

EFFECTIVE JULY 1, 2009

38.60 WEEKS - MONTHLY AND ANNUAL RATE

(CODE A)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE GA1	GRADE GA2	GRADE GB1	GRADE GB2	GRADE GA3	GRADE G03	GRADE GB3	GRADE G04	ST EP
1	1ST YEAR.....	\$2,332.50	\$2,431.04	\$2,353.56	\$2,452.12	\$2,421.06	\$2,502.74	\$2,601.28	\$2,627.86	1
	ANNUAL SALARY.....	\$23,675	\$24,675	\$23,889	\$24,889	\$24,574	\$25,403	\$26,403	\$26,673	
	PENSION.....	\$1,657	\$1,727	\$1,672	\$1,742	\$1,720	\$1,778	\$1,848	\$1,867	
	TOTAL COMPENSATION.....	\$24,357	\$26,402	\$25,561	\$26,631	\$26,294	\$27,181	\$28,251	\$28,540	
2	AFTER 1 YEAR.....	\$2,452.56	\$2,551.04	\$2,464.14	\$2,562.66	\$2,542.06	\$2,627.86	\$2,726.40	\$2,757.86	2
	ANNUAL SALARY.....	\$24,893	\$25,893	\$25,011	\$26,011	\$25,802	\$26,673	\$27,673	\$27,992	
	PENSION.....	\$1,743	\$1,813	\$1,751	\$1,821	\$1,806	\$1,867	\$1,937	\$1,959	
	TOTAL COMPENSATION.....	\$26,636	\$27,706	\$26,762	\$27,832	\$27,608	\$28,540	\$29,610	\$29,952	
3	AFTER 2 YEARS.....	\$2,572.62	\$2,671.14	\$2,584.12	\$2,682.66	\$2,667.76	\$2,757.86	\$2,856.36	\$2,893.14	3
	ANNUAL SALARY.....	\$26,112	\$27,112	\$26,229	\$27,229	\$27,078	\$27,992	\$28,992	\$29,365	
	PENSION.....	\$1,828	\$1,898	\$1,836	\$1,906	\$1,895	\$1,959	\$2,029	\$2,056	
	TOTAL COMPENSATION.....	\$27,940	\$29,010	\$28,065	\$29,135	\$28,973	\$29,952	\$31,021	\$31,421	
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE....	\$2,598.90	\$2,697.44	\$2,609.86	\$2,708.38	\$2,690.92	\$2,781.76	\$2,880.30	\$2,921.32	4
	ANNUAL SALARIES.....	\$26,379	\$27,379	\$26,490	\$27,490	\$27,313	\$28,235	\$29,235	\$29,651	
	PENSION.....	\$1,847	\$1,917	\$1,854	\$1,924	\$1,912	\$1,976	\$2,046	\$2,076	
	TOTAL COMPENSATION.....	\$27,139	\$29,296	\$28,344	\$29,414	\$29,225	\$30,211	\$31,281	\$31,727	
5	7TH YEAR TO 11TH YEAR INCLUSIVE....	\$2,728.74	\$2,827.30	\$2,739.70	\$2,838.22	\$2,825.88	\$2,921.32	\$3,019.80	\$3,070.58	5
	ANNUAL SALARIES.....	\$27,697	\$28,697	\$27,808	\$28,808	\$28,683	\$29,651	\$30,651	\$31,166	
	PENSION.....	\$1,939	\$2,009	\$1,947	\$2,017	\$2,008	\$2,076	\$2,146	\$2,182	
	TOTAL COMPENSATION.....	\$29,635	\$30,706	\$29,755	\$30,825	\$30,690	\$31,727	\$32,797	\$33,348	
6	12TH YEAR TO 16TH YEAR INCLUSIVE....	\$2,858.76	\$2,957.24	\$2,869.78	\$2,968.28	\$2,970.26	\$3,070.58	\$3,169.06	\$3,219.76	6
	ANNUAL SALARIES.....	\$29,016	\$30,016	\$29,128	\$30,128	\$30,148	\$31,166	\$32,166	\$32,681	
	PENSION.....	\$2,031	\$2,101	\$2,039	\$2,109	\$2,110	\$2,182	\$2,252	\$2,288	
	TOTAL COMPENSATION.....	\$31,048	\$32,117	\$31,167	\$32,237	\$32,259	\$33,348	\$34,418	\$34,968	
7	17TH YEAR TO 19TH YEAR INCLUSIVE....	\$3,003.28	\$3,101.78	\$3,014.28	\$3,112.80	\$3,114.62	\$3,219.76	\$3,318.32	\$3,378.62	7
	ANNUAL SALARIES.....	\$30,483	\$31,483	\$30,595	\$31,595	\$31,613	\$32,681	\$33,681	\$34,293	
	PENSION.....	\$2,134	\$2,204	\$2,142	\$2,212	\$2,213	\$2,288	\$2,358	\$2,401	
	TOTAL COMPENSATION.....	\$32,617	\$33,687	\$32,737	\$33,807	\$33,826	\$34,968	\$36,039	\$36,694	
8	20TH TO 21ST YEAR.....	\$3,157.28	\$3,255.76	\$3,168.22	\$3,266.70	\$3,268.36	\$3,378.62	\$3,477.14	\$3,546.90	8
	ANNUAL SALARIES.....	\$32,046	\$33,046	\$32,157	\$33,157	\$33,174	\$34,293	\$35,293	\$36,001	
	PENSION.....	\$2,243	\$2,313	\$2,251	\$2,321	\$2,322	\$2,401	\$2,471	\$2,520	
	TOTAL COMPENSATION.....	\$34,290	\$35,359	\$34,408	\$35,478	\$35,496	\$36,694	\$37,764	\$38,521	
9	22ND TO 25TH YEAR.....	\$3,250.98	\$3,349.46	\$3,262.32	\$3,360.88	\$3,366.40	\$3,479.00	\$3,577.54	\$3,652.26	9
	ANNUAL SALARIES.....	\$32,997	\$33,997	\$33,113	\$34,113	\$34,169	\$35,312	\$36,312	\$37,070	
	PENSION.....	\$2,310	\$2,380	\$2,318	\$2,388	\$2,392	\$2,472	\$2,542	\$2,595	
	TOTAL COMPENSATION.....	\$35,307	\$36,377	\$35,430	\$36,501	\$36,561	\$37,784	\$38,854	\$39,665	
10	26TH YEAR AND THEREAFTER.....	\$3,348.50	\$3,447.00	\$3,360.20	\$3,458.72	\$3,467.38	\$3,583.38	\$3,681.88	\$3,761.82	10
	ANNUAL SALARIES.....	\$33,987	\$34,987	\$34,106	\$35,106	\$35,194	\$36,371	\$37,371	\$38,182	
	PENSION.....	\$2,379	\$2,449	\$2,387	\$2,457	\$2,464	\$2,546	\$2,616	\$2,673	
	TOTAL COMPENSATION.....	\$36,366	\$37,436	\$36,493	\$37,563	\$37,657	\$38,917	\$39,987	\$40,855	

