3	4.0	\$ 21,263	\$ 21,906	\$ 21,822	\$ 643	3.02%	\$ 559	2.63%	\$ (84)	-0.39%
Step 4	9.0	\$ 22,717	\$ 23,396	\$ 23,315	\$ 678	2.99%	\$ 597	2.63%	\$ (81)	-0.36%
Step 5	3.0	\$ 26,507	\$ 27,302	\$ 27,204	\$ 795	3.00%	\$ 697	2.63%	\$ (98)	-0.37%
Step 6	7.0	\$ 24,343	\$ 25,076	\$ 24,984	\$ 733	3.01%	\$ 640	2.63%	\$ (92)	-0.38%
Step 7	2.0	\$ 27,926	\$ 28,768	\$ 28,660	\$ 842	3.02%	\$ 734	2.63%	\$ (108)	-0.39%
Step 8	8.0	\$ 28,943	\$ 29,803	\$ 29,704	\$ 861	2.97%	\$ 761	2.63%	\$ (99)	-0.34%
Step 9	18.0	\$ 27,272	\$ 28,084	\$ 27,989	\$ 812	2.98%	\$ 717	2.63%	\$ (94)	-0.35%
Step 10	12.0	\$ 33,171	\$ 34,172	\$ 34,043	\$ 1,002	3.02%	\$ 872	2.63%	\$ (129)	-0.39%
Step 11	9.0	\$ 31,925	\$ 32,874	\$ 32,765	\$ 949	2.97%	\$ 840	2.63%	\$ (110)	-0.34%
Step 12	6.0	\$ 35,606	\$ 36,692	\$ 36,543	\$ 1,086	3.05%	\$ 936	2.63%	\$ (150)	-0.42%
Step 13	3.0	\$ 40,037	\$ 41,222	\$ 41,090	\$ 1,185	2.96%	\$ 1,053	2.63%	\$ (132)	-0.33%
Step 15	2.0	\$ 40,428	\$ 41,631	\$ 41,491	\$ 1,203	2.98%	\$ 1,063	2.63%	\$ (140)	-0.35%
Step 16	2.0	\$ 41,631	\$ 42,879	\$ 42,726	\$ 1,248	3.00%	\$ 1,095	2.63%	\$ (153)	-0.37%
Step 18	3.0	\$ 39,306	\$ 40,092	\$ 40,340	\$ 786	2.00%	\$ 1,034	2.63%	\$ 248	0.63%
Step 19	5.0	\$ 42,876	\$ 42,876	\$ 44,003	\$ -	0.00%	\$ 1,128	2.63%	\$ 1,128	2.63%
Step 20	1.0	\$ 32,802	\$ 33,456	\$ 33,665	\$ 654	1.99%	\$ 863	2.63%	\$ 208	0.64%
Step 21	9.0	\$ 41,429	\$ 41,429	\$ 42,519	\$ -	0.00%	\$ 1,090	2.63%	\$ 1,090	2.63%

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Grade 18: Administrative Assistant I, Automotive/Equipment Mechanic I, Bus Driver Trainer, Parent Resources Specialist - Division-wide, Records Management Specialist, Registrar I, TS Technician I	52.0	\$ 47,671	\$ 48,796	\$ 48,925	\$ 1,125	2.36%	\$ 1,254	2.63%	\$ 128	0.27%
Step 2	4.0	\$ 37,286	\$ 38,400	\$ 38,267	\$ 1,114	2.99%	\$ 981	2.63%	\$ (133)	-0.36%
Step 3	1.0	\$ 38,400	\$ 39,552	\$ 39,410	\$ 1,152	3.00%	\$ 1,010	2.63%	\$ (142)	-0.37%
Step 4	1.0	\$ 39,552	\$ 40,742	\$ 40,592	\$ 1,190	3.01%	\$ 1,040	2.63%	\$ (150)	-0.38%
Step 5	3.5	\$ 35,522	\$ 36,594	\$ 36,457	\$ 1,071	3.02%	\$ 934	2.63%	\$ (137)	-0.39%
Step 6	2.0	\$ 41,971	\$ 43,219	\$ 43,075	\$ 1,248	2.97%	\$ 1,104	2.63%	\$ (144)	-0.34%
Step 7	5.0	\$ 43,219	\$ 44,506	\$ 44,356	\$ 1,286	2.98%	\$ 1,137	2.63%	\$ (150)	-0.35%