MONTHLY RATE EQUALS 20 DAYS OF PAY/TWO 10-DAY PAY PERIODS

ROWS LABELED ANNUAL SALARIES AND TOTAL COMPENSATION ARE ROUNDED TO THE NEAREST DOLLAR

ROW LABELED PENSION WHICH HAS BEEN ROUNDED TO THE NEAREST DOLLAR IS THE AMOUNT OF PENSION CONTRIBUTED BY THE BOARD OF EDUCATION CALCULATED AT 7% OF SALARY

EFFECTIVE JULY 1, 2009

38.60 WEEKS - MONTHLY AND ANNUAL RATE

(CODE A)

## PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G05	GRADE GA6	GRADE GB6	GRADE G06	GRADE GC6	GRADE GA7	GRADE G07	GRADE GA8	ST EP
1	1ST YEAR.....	\$2,757.88	\$2,949.72	\$2,938.96	\$3,038.18	\$3,136.74	\$3,089.04	\$3,193.32	\$3,239.16	1
	ANNUAL SALARY.....	\$27,992	\$29,940	\$29,830	\$30,838	\$31,838	\$31,354	\$32,412	\$32,877	
	PENSION.....	\$1,959	\$2,096	\$2,088	\$2,159	\$2,229	\$2,195	\$2,269	\$2,301	
	TOTAL COMPENSATION.....	\$29,952	\$32,035	\$31,919	\$32,996	\$34,067	\$33,549	\$34,681	\$35,179	
2	AFTER 1 YEAR.....	\$2,893.14	\$3,100.28	\$3,089.04	\$3,193.32	\$3,291.82	\$3,239.16	\$3,348.60	\$3,398.96	2
	ANNUAL SALARY.....	\$29,365	\$31,468	\$31,354	\$32,412	\$33,412	\$32,877	\$33,988	\$34,499	
	PENSION.....	\$2,056	\$2,203	\$2,195	\$2,269	\$2,339	\$2,301	\$2,379	\$2,415	
	TOTAL COMPENSATION.....	\$31,421	\$33,671	\$33,549	\$34,681	\$35,751	\$35,179	\$36,367	\$36,914	
3	AFTER 2 YEARS.....	\$3,038.18	\$3,250.92	\$3,239.16	\$3,348.60	\$3,447.10	\$3,399.12	\$3,513.74	\$3,568.30	3
	ANNUAL SALARY.....	\$30,838	\$32,997	\$32,877	\$33,988	\$34,988	\$34,501	\$35,664	\$36,218	
	PENSION.....	\$2,159	\$2,310	\$2,301	\$2,379	\$2,449	\$2,415	\$2,497	\$2,535	
	TOTAL COMPENSATION.....	\$32,996	\$35,307	\$35,179	\$36,367	\$37,437	\$36,916	\$38,161	\$38,754	
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE....	\$3,070.56	\$3,280.24	\$3,268.36	\$3,378.62	\$3,477.14	\$3,431.14	\$3,546.90	\$3,608.10	4
	ANNUAL SALARIES.....	\$31,166	\$33,294	\$33,174	\$34,293	\$35,293	\$34,826	\$36,001	\$36,622	
	PENSION.....	\$2,182	\$2,331	\$2,322	\$2,401	\$2,471	\$2,438	\$2,520	\$2,564	
	TOTAL COMPENSATION.....	\$33,348	\$35,625	\$35,496	\$36,694	\$37,764	\$37,264	\$38,521	\$39,186	
5	7TH YEAR TO 11TH YEAR INCLUSIVE....	\$3,219.76	\$3,443.60	\$3,431.14	\$3,546.90	\$3,645.42	\$3,608.10	\$3,729.86	\$3,785.00	5
	ANNUAL SALARIES.....	\$32,681	\$34,953	\$34,826	\$36,001	\$37,001	\$36,622	\$37,858	\$38,418	
	PENSION.....	\$2,288	\$2,447	\$2,438	\$2,520	\$2,590	\$2,564	\$2,650	\$2,689	
	TOTAL COMPENSATION.....	\$34,968	\$37,399	\$37,264	\$38,521	\$39,591	\$39,186	\$40,508	\$41,107	
6	12TH YEAR TO 16TH YEAR INCLUSIVE....	\$3,378.62	\$3,621.26	\$3,608.10	\$3,729.86	\$3,828.38	\$3,785.00	\$3,912.72	\$3,971.28	6
	ANNUAL SALARIES.....	\$34,293	\$36,756	\$36,622	\$37,858	\$38,858	\$38,418	\$39,714	\$40,308	
	PENSION.....	\$2,401	\$2,573	\$2,564	\$2,650	\$2,720	\$2,689	\$2,780	\$2,822	
	TOTAL COMPENSATION.....	\$36,694	\$39,329	\$39,186	\$40,508	\$41,578	\$41,107	\$42,494	\$43,130	
7	17TH YEAR TO 19TH YEAR INCLUSIVE....	\$3,546.90	\$3,798.80	\$3,785.00	\$3,912.72	\$4,011.24	\$3,971.26	\$4,105.32	\$4,176.12	7
	ANNUAL SALARIES.....	\$36,001	\$38,558	\$38,418	\$39,714	\$40,714	\$40,308	\$41,669	\$42,388	
	PENSION.....	\$2,520	\$2,699	\$2,689	\$2,780	\$2,850	\$2,822	\$2,917	\$2,967	
	TOTAL COMPENSATION.....	\$38,521	\$41,257	\$41,107	\$42,494	\$43,564	\$43,130	\$44,586	\$45,355	
8	20TH TO 21ST YEAR.....	\$3,729.86	\$3,985.78	\$3,971.28	\$4,105.40	\$4,203.94	\$4,176.12	\$4,317.08	\$4,385.70	8
	ANNUAL SALARIES.....	\$37,858	\$40,456	\$40,308	\$41,670	\$42,670	\$42,388	\$43,818	\$44,515	
	PENSION.....	\$2,650	\$2,832	\$2,822	\$2,917	\$2,987	\$2,967	\$3,067	\$3,116	
	TOTAL COMPENSATION.....	\$40,508	\$43,288	\$43,130	\$44,587	\$45,657	\$45,355	\$46,886	\$47,631	
9	22ND TO 25TH YEAR.....	\$3,840.64	\$4,104.98	\$4,090.00	\$4,269.60	\$4,368.08	\$4,300.96	\$4,445.32	\$4,472.96	9
	ANNUAL SALARIES.....	\$38,982	\$41,666	\$41,514	\$43,336	\$44,336	\$43,655	\$45,120	\$45,401	
	PENSION.....	\$2,729	\$2,917	\$2,906	\$3,034	\$3,104	\$3,056	\$3,158	\$3,178	
	TOTAL COMPENSATION.....	\$41,711	\$44,582	\$44,419	\$46,370	\$47,440	\$46,711	\$48,278	\$48,579	
10	26TH YEAR AND THEREAFTER.....	\$3,955.84	\$4,228.12	\$4,212.70	\$4,397.68	\$4,496.16	\$4,429.98	\$4,578.66	\$4,607.16	10
	ANNUAL SALARIES.....	\$40,152	\$42,915	\$42,759	\$44,636	\$45,636	\$44,964	\$46,473	\$46,763	
	PENSION.....	\$2,811	\$3,004	\$2,993	\$3,125	\$3,195	\$3,148	\$3,253	\$3,273	
	TOTAL COMPENSATION.....	\$42,962	\$45,919	\$45,752	\$47,761	\$48,831	\$48,112	\$49,727	\$50,036	

MONTHLY RATE EQUALS 20 DAYS OF PAY/TWO 10-DAY PAY PERIODS

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38.60 WEEKS - MONTHLY AND ANNUAL RATE

(CODE A)

## PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G08	GRADE G09	GRADE GA10	GRADE G10	GRADE G11	GRADE T11	GRADE T12	GRADE T13	ST EP
1	1ST YEAR.....	\$3,348.60	\$3,688.82	\$3,785.00	\$3,912.72	\$4,176.12	\$4,141.08	\$4,570.44	\$5,036.85	1
	ANNUAL SALARY.....	\$33,988	\$37,442	\$38,418	\$39,714	\$42,388	\$42,032	\$46,390	\$51,124	
	PENSION.....	\$2,379	\$2,621	\$2,689	\$2,780	\$2,967	\$2,942	\$3,247	\$3,579	
	TOTAL COMPENSATION.....	\$36,367	\$40,062	\$41,107	\$42,494	\$45,355	\$44,974	\$49,637	\$54,703	
2	AFTER 1 YEAR.....	\$3,513.74	\$3,879.06	\$3,971.26	\$4,105.32	\$4,385.70	\$4,348.92	\$4,796.65	\$5,286.08	2
	ANNUAL SALARY.....	\$35,664	\$39,372	\$40,308	\$41,669	\$44,515	\$44,142	\$48,686	\$53,654	
	PENSION.....	\$2,497	\$2,756	\$2,822	\$2,917	\$3,116	\$3,090	\$3,408	\$3,756	
	TOTAL COMPENSATION.....	\$38,161	\$42,129	\$43,130	\$44,586	\$47,631	\$47,231	\$52,094	\$57,409	
3	AFTER 2 YEARS.....	\$3,688.82	\$4,069.22	\$4,176.12	\$4,317.08	\$4,609.14	\$4,570.44	\$5,036.85	\$5,549.24	3
	ANNUAL SALARY.....	\$37,442	\$41,303	\$42,388	\$43,818	\$46,783	\$46,390	\$51,124	\$56,325	
	PENSION.....	\$2,621	\$2,891	\$2,967	\$3,067	\$3,275	\$3,247	\$3,579	\$3,943	
	TOTAL COMPENSATION.....	\$40,062	\$44,194	\$45,355	\$46,886	\$50,058	\$49,637	\$54,703	\$60,267	
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE....	\$3,729.86	\$4,105.40	\$4,385.70	\$4,533.70	\$4,837.24	\$4,796.65	\$5,286.08	\$5,826.28	4
	ANNUAL SALARIES.....	\$37,858	\$41,670	\$44,515	\$46,017	\$49,098	\$48,686	\$53,654	\$59,137	
	PENSION.....	\$2,650	\$2,917	\$3,116	\$3,221	\$3,437	\$3,408	\$3,756	\$4,140	
	TOTAL COMPENSATION.....	\$40,508	\$44,587	\$47,631	\$49,238	\$50,515	\$52,094	\$57,409	\$63,276	
5	7TH YEAR TO 11TH YEAR INCLUSIVE....	\$3,912.72	\$4,317.08	\$4,609.14	\$4,764.66	\$5,079.44	\$5,036.85	\$5,549.24	\$6,117.17	5
	ANNUAL SALARIES.....	\$39,714	\$43,818	\$46,783	\$48,361	\$51,556	\$51,124	\$56,325	\$62,089	
	PENSION.....	\$2,780	\$3,067	\$3,275	\$3,385	\$3,609	\$3,579	\$3,943	\$4,346	
	TOTAL COMPENSATION.....	\$42,494	\$46,886	\$50,058	\$51,747	\$55,165	\$54,703	\$60,267	\$66,436	
6	12TH YEAR TO 16TH YEAR INCLUSIVE....	\$4,105.40	\$4,533.70	\$4,837.24	\$5,000.48	\$5,330.80	\$5,286.08	\$5,826.28	\$6,421.90	6
	ANNUAL SALARIES.....	\$41,670	\$46,017	\$49,098	\$50,755	\$54,108	\$53,654	\$59,137	\$65,182	
	PENSION.....	\$2,917	\$3,221	\$3,437	\$3,553	\$3,788	\$3,756	\$4,140	\$4,563	
	TOTAL COMPENSATION.....	\$44,587	\$49,238	\$52,535	\$54,308	\$57,895	\$57,409	\$63,276	\$69,745	
7	17TH YEAR TO 19TH YEAR INCLUSIVE....	\$4,305.26	\$4,764.66	\$5,079.44	\$5,250.94	\$5,596.18	\$5,549.24	\$6,117.17	\$6,745.01	7
	ANNUAL SALARIES.....	\$43,698	\$48,361	\$51,556	\$53,297	\$56,801	\$56,325	\$62,089	\$68,462	
	PENSION.....	\$3,059	\$3,385	\$3,609	\$3,731	\$3,976	\$3,943	\$4,346	\$4,792	
	TOTAL COMPENSATION.....	\$46,757	\$51,747	\$55,165	\$57,028	\$60,777	\$60,267	\$66,436	\$73,254	
8	20TH TO 21ST YEAR.....	\$4,533.70	\$5,000.48	\$5,330.80	\$5,510.68	\$5,875.62	\$5,826.28	\$6,421.90	\$7,086.64	8
	ANNUAL SALARIES.....	\$46,017	\$50,755	\$54,108	\$55,933	\$59,638	\$59,137	\$65,182	\$71,929	
	PENSION.....	\$3,221	\$3,553	\$3,788	\$3,915	\$4,175	\$56,862	\$4,563	\$5,035	
	TOTAL COMPENSATION.....	\$49,238	\$54,308	\$57,895	\$59,849	\$63,812	\$115,999	\$69,745	\$76,965	
9	22ND TO 25TH YEAR.....	\$4,669.70	\$5,149.02	\$5,490.20	\$5,674.36	\$6,051.84	\$6,001.07	\$6,614.55	\$7,299.24	9
	ANNUAL SALARIES.....	\$47,397	\$52,263	\$55,726	\$57,595	\$61,426	\$60,911	\$67,138	\$74,087	
	PENSION.....	\$3,318	\$3,658	\$3,901	\$4,032	\$4,300	\$4,264	\$4,700	\$5,186	
	TOTAL COMPENSATION.....	\$50,715	\$55,921	\$59,626	\$61,626	\$65,726	\$65,175	\$71,837	\$79,273	
10	26TH YEAR AND THEREAFTER.....	\$4,809.80	\$5,303.48	\$5,654.92	\$5,844.60	\$6,233.38	\$6,181.10	\$6,812.99	\$7,518.22	10
	ANNUAL SALARIES.....	\$48,819	\$53,830	\$57,397	\$59,323	\$63,269	\$62,738	\$69,152	\$76,310	
	PENSION.....	\$3,417	\$3,768	\$4,018	\$4,153	\$4,429	\$4,392	\$4,841	\$5,342	
	TOTAL COMPENSATION.....	\$52,237	\$57,598	\$61,415	\$63,475	\$67,698	\$67,130	\$73,992	\$81,652	