Step 8	4.0	\$ 44,274	\$ 45,611	\$ 45,438	\$ 1,337	3.02%	\$ 1,164	2.63%	\$ (173)	-0.39%
Step 9	5.5	\$ 42,029	\$ 43,278	\$ 43,134	\$ 1,250	2.97%	\$ 1,105	2.63%	\$ (144)	-0.34%
Step 10	2.0	\$ 47,213	\$ 48,653	\$ 48,454	\$ 1,440	3.05%	\$ 1,242	2.63%	\$ (198)	-0.42%
Step 11	3.0	\$ 48,653	\$ 50,093	\$ 49,932	\$ 1,440	2.96%	\$ 1,280	2.63%	\$ (160)	-0.33%
Step 12	2.0	\$ 50,093	\$ 51,610	\$ 51,410	\$ 1,517	3.03%	\$ 1,317	2.63%	\$ (199)	-0.40%
Step 13	1.0	\$ 51,610	\$ 53,146	\$ 52,967	\$ 1,536	2.98%	\$ 1,357	2.63%	\$ (179)	-0.35%
Step 14	3.0	\$ 53,146	\$ 54,739	\$ 54,543	\$ 1,594	3.00%	\$ 1,398	2.63%	\$ (196)	-0.37%
Step 15	2.0	\$ 54,739	\$ 56,390	\$ 56,179	\$ 1,651	3.02%	\$ 1,440	2.63%	\$ (212)	-0.39%
Step 16	2.0	\$ 56,390	\$ 58,080	\$ 57,873	\$ 1,690	3.00%	\$ 1,483	2.63%	\$ (207)	-0.37%
Step 17	2.0	\$ 58,080	\$ 58,080	\$ 59,608	\$ -	0.00%	\$ 1,528	2.63%	\$ 1,528	2.63%
Step 18	1.0	\$ 58,080	\$ 59,251	\$ 59,608	\$ 1,171	2.02%	\$ 1,528	2.63%	\$ 356	0.61%
Step 19	1.0	\$ 59,251	\$ 59,251	\$ 60,810	\$ -	0.00%	\$ 1,558	2.63%	\$ 1,558	2.63%
Step 20	2.0	\$ 59,251	\$ 60,442	\$ 60,810	\$ 1,190	2.01%	\$ 1,558	2.63%	\$ 368	0.62%
Step 21	5.0	\$ 60,442	\$ 60,442	\$ 62,031	\$ -	0.00%	\$ 1,590	2.63%	\$ 1,590	2.63%

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Grade 19: Building Engineer II, Building Maintenance Generalist, Payroll Specialist, School Nutrition Manager II, Skilled Maintenance Work Leader	18.8	\$ 51,863	\$ 53,147	\$ 53,227	\$ 1,283	2.47%	\$ 1,364	2.63%	\$ 81	0.16%
Step 1	0.9	\$ 27,382	\$ 28,200	\$ 28,102	\$ 818	2.99%	\$ 720	2.63%	\$ (98)	-0.36%
Step 3	1.0	\$ 42,848	\$ 44,138	\$ 43,975	\$ 1,290	3.01%	\$ 1,127	2.63%	\$ (163)	-0.38%
Step 4	0.9	\$ 29,920	\$ 30,823	\$ 30,707	\$ 902	3.02%	\$ 787	2.63%	\$ (115)	-0.39%
Step 7	2.0	\$ 46,360	\$ 47,760	\$ 47,579	\$ 1,400	3.02%	\$ 1,219	2.63%	\$ (181)	-0.39%
Step 8	2.0	\$ 49,670	\$ 51,147	\$ 50,977	\$ 1,477	2.97%	\$ 1,306	2.63%	\$ (170)	-0.34%
Step 9	0.9	\$ 34,672	\$ 35,729	\$ 35,584	\$ 1,058	3.05%	\$ 912	2.63%	\$ (146)	-0.42%
Step 10	1.0	\$ 52,707	\$ 54,267	\$ 54,093	\$ 1,560	2.96%	\$ 1,386	2.63%	\$ (174)	-0.33%
Step 11	1.0	\$ 54,267	\$ 55,910	\$ 55,694	\$ 1,643	3.03%	\$ 1,427	2.63%	\$ (216)	-0.40%