MONTHLY RATE EQUALS 20 DAYS OF PAY/TWO 10-DAY PAY PERIODS

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EFFECTIVE JULY 1, 2009

46.60 WEEKS - MONTHLY AND ANNUAL RATE

(CODE C)

## PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE GA1	GRADE GA2	GRADE GB1	GRADE GB2	GRADE G03	GRADE GB3	GRADE G05	GRADE GA6	ST EP
1	1ST YEAR.....	\$2,310.54	\$2,392.84	\$2,320.24	\$2,402.56	\$2,479.34	\$2,561.64	\$2,732.12	\$2,922.04	1
	ANNUAL SALARY.....	\$28,073	\$29,073	\$28,191	\$29,191	\$30,124	\$31,124	\$33,195	\$35,503	
	PENSION.....	\$1,965	\$2,035	\$1,973	\$2,043	\$2,109	\$2,179	\$2,324	\$2,485	
	TOTAL COMPENSATION.....	\$30,038	\$31,108	\$30,164	\$31,234	\$32,233	\$33,303	\$35,519	\$37,988	
2	AFTER 1 YEAR.....	\$2,429.62	\$2,511.94	\$2,439.14	\$2,521.48	\$2,603.26	\$2,685.60	\$2,865.78	\$3,071.16	2
	ANNUAL SALARY.....	\$29,520	\$30,520	\$29,636	\$30,636	\$31,630	\$32,630	\$34,819	\$37,315	
	PENSION.....	\$2,066	\$2,136	\$2,074	\$2,145	\$2,214	\$2,284	\$2,437	\$2,612	
	TOTAL COMPENSATION.....	\$31,586	\$32,656	\$31,710	\$32,781	\$33,844	\$34,914	\$37,257	\$39,927	
3	AFTER 2 YEARS.....	\$2,548.58	\$2,630.86	\$2,558.12	\$2,640.42	\$2,732.00	\$2,814.32	\$3,009.76	\$3,220.50	3
	ANNUAL SALARY.....	\$30,965	\$31,965	\$31,081	\$32,081	\$33,194	\$34,194	\$36,569	\$39,129	
	PENSION.....	\$2,168	\$2,238	\$2,176	\$2,246	\$2,324	\$2,394	\$2,560	\$2,739	
	TOTAL COMPENSATION.....	\$33,133	\$34,203	\$33,257	\$34,327	\$35,517	\$36,588	\$39,128	\$41,868	
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE....	\$2,574.58	\$2,656.88	\$2,583.80	\$2,666.10	\$2,755.68	\$2,838.02	\$3,042.00	\$3,249.56	4
	ANNUAL SALARIES.....	\$31,281	\$32,281	\$31,393	\$32,393	\$33,482	\$34,482	\$36,960	\$39,482	
	PENSION.....	\$2,190	\$2,260	\$2,198	\$2,268	\$2,344	\$2,414	\$2,587	\$2,764	
	TOTAL COMPENSATION.....	\$33,471	\$34,541	\$33,591	\$34,661	\$35,825	\$36,896	\$39,548	\$42,246	
5	7TH YEAR TO 11TH YEAR INCLUSIVE....	\$2,703.14	\$2,785.44	\$2,712.44	\$2,794.74	\$2,893.88	\$2,976.22	\$3,189.62	\$3,411.36	5
	ANNUAL SALARIES.....	\$32,843	\$33,843	\$32,956	\$33,956	\$35,161	\$36,161	\$38,754	\$41,448	
	PENSION.....	\$2,299	\$2,369	\$2,307	\$2,377	\$2,461	\$2,531	\$2,713	\$2,901	
	TOTAL COMPENSATION.....	\$35,142	\$36,212	\$35,263	\$36,333	\$37,622	\$38,692	\$41,467	\$44,349	