Step 12	1.0	\$ 55,910	\$ 57,574	\$ 57,381	\$ 1,664	2.98%	\$ 1,470	2.63%	\$ (194)	-0.35%
Step 13	2.0	\$ 57,574	\$ 59,301	\$ 59,089	\$ 1,726	3.00%	\$ 1,514	2.63%	\$ (212)	-0.37%
Step 14	2.0	\$ 59,301	\$ 61,090	\$ 60,860	\$ 1,789	3.02%	\$ 1,560	2.63%	\$ (229)	-0.39%
Step 20	2.0	\$ 66,102	\$ 67,434	\$ 67,841	\$ 1,331	2.01%	\$ 1,738	2.63%	\$ 407	0.62%
Step 21	2.0	\$ 64,840	\$ 64,840	\$ 66,545	\$ -	0.00%	\$ 1,705	2.63%	\$ 1,705	2.63%
Grade 20: Administrative Assistant I - Elementary, Automotive/Equipment Mechanic II, Parts/Supply Inventory Supervisor	20.0	\$ 55,003	\$ 56,315	\$ 56,450	\$ 1,311	2.38%	\$ 1,447	2.63%	\$ 135	0.25%
Step 4	1.0	\$ 41,971	\$ 43,219	\$ 43,075	\$ 1,248	2.97%	\$ 1,104	2.63%	\$ (144)	-0.34%
Step 5	1.0	\$ 43,219	\$ 44,506	\$ 44,356	\$ 1,286	2.98%	\$ 1,137	2.63%	\$ (150)	-0.35%
Step 6	1.0	\$ 44,506	\$ 45,850	\$ 45,676	\$ 1,344	3.02%	\$ 1,170	2.63%	\$ (174)	-0.39%
Step 7	1.0	\$ 45,850	\$ 47,213	\$ 47,055	\$ 1,363	2.97%	\$ 1,206	2.63%	\$ (157)	-0.34%
Step 9	3.0	\$ 48,653	\$ 50,093	\$ 49,932	\$ 1,440	2.96%	\$ 1,280	2.63%	\$ (160)	-0.33%
Step 10	1.0	\$ 50,093	\$ 51,610	\$ 51,410	\$ 1,517	3.03%	\$ 1,317	2.63%	\$ (199)	-0.40%
Step 11	1.0	\$ 51,610	\$ 53,146	\$ 52,967	\$ 1,536	2.98%	\$ 1,357	2.63%	\$ (179)	-0.35%
Step 13	3.0	\$ 54,739	\$ 56,390	\$ 56,179	\$ 1,651	3.02%	\$ 1,440	2.63%	\$ (212)	-0.39%
Step 14	3.0	\$ 61,090	\$ 62,920	\$ 62,696	\$ 1,830	3.00%	\$ 1,607	2.63%	\$ (224)	-0.37%

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Step 16	1.0	\$ 64,813	\$ 66,747	\$ 66,517	\$ 1,934	2.98%	\$ 1,705	2.63%	\$ (230)	-0.35%
Step 18	1.0	\$ 61,613	\$ 62,842	\$ 63,233	\$ 1,229	1.99%	\$ 1,620	2.63%	\$ 392	0.64%
Step 21	3.0	\$ 67,650	\$ 67,650	\$ 69,429	\$ -	0.00%	\$ 1,779	2.63%	\$ 1,779	2.63%
Grade 21: School Nutrition Manager III	1.0	\$ 53,146	\$ 54,739	\$ 54,543	\$ 1,594	3.00%	\$ 1,398	2.63%	\$ (196)	-0.37%
Step 11	1.0	\$ 53,146	\$ 54,739	\$ 54,543	\$ 1,594	3.00%	\$ 1,398	2.63%	\$ (196)	-0.37%
Grade 22: Administrative Specialist, Business Support Assistant, Buyer, Campus Manager, Financial Technician, Registrar II	8.0	\$ 54,228	\$ 55,771	\$ 55,654	\$ 1,543	2.85%	\$ 1,426	2.63%	\$ (117)	-0.22%
Step 2	1.0	\$ 43,219	\$ 44,506	\$ 44,356	\$ 1,286	2.98%	\$ 1,137	2.63%	\$ (150)	-0.35%
Step 5	1.0	\$ 47,213	\$ 48,653	\$ 48,454	\$ 1,440	3.05%	\$ 1,242	2.63%	\$ (198)	-0.42%
Step 7	1.0	\$ 50,093	\$ 51,610	\$ 51,410	\$ 1,517	3.03%	\$ 1,317	2.63%	\$ (199)	-0.40%
Step 8	1.0	\$ 51,610	\$ 53,146	\$ 52,967	\$ 1,536	2.98%	\$ 1,357	2.63%	\$ (179)	-0.35%
Step 9	1.0	\$ 53,146	\$ 54,739	\$ 54,543	\$ 1,594	3.00%	\$ 1,398	2.63%	\$ (196)	-0.37%
Step 11	1.0	\$ 56,390	\$ 58,080	\$ 57,873	\$ 1,690	3.00%	\$ 1,483	2.63%	\$ (207)	-0.37%
Step 15	1.0	\$ 63,475	\$ 65,376	\$ 65,145	\$ 1,901	2.99%	\$ 1,669	2.63%	\$ (231)	-0.36%
Step 20	1.0	\$ 68,678	\$ 70,061	\$ 70,485	\$ 1,382	2.01%	\$ 1,806	2.63%	\$ 424	0.62%
Grade 23: Benefits Analyst, ELL Bilingual Specialist, Lead Mechanic, Purchasing and Warehouse Manager	3.0	\$ 60,519	\$ 61,550	\$ 62,111	\$ 1,030	1.70%	\$ 1,592	2.63%	\$ 561	0.93%
Step 5	1.0	\$ 48,653	\$ 50,093	\$ 49,932	\$ 1,440	2.96%	\$ 1,280	2.63%	\$ (160)	-0.33%
Step 9	1.0	\$ 54,739	\$ 56,390	\$ 56,179	\$ 1,651	3.02%	\$ 1,440	2.63%	\$ (212)	-0.39%
Step 21	1.0	\$ 78,166	\$ 78,166	\$ 80,222	\$ -	0.00%	\$ 2,056	2.63%	\$ 2,056	2.63%

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Grade 24: Administrative Assistant II, Employment Specialist, HR Generalist I, Language Access Specialist, Parent Support Specialist, Security Services Supervisor, Special Assistant, Spec. Ed./Pre-School Coord/Accts. Spec., Support Supervisor I - Maintenance, Support Supervisor I - Transportation, TS Technician II - Student Help Desk	17.0	\$ 60,631	\$ 62,141	\$ 62,226	\$ 1,510	2.49%	\$ 1,595	2.63%	\$ 85	0.14%
Step 2	1.0	\$ 45,850	\$ 47,213	\$ 47,055	\$ 1,363	2.97%	\$ 1,206	2.63%	\$ (157)	-0.34%
Step 3	1.0	\$ 47,213	\$ 48,653	\$ 48,454	\$ 1,440	3.05%	\$ 1,242	2.63%	\$ (198)	-0.42%
Step 6	1.0	\$ 51,610	\$ 53,146	\$ 52,967	\$ 1,536	2.98%	\$ 1,357	2.63%	\$ (179)	-0.35%
Step 7	1.0	\$ 46,281	\$ 47,669	\$ 47,498	\$ 1,388	3.00%	\$ 1,217	2.63%	\$ (171)	-0.37%
Step 8	2.0	\$ 54,739	\$ 56,390	\$ 56,179	\$ 1,651	3.02%	\$ 1,440	2.63%	\$ (212)	-0.39%
Step 9	2.0	\$ 56,390	\$ 58,080	\$ 57,873	\$ 1,690	3.00%	\$ 1,483	2.63%	\$ (207)	-0.37%
Step 10	1.0	\$ 62,920	\$ 64,813	\$ 64,575	\$ 1,893	3.01%	\$ 1,655	2.63%	\$ (238)	-0.38%
Step 11	1.0	\$ 49,856	\$ 51,344	\$ 51,167	\$ 1,488	2.98%	\$ 1,311	2.63%	\$ (177)	-0.35%
Step 13	1.0	\$ 63,475	\$ 65,376	\$ 65,145	\$ 1,901	2.99%	\$ 1,669	2.63%	\$ (231)	-0.36%