6	12TH YEAR TO 16TH YEAR INCLUSIVE....	\$2,832.06	\$2,914.40	\$2,841.32	\$2,923.62	\$3,041.82	\$3,124.12	\$3,347.12	\$3,587.36	6
	ANNUAL SALARIES.....	\$34,410	\$35,410	\$34,522	\$35,522	\$36,958	\$37,958	\$40,668	\$43,586	
	PENSION.....	\$2,409	\$2,479	\$2,417	\$2,487	\$2,587	\$2,657	\$2,847	\$3,051	
	TOTAL COMPENSATION.....	\$36,818	\$37,889	\$36,939	\$38,009	\$39,545	\$40,615	\$41,840	\$46,637	
7	17TH YEAR TO 19TH YEAR INCLUSIVE....	\$2,975.10	\$3,057.36	\$2,984.36	\$3,066.66	\$3,189.60	\$3,271.94	\$3,513.80	\$3,763.22	7
	ANNUAL SALARIES.....	\$36,147	\$37,147	\$36,260	\$37,260	\$38,754	\$39,754	\$42,693	\$45,723	
	PENSION.....	\$2,530	\$2,600	\$2,538	\$2,608	\$2,713	\$2,783	\$2,988	\$3,201	
	TOTAL COMPENSATION.....	\$38,678	\$39,747	\$38,798	\$39,868	\$41,466	\$42,537	\$45,681	\$48,924	
8	20TH TO 21ST YEAR.....	\$3,127.70	\$3,210.04	\$3,136.74	\$3,219.02	\$3,346.96	\$3,429.30	\$3,695.10	\$3,948.40	8
	ANNUAL SALARIES.....	\$38,002	\$39,002	\$38,111	\$39,111	\$40,666	\$41,666	\$44,895	\$47,973	
	PENSION.....	\$2,660.11	\$2,730.14	\$2,667.80	\$2,737.77	\$2,846.59	\$2,916.62	\$3,142.68	\$3,358.11	
	TOTAL COMPENSATION.....	\$40,662	\$41,732	\$40,779	\$41,849	\$43,512	\$44,583	\$48,038	\$51,331	
9	22ND TO 25TH YEAR.....	\$3,221.20	\$3,303.54	\$3,229.94	\$3,312.26	\$3,447.02	\$3,529.30	\$3,804.88	\$4,065.68	9
	ANNUAL SALARIES.....	\$39,138	\$40,138	\$39,244	\$40,244	\$41,881	\$42,881	\$46,229	\$49,398	
	PENSION.....	\$2,740	\$2,810	\$2,747	\$2,817	\$2,932	\$3,002	\$3,236	\$3,458	
	TOTAL COMPENSATION.....	\$41,877	\$42,948	\$41,991	\$43,061	\$44,813	\$45,883	\$49,465	\$52,856	
10	26TH YEAR AND THEREAFTER.....	\$3,317.82	\$3,400.16	\$3,326.84	\$3,409.14	\$3,550.44	\$3,632.76	\$3,919.04	\$4,187.64	10
	ANNUAL SALARIES.....	\$40,312	\$41,312	\$40,421	\$41,421	\$43,138	\$44,138	\$47,616	\$50,880	
	PENSION.....	\$2,822	\$2,892	\$2,829	\$2,899	\$3,020	\$3,090	\$3,333	\$3,562	
	TOTAL COMPENSATION.....	\$43,133	\$44,204	\$43,251	\$44,320	\$46,157	\$47,228	\$50,949	\$54,441	

MONTHLY RATE EQUALS 20 DAYS OF PAY/TWO 10-DAY PAY PERIODS

ROWS LABELED ANNUAL SALARIES AND TOTAL COMPENSATION ARE ROUNDED TO THE NEAREST DOLLAR

ROW LABELED PENSION WHICH HAS BEEN ROUNDED TO THE NEAREST DOLLAR IS THE AMOUNT OF PENSION CONTRIBUTED BY THE BOARD OF EDUCATION CALCULATED AT 7% OF SALARY

EFFECTIVE JULY 1, 2009

46.60 WEEKS - MONTHLY AND ANNUAL RATE

(CODE C)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G06	GRADE GC6	GRADE G07	GRADE G08	GRADE G09	ST EP
1	1ST YEAR.....	\$3,009.80	\$3,092.10	\$3,163.46	\$3,317.20	\$3,654.22	1
	ANNUAL SALARY.....	\$36,569	\$37,569	\$38,436	\$40,304	\$44,399	
	PENSION.....	\$2,560	\$2,630	\$2,691	\$2,821	\$3,108	
	TOTAL COMPENSATION.....	\$39,129	\$40,199	\$41,127	\$43,125	\$47,507	
2	AFTER 1 YEAR.....	\$3,163.20	\$3,245.52	\$3,317.08	\$3,480.76	\$3,842.74	2
	ANNUAL SALARY.....	\$38,433	\$39,433	\$40,303	\$42,291	\$46,689	
	PENSION.....	\$2,690	\$2,760	\$2,821	\$2,960	\$3,268	
	TOTAL COMPENSATION.....	\$41,123	\$42,193	\$43,124	\$45,252	\$49,958	
3	AFTER 2 YEARS.....	\$3,317.24	\$3,399.50	\$3,480.82	\$3,654.16	\$4,031.14	3
	ANNUAL SALARY.....	\$40,304	\$41,304	\$42,292	\$44,398	\$48,978	
	PENSION.....	\$2,821	\$2,891	\$2,960	\$3,108	\$3,428	
	TOTAL COMPENSATION.....	\$43,126	\$44,195	\$45,252	\$47,506	\$52,407	
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE....	\$3,347.20	\$3,429.46	\$3,513.72	\$3,694.94	\$4,066.88	4
	ANNUAL SALARIES.....	\$40,668	\$41,668	\$42,692	\$44,894	\$49,413	
	PENSION.....	\$2,847	\$2,917	\$2,988	\$3,143	\$3,459	
	TOTAL COMPENSATION.....	\$43,515	\$44,585	\$45,680	\$48,036	\$52,871	
5	7TH YEAR TO 11TH YEAR INCLUSIVE....	\$3,513.80	\$3,596.14	\$3,694.94	\$3,876.12	\$4,276.60	5
	ANNUAL SALARIES.....	\$42,693	\$43,693	\$44,894	\$47,095	\$51,961	
	PENSION.....	\$2,988	\$3,059	\$3,143	\$3,297	\$3,637	
	TOTAL COMPENSATION.....	\$45,681	\$46,752	\$48,036	\$50,391	\$55,598	
6	12TH YEAR TO 16TH YEAR INCLUSIVE....	\$3,695.06	\$3,777.36	\$3,876.14	\$4,066.92	\$4,491.22	6
	ANNUAL SALARIES.....	\$44,895	\$45,895	\$47,095	\$49,413	\$54,568	
	PENSION.....	\$3,143	\$3,213	\$3,297	\$3,459	\$3,820	
	TOTAL COMPENSATION.....	\$48,038	\$49,108	\$50,392	\$52,872	\$58,388	
7	17TH YEAR TO 19TH YEAR INCLUSIVE....	\$3,876.16	\$3,958.44	\$4,066.84	\$4,276.60	\$4,720.04	7
	ANNUAL SALARIES.....	\$47,095	\$48,095	\$49,412	\$51,961	\$57,348	
	PENSION.....	\$3,297	\$3,367	\$3,459	\$3,637	\$4,014	
	TOTAL COMPENSATION.....	\$50,392	\$51,462	\$50,838	\$53,459	\$61,363	
8	20TH TO 21ST YEAR.....	\$4,067.12	\$4,149.46	\$4,276.60	\$4,491.24	\$4,953.68	8
	ANNUAL SALARIES.....	\$49,416	\$50,416	\$51,961	\$54,569	\$60,187	
	PENSION.....	\$3,459	\$3,529	\$3,637	\$3,820	\$4,213	
	TOTAL COMPENSATION.....	\$52,875	\$53,945	\$55,598	\$58,388	\$64,400	
9	22ND TO 25TH YEAR.....	\$4,148.06	\$4,230.38	\$4,403.66	\$4,625.98	\$5,100.78	9
	ANNUAL SALARIES.....	\$50,399	\$51,399	\$53,504	\$56,206	\$61,974	
	PENSION.....	\$3,528	\$3,598	\$3,745	\$3,934	\$4,338	
	TOTAL COMPENSATION.....	\$53,927	\$54,997	\$57,250	\$60,140	\$66,313	
10	26TH YEAR AND THEREAFTER.....	\$4,272.50	\$4,354.82	\$4,535.76	\$4,764.76	\$5,253.80	10
	ANNUAL SALARIES.....	\$51,911	\$52,911	\$55,109	\$57,892	\$63,834	
	PENSION.....	\$3,634	\$3,704	\$3,858	\$4,052	\$4,468	
	TOTAL COMPENSATION.....	\$55,545	\$56,615	\$58,967	\$61,944	\$68,302	

MONTHLY RATE EQUALS 20 DAYS OF PAY/TWO 10-DAY PAY PERIODS

ROWS LABELED ANNUAL SALARIES AND TOTAL COMPENSATION ARE ROUNDED TO THE NEAREST DOLLAR

ROW LABELED PENSION WHICH HAS BEEN ROUNDED TO THE NEAREST DOLLAR IS THE AMOUNT OF PENSION CONTRIBUTED BY THE BOARD OF EDUCATION CALCULATED AT 7% OF SALARY