Step 15	2.0	\$ 72,946	\$ 75,130	\$ 74,864	\$ 2,184	2.99%	\$ 1,918	2.63%	\$ (266)	-0.36%
Step 16	1.0	\$ 69,350	\$ 71,424	\$ 71,174	\$ 2,074	2.99%	\$ 1,824	2.63%	\$ (250)	-0.36%
Step 18	1.0	\$ 77,376	\$ 78,915	\$ 79,411	\$ 1,539	1.99%	\$ 2,035	2.63%	\$ 496	0.64%
Step 21	2.0	\$ 74,323	\$ 74,323	\$ 76,278	\$ -	0.00%	\$ 1,955	2.63%	\$ 1,955	2.63%
Grade 25: Administrative Specialist II, Support Supervisor II - Transportation	2.0	\$ 64,493	\$ 66,426	\$ 66,189	\$ 1,933	3.00%	\$ 1,696	2.63%	\$ (237)	-0.37%
Step 5	1.0	\$ 51,610	\$ 53,146	\$ 52,967	\$ 1,536	2.98%	\$ 1,357	2.63%	\$ (179)	-0.35%
Step 16	1.0	\$ 77,376	\$ 79,706	\$ 79,411	\$ 2,330	3.01%	\$ 2,035	2.63%	\$ (295)	-0.38%

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Grade 26: Building Use Coordinator - T.C. Williams, Deputy Clerk of the Board, Executive Administrative Assistant - CAO, HR Generalist II, Human Resources Specialist - Licensure, Senior Employment Specialist	4.5	\$ 54,664	\$ 56,062	\$ 56,102	\$ 1,398	2.56%	\$ 1,438	2.63%	\$ 40	0.07%
Step 2	1.0	\$ 48,653	\$ 50,093	\$ 49,932	\$ 1,440	2.96%	\$ 1,280	2.63%	\$ (160)	-0.33%
Step 8	1.0	\$ 58,080	\$ 59,827	\$ 59,608	\$ 1,747	3.01%	\$ 1,528	2.63%	\$ (220)	-0.38%
Step 9	1.0	\$ 59,827	\$ 61,613	\$ 61,401	\$ 1,786	2.98%	\$ 1,573	2.63%	\$ (212)	-0.35%
Step 13	1.0	\$ 67,334	\$ 69,350	\$ 69,105	\$ 2,016	2.99%	\$ 1,771	2.63%	\$ (245)	-0.36%
Step 21	0.5	\$ 39,427	\$ 39,427	\$ 40,464	\$ -	0.00%	\$ 1,037	2.63%	\$ 1,037	2.63%
Grade 28: Executive Assistant - Superintendent, Compensation Specialist, Contract Specialist	4.0	\$ 70,200	\$ 71,895	\$ 72,047	\$ 1,695	2.41%	\$ 1,846	2.63%	\$ 152	0.22%
Step 7	2.0	\$ 59,204	\$ 60,971	\$ 60,761	\$ 1,767	2.98%	\$ 1,557	2.63%	\$ (210)	-0.35%
Step 18	1.0	\$ 80,390	\$ 82,003	\$ 82,505	\$ 1,613	2.01%	\$ 2,114	2.63%	\$ 501	0.62%
Step 20	1.0	\$ 82,003	\$ 83,635	\$ 84,160	\$ 1,632	1.99%	\$ 2,157	2.63%	\$ 525	0.64%
Grade 29: E-Mail Specialist, Community Outreach Specialist	3.0	\$ 71,840	\$ 73,990	\$ 73,729	\$ 2,150	2.99%	\$ 1,889	2.63%	\$ (261)	-0.36%
Step 8	1.0	\$ 65,376	\$ 67,334	\$ 67,095	\$ 1,958	3.00%	\$ 1,719	2.63%	\$ (239)	-0.37%
Step 9	1.0	\$ 67,334	\$ 69,350	\$ 69,105	\$ 2,016	2.99%	\$ 1,771	2.63%	\$ (245)	-0.36%