EFFECTIVE JULY 1, 2009

## 52 WEEKS - MONTHLY AND ANNUAL RATE (CODE D)

## PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE GB1	GRADE GB2	GRADE G05	GRADE GA6	GRADE GB6	GRADE G06	GRADE GC6	GRADE GA7	ST EP
1	1ST YEAR.....	\$2,209.68	\$2,286.62	\$2,602.52	\$2,783.48	\$2,559.98	\$2,867.12	\$2,944.08	\$2,690.78	1
	ANNUAL SALARY.....	\$28,726	\$29,726	\$33,833	\$36,185	\$33,280	\$37,273	\$38,273	\$34,980	
	PENSION.....	\$2,011	\$2,081	\$2,368	\$2,533	\$2,330	\$2,609	\$2,812	\$2,449	
	TOTAL COMPENSATION.....	\$30,737	\$31,807	\$36,201	\$38,718	\$35,609	\$39,882	\$40,952	\$37,429	
2	AFTER 1 YEAR.....	\$2,323.04	\$2,400.00	\$2,730.02	\$2,925.60	\$2,690.78	\$3,013.38	\$3,090.30	\$2,821.54	2
	ANNUAL SALARY.....	\$30,200	\$31,200	\$35,490	\$38,033	\$34,980	\$39,174	\$40,174	\$36,680	
	PENSION.....	\$2,214	\$2,284	\$2,484	\$2,662	\$2,449	\$2,742	\$2,812	\$2,568	
	TOTAL COMPENSATION.....	\$32,313	\$33,384	\$37,975	\$40,695	\$37,429	\$41,916	\$42,986	\$39,248	
3	AFTER 2 YEARS.....	\$2,436.52	\$2,513.46	\$2,866.94	\$3,067.78	\$2,821.54	\$3,159.88	\$3,236.76	\$2,960.76	3
	ANNUAL SALARY.....	\$31,675	\$32,675	\$37,270	\$39,881	\$36,680	\$41,078	\$42,078	\$38,490	
	PENSION.....	\$2,217	\$2,287	\$2,609	\$2,792	\$2,568	\$2,875	\$2,945	\$2,694	
	TOTAL COMPENSATION.....	\$33,892	\$34,962	\$39,879	\$42,673	\$39,248	\$43,954	\$45,023	\$41,184	
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE....	\$2,460.78	\$2,537.70	\$2,897.50	\$3,095.50	\$2,846.88	\$3,188.20	\$3,265.16	\$2,988.82	4
	ANNUAL SALARIES.....	\$31,990	\$32,990	\$37,668	\$40,242	\$37,009	\$41,447	\$42,447	\$38,855	
	PENSION.....	\$2,239	\$2,309	\$2,637	\$2,817	\$2,591	\$2,901	\$2,971	\$2,720	
	TOTAL COMPENSATION.....	\$34,229	\$35,299	\$40,304	\$43,058	\$39,600	\$44,348	\$45,418	\$41,574	
5	7TH YEAR TO 11TH YEAR INCLUSIVE....	\$2,583.44	\$2,660.38	\$3,038.30	\$3,249.72	\$2,988.82	\$3,347.12	\$3,424.08	\$3,142.98	5
	ANNUAL SALARIES.....	\$33,585	\$34,585	\$39,498	\$42,246	\$38,855	\$43,513	\$44,513	\$40,859	
	PENSION.....	\$2,351	\$2,421	\$2,765	\$2,957	\$2,720	\$3,046	\$3,116	\$2,860	
	TOTAL COMPENSATION.....	\$35,936	\$37,006	\$42,263	\$45,204	\$41,574	\$46,558	\$47,629	\$43,719	
6	12TH YEAR TO 16TH YEAR INCLUSIVE....	\$2,706.08	\$2,783.00	\$3,188.20	\$3,417.38	\$3,142.96	\$3,519.58	\$3,596.54	\$3,297.16	6
	ANNUAL SALARIES.....	\$35,179	\$36,179	\$41,447	\$44,426	\$40,858	\$45,755	\$46,755	\$42,863	
	PENSION.....	\$2,463	\$2,533	\$2,901	\$3,110	\$2,860	\$3,203	\$3,273	\$3,000	
	TOTAL COMPENSATION.....	\$37,642	\$38,712	\$44,348	\$47,536	\$43,719	\$48,957	\$50,028	\$45,863	
7	17TH YEAR TO 19TH YEAR INCLUSIVE....	\$2,842.46	\$2,919.38	\$3,347.14	\$3,584.84	\$3,297.18	\$3,692.38	\$3,769.30	\$3,459.36	7
	ANNUAL SALARIES.....	\$36,952	\$37,952	\$43,513	\$46,603	\$42,863	\$48,001	\$49,001	\$44,972	
	PENSION.....	\$2,587	\$2,657	\$3,046	\$3,262	\$3,000	\$3,360	\$3,430	\$3,148	
	TOTAL COMPENSATION.....	\$39,539	\$40,609	\$46,559	\$49,865	\$45,864	\$51,361	\$52,431	\$48,120	
8	20TH TO 21ST YEAR.....	\$2,987.62	\$3,064.54	\$3,519.76	\$3,761.18	\$3,459.34	\$3,874.16	\$3,951.08	\$3,637.74	8
	ANNUAL SALARIES.....	\$38,839	\$39,839	\$45,757	\$48,895	\$44,971	\$50,364	\$51,364	\$47,291	
	PENSION.....	\$2,719	\$2,789	\$3,203	\$3,423	\$3,148	\$3,525	\$3,595	\$3,310	
	TOTAL COMPENSATION.....	\$41,558	\$42,628	\$48,960	\$52,318	\$48,119	\$53,890	\$54,959	\$50,601	
9	22ND TO 25TH YEAR.....	\$3,076.40	\$3,153.30	\$3,624.34	\$3,873.64	\$3,528.14	\$3,951.20	\$4,028.16	\$3,710.14	9
	ANNUAL SALARIES.....	\$39,993	\$40,993	\$47,116	\$50,357	\$45,866	\$51,366	\$52,366	\$48,232	
	PENSION.....	\$2,800	\$2,870	\$3,298	\$3,525	\$3,211	\$3,596	\$3,666	\$3,376	
	TOTAL COMPENSATION.....	\$42,793	\$43,863	\$50,415	\$53,882	\$49,076	\$54,961	\$56,032	\$51,608	
10	26TH YEAR AND THEREAFTER.....	\$3,168.68	\$3,245.62	\$3,733.06	\$3,989.86	\$3,633.98	\$4,069.74	\$4,146.70	\$3,821.44	10
	ANNUAL SALARIES.....	\$41,193	\$42,193	\$48,530	\$51,868	\$47,242	\$52,907	\$53,907	\$49,679	
	PENSION.....	\$2,883	\$2,954	\$3,397	\$3,631	\$3,307	\$3,703	\$3,773	\$3,478	
	TOTAL COMPENSATION.....	\$44,076	\$45,147	\$51,927	\$55,499	\$50,549	\$56,610	\$57,680	\$53,156	

MONTHLY RATE EQUALS 20 DAYS OF PAY/TWO 10-DAY PAY PERIODS

ROWS LABELED ANNUAL SALARIES AND TOTAL COMPENSATION ARE ROUNDED TO THE NEAREST DOLLAR

ROW LABELED PENSION WHICH HAS BEEN ROUNDED TO THE NEAREST DOLLAR IS THE AMOUNT OF PENSION CONTRIBUTED BY THE BOARD OF EDUCATION CALCULATED AT 7% OF SALARY