Step 16	1.0	\$ 82,810	\$ 85,286	\$ 84,987	\$ 2,477	2.99%	\$ 2,178	2.63%	\$ (299)	-0.36%
Grade 30: TS Technician III	1.0	\$ 71,424	\$ 73,574	\$ 73,302	\$ 2,150	3.01%	\$ 1,878	2.63%	\$ (272)	-0.38%
Step 10	1.0	\$ 71,424	\$ 73,574	\$ 73,302	\$ 2,150	3.01%	\$ 1,878	2.63%	\$ (272)	-0.38%
Grade 31: Application Support Specialist, Inventory Quality Control Specialist, Nutrition Coordinator, Software Support Specialist - School Nutrition	7.0	\$ 78,100	\$ 79,910	\$ 80,154	\$ 1,810	2.32%	\$ 2,054	2.63%	\$ 244	0.31%
Step 4	2.0	\$ 61,613	\$ 63,475	\$ 63,233	\$ 1,862	3.02%	\$ 1,620	2.63%	\$ (242)	-0.39%
Step 9	1.0	\$ 71,424	\$ 73,574	\$ 73,302	\$ 2,150	3.01%	\$ 1,878	2.63%	\$ (272)	-0.38%

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Step 14	2.0	\$ 82,810	\$ 85,286	\$ 84,987	\$ 2,477	2.99%	\$ 2,178	2.63%	\$ (299)	-0.36%
Step 20	1.0	\$ 92,294	\$ 94,138	\$ 94,722	\$ 1,843	2.00%	\$ 2,427	2.63%	\$ 584	0.63%
Step 21	1.0	\$ 94,138	\$ 94,138	\$ 96,613	\$ -	0.00%	\$ 2,476	2.63%	\$ 2,476	2.63%
Grade 32: Athletic Trainer, College and Career Center Specialist, Coordinator - Student Support, ELL Data Analyst, Program Specialist, Senior Benefits Analyst, Testing & Data Analyst, TV/Video Program Manager	10.0	\$ 68,193	\$ 69,948	\$ 69,986	\$ 1,756	2.57%	\$ 1,793	2.63%	\$ 38	0.06%
Step 2	2.0	\$ 59,827	\$ 61,613	\$ 61,401	\$ 1,786	2.98%	\$ 1,573	2.63%	\$ (212)	-0.35%
Step 3	1.0	\$ 51,344	\$ 52,896	\$ 52,694	\$ 1,552	3.02%	\$ 1,350	2.63%	\$ (202)	-0.39%
Step 5	1.0	\$ 65,376	\$ 67,334	\$ 67,095	\$ 1,958	3.00%	\$ 1,719	2.63%	\$ (239)	-0.37%
Step 7	1.0	\$ 69,350	\$ 71,424	\$ 71,174	\$ 2,074	2.99%	\$ 1,824	2.63%	\$ (250)	-0.36%
Step 8	1.0	\$ 58,330	\$ 60,086	\$ 59,864	\$ 1,756	3.01%	\$ 1,534	2.63%	\$ (222)	-0.38%
Step 10	2.0	\$ 71,835	\$ 74,001	\$ 73,725	\$ 2,166	3.01%	\$ 1,889	2.63%	\$ (277)	-0.38%
Step 15	1.0	\$ 77,243	\$ 79,555	\$ 79,274	\$ 2,313	2.99%	\$ 2,031	2.63%	\$ (281)	-0.36%
Step 21	1.0	\$ 96,960	\$ 96,960	\$ 99,510	\$ -	0.00%	\$ 2,550	2.63%	\$ 2,550	2.63%
Grade 33: Network Infrastructure Specialist, Network Support Specialist, Parent Resource Coordinator - Division-wide, Coordinator - Student Help Desk, TS Tech IV	10.0	\$ 76,950	\$ 79,258	\$ 78,974	\$ 2,308	3.00%	\$ 2,024	2.63%	\$ (284)	-0.37%
Step 3	1.0	\$ 63,475	\$ 65,376	\$ 65,145	\$ 1,901	2.99%	\$ 1,669	2.63%	\$ (231)	-0.36%
Step 8	3.0	\$ 73,574	\$ 75,782	\$ 75,509	\$ 2,208	3.00%	\$ 1,935	2.63%	\$ (273)	-0.37%
Step 9	1.0	\$ 75,782	\$ 78,067	\$ 77,775	\$ 2,285	3.01%	\$ 1,993	2.63%	\$ (292)	-0.38%
Step 10	1.0	\$ 78,067	\$ 80,390	\$ 80,120	\$ 2,323	2.98%	\$ 2,053	2.63%	\$ (270)	-0.35%
Step 11	2.0	\$ 80,390	\$ 82,810	\$ 82,505	\$ 2,419	3.01%	\$ 2,114	2.63%	\$ (305)	-0.38%
Step 12	1.0	\$ 82,810	\$ 85,286	\$ 84,987	\$ 2,477	2.99%	\$ 2,178	2.63%	\$ (299)	-0.36%
Step 14	1.0	\$ 87,859	\$ 90,490	\$ 90,170	\$ 2,630	2.99%	\$ 2,311	2.63%	\$ (320)	-0.36%

**Step Increase and Market Rate Adjustment
Analysis by Pay Scale, Pay Grade and Step
All Staffed Positions as of September 8, 2017**

Pay Scale / Pay Grade/ Step	FTE	FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Grade 34: Communications Specialist, Transportation Coordinator	4.0	\$ 82,727	\$ 85,211	\$ 84,902	\$ 2,485	3.00%	\$ 2,176	2.63%	\$ (309)	-0.37%
Step 9	1.0	\$ 78,067	\$ 80,390	\$ 80,120	\$ 2,323	2.98%	\$ 2,053	2.63%	\$ (270)	-0.35%
Step 10	2.0	\$ 80,223	\$ 82,637	\$ 82,333	\$ 2,414	3.01%	\$ 2,110	2.63%	\$ (304)	-0.38%
Step 12	1.0	\$ 92,394	\$ 95,181	\$ 94,824	\$ 2,787	3.02%	\$ 2,430	2.63%	\$ (357)	-0.39%
Grade 35: Budget Analyst II, Business Support Specialist, Computer Programmer II, Coordinator - Service Desk, Coordinator - State and Federal Reporting, Coordinator - Student Data & Registrars, Senior Buyer	7.0	\$ 78,679	\$ 80,440	\$ 80,748	\$ 1,761	2.24%	\$ 2,069	2.63%	\$ 308	0.39%
Step 2	2.0	\$ 65,376	\$ 67,334	\$ 67,095	\$ 1,958	3.00%	\$ 1,719	2.63%	\$ (239)	-0.37%
Step 4	1.0	\$ 69,350	\$ 71,424	\$ 71,174	\$ 2,074	2.99%	\$ 1,824	2.63%	\$ (250)	-0.36%
Step 5	2.0	\$ 71,424	\$ 73,574	\$ 73,302	\$ 2,150	3.01%	\$ 1,878	2.63%	\$ (272)	-0.38%
Step 18	1.0	\$ 101,837	\$ 103,872	\$ 104,515	\$ 2,035	2.00%	\$ 2,678	2.63%	\$ 643	0.63%
Step 21	1.0	\$ 105,965	\$ 105,965	\$ 108,752	\$ -	0.00%	\$ 2,787	2.63%	\$ 2,787	2.63%
Licensed Administrative	86.0	\$ 118,034	\$ 120,642	\$ 121,138	\$ 2,608	2.21%	\$ 3,104	2.63%	\$ 496	0.42%
Support Administrative	51.0	\$ 113,615	\$ 116,300	\$ 116,604	\$ 2,684	2.36%	\$ 2,988	2.63%	\$ 304	0.27%
Grand Total	2,388.5	\$ 65,032	\$ 66,742	\$ 66,743	\$ 1,710	2.63%	\$ 1,710	2.63%	\$ 0	0.00%