EFFECTIVE JULY 1, 2009

## 52 WEEKS - MONTHLY AND ANNUAL RATE (CODE D)

## PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G07	GRADE GA8	GRADE G08	GRADE G09	GRADE GA10	GRADE T11	GRADE T12	GRADE T13	ST EP
1	1ST YEAR.....	\$3,013.42	\$2,821.54	\$3,159.88	\$3,480.64	\$3,297.16	\$3,622.72	\$3,998.30	\$4,406.21	1
	ANNUAL SALARY.....	\$39,174	\$36,680	\$41,078	\$45,248	\$42,863	\$47,095	\$51,978	\$57,281	
	PENSION.....	\$2,742	\$2,568	\$2,875	\$3,167	\$3,000	\$3,297	\$3,638	\$4,010	
	TOTAL COMPENSATION.....	\$41,917	\$39,248	\$43,954	\$48,416	\$45,863	\$50,392	\$55,616	\$61,290	
2	AFTER 1 YEAR.....	\$3,159.84	\$2,960.76	\$3,315.76	\$3,660.12	\$3,459.36	\$3,804.43	\$4,196.24	\$4,624.28	2
	ANNUAL SALARY.....	\$41,078	\$38,490	\$43,105	\$47,582	\$44,972	\$49,458	\$54,551	\$60,116	
	PENSION.....	\$2,875	\$2,694	\$3,017	\$3,331	\$3,148	\$3,462	\$3,819	\$4,208	
	TOTAL COMPENSATION.....	\$43,953	\$41,184	\$46,122	\$50,912	\$48,120	\$52,920	\$58,370	\$64,324	
3	AFTER 2 YEARS.....	\$3,315.72	\$3,108.32	\$3,480.90	\$3,839.60	\$3,637.74	\$3,998.30	\$4,406.21	\$4,854.53	3
	ANNUAL SALARY.....	\$43,104	\$40,408	\$45,252	\$49,915	\$47,291	\$51,978	\$57,281	\$63,109	
	PENSION.....	\$3,017	\$2,829	\$3,168	\$3,494	\$3,310	\$3,638.46	\$4,009.65	\$4,417.62	
	TOTAL COMPENSATION.....	\$46,122	\$43,237	\$48,419	\$53,409	\$50,601	\$55,616	\$61,290	\$67,527	
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE....	\$3,347.14	\$3,142.98	\$3,519.72	\$3,873.64	\$3,820.14	\$4,196.24	\$4,624.28	\$5,096.86	4
	ANNUAL SALARIES.....	\$43,513	\$40,859	\$45,756	\$50,357	\$49,662	\$54,551	\$60,116	\$66,259	
	PENSION.....	\$3,046	\$2,860	\$3,203	\$3,525	\$3,476	\$3,819	\$4,208	\$4,638	
	TOTAL COMPENSATION.....	\$46,559	\$43,719	\$48,959	\$53,882	\$53,138	\$58,370	\$64,324	\$70,897	
5	7TH YEAR TO 11TH YEAR INCLUSIVE....	\$3,519.86	\$3,297.16	\$3,692.44	\$4,073.44	\$4,014.82	\$4,406.21	\$4,854.53	\$5,351.37	5
	ANNUAL SALARIES.....	\$45,758	\$42,863	\$48,002	\$52,955	\$52,193	\$57,281	\$63,109	\$69,568	
	PENSION.....	\$3,203	\$3,000	\$3,360	\$3,707	\$3,653	\$4,010	\$4,418	\$4,870	
	TOTAL COMPENSATION.....	\$48,961	\$45,863	\$51,362	\$56,662	\$55,846	\$61,290	\$67,527	\$74,438	
6	12TH YEAR TO 16TH YEAR INCLUSIVE....	\$3,692.48	\$3,459.36	\$3,874.22	\$4,277.84	\$4,213.60	\$4,624.28	\$5,096.86	\$5,617.88	6
	ANNUAL SALARIES.....	\$48,002	\$44,972	\$50,365	\$55,612	\$54,777	\$60,116	\$66,259	\$73,032	
	PENSION.....	\$3,360	\$3,148	\$3,526	\$3,893	\$3,834	\$4,208	\$4,638	\$5,112	
	TOTAL COMPENSATION.....	\$51,362	\$48,120	\$53,890	\$59,505	\$58,611	\$64,324	\$70,897	\$78,145	
7	17TH YEAR TO 19TH YEAR INCLUSIVE....	\$3,874.06	\$3,637.74	\$4,073.92	\$4,495.76	\$4,424.44	\$4,854.53	\$5,351.37	\$5,900.55	7
	ANNUAL SALARIES.....	\$50,363	\$47,291	\$52,961	\$58,445	\$57,518	\$63,109	\$69,568	\$76,707	
	PENSION.....	\$3,525	\$3,310	\$3,707	\$4,091	\$4,026	\$4,418	\$4,870	\$5,369	
	TOTAL COMPENSATION.....	\$53,888	\$50,601	\$56,668	\$62,536	\$61,544	\$67,527	\$74,438	\$82,077	
8	20TH TO 21ST YEAR.....	\$4,073.84	\$3,820.14	\$4,278.28	\$4,718.30	\$4,643.42	\$5,096.86	\$5,617.88	\$6,199.34	8
	ANNUAL SALARIES.....	\$52,960	\$49,662	\$55,618	\$61,338	\$60,364	\$66,259	\$73,032	\$80,591	
	PENSION.....	\$3,707	\$3,476	\$3,893	\$4,294	\$4,226	\$4,638	\$5,112	\$5,641	
	TOTAL COMPENSATION.....	\$56,667	\$53,138	\$59,511	\$65,632	\$64,590	\$70,897	\$78,145	\$86,233	
9	22ND TO 25TH YEAR.....	\$4,194.82	\$3,896.18	\$4,406.64	\$4,858.44	\$4,735.86	\$5,249.77	\$5,786.42	\$6,385.32	9
	ANNUAL SALARIES.....	\$54,533	\$50,650	\$57,286	\$63,160	\$61,566	\$68,247	\$75,223	\$83,009	
	PENSION.....	\$3,817	\$3,546	\$4,010	\$4,421	\$4,310	\$4,777	\$5,266	\$5,811	
	TOTAL COMPENSATION.....	\$58,350	\$54,196	\$61,296	\$67,581	\$65,876	\$73,024	\$80,489	\$88,820	
10	26TH YEAR AND THEREAFTER.....	\$4,320.66	\$4,013.06	\$4,538.86	\$5,004.18	\$4,877.96	\$5,407.26	\$5,960.01	\$6,576.88	10
	ANNUAL SALARIES.....	\$56,169	\$52,170	\$59,005	\$65,054	\$63,413	\$70,294	\$77,480	\$85,499	
	PENSION.....	\$3,932	\$3,652	\$4,130	\$4,554	\$4,439	\$4,921	\$5,424	\$5,985	
	TOTAL COMPENSATION.....	\$60,100	\$55,822	\$63,136	\$69,608	\$67,852	\$75,215	\$82,904	\$91,484	

MONTHLY RATE EQUALS 20 DAYS OF PAY/TWO 10-DAY PAY PERIODS

ROWS LABELED ANNUAL SALARIES AND TOTAL COMPENSATION ARE ROUNDED TO THE NEAREST DOLLAR

ROW LABELED PENSION WHICH HAS BEEN ROUNDED TO THE NEAREST DOLLAR IS THE AMOUNT OF PENSION CONTRIBUTED BY THE BOARD OF EDUCATION CALCULATED AT 7% OF SALARY