

DCSD Salary Guide

Licensed Employees 2024-2025 School Year



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About our Licensed Compensation System

The Douglas County School District (DCSD) strives to offer a compensation system that is transparent, comparable to, and competitive with our surrounding school districts.

This compensation program will be reviewed, updated and improved regularly in order to assist us in attracting and retaining exceptional educators who are crucial to the ongoing growth and success of our students.



What would my initial DCSD salary be?

Your Initial DCSD Salary

When you are hired at DCSD into a licensed position, your initial salary placement is determined by three factors:

- The position's classification as General, Hard-to-Hire or Specialist/Extremely Hard-to-Hire
- The amount of applicable work experience you have (years of experience)
- Your education level

Position Classification

All licensed positions in DCSD are classified as either General, Hard-to-Hire or Extremely Hard-to-Hire (Specialist) based on availability of qualified candidates, hiring metrics, or industry trends. This classification is noted on the job posting for which you applied. The position classification corresponds to a specific salary schedule shown in Appendix A of this Guide.

General (I): All licensed positions not identified as Hard-to-Hire or Specialist/Extremely Hard-to-Hire.

Hard-to-Hire (II): Positions designated as Hard-to-Hire as identified in Appendix A.

Specialist/Extremely Hard-to-Hire (III): Positions designated as Specialist/Extremely Hard-to-Hire as identified in Appendix A.



Years of Relevant Full-time Experience

At salary setting, new hires will receive a salary step for each year of applicable, licensed work experience gained outside of DCSD, up to a maximum of seven (7) years. For rehires, credit will be given for all internal DCSD years of licensed experience, and up to seven (7) years of external, licensed experience. Please note that each lane holds a maximum number of years attainable, after which salary remains at the highest level available in that lane. Please ensure you have uploaded your most recent and complete resume with employer, position title, and full dates (month/year) of employment. Please also indicate if the position was seasonal, part-time or full-time; and the position's FTE.

Parameters for Years of Experience:

- For licensed employees in their first year at DCSD, up to seven (7) years of experience will be used to determine your initial salary. Therefore, step 8 on the applicable salary schedule is the highest initial step.
- All prior DCSD licensed teaching experience will be considered and up to seven (7) years of external (non-DCSD) licensed experience. Experience in a DCSD Charter School is considered external.
- Experience with multiple employers may be combined to make one year of service as long as a full semester is worked within a school year, and the teacher licensed employee is contracted for at least 0.5 Full Time Equivalent (FTE) - 20 hours or more per week in each position.
- Teaching experience completed only after conferment of a bachelor's degree is considered.
- For Licensed positions, only teaching experience at regionally accredited public, private and charter schools and at accredited higher education institutions will be considered, per the Colorado Department of Education's list of [Regionally Accredited Institutions of Higher Learning](#).
- Experience in Substitute and Adjunct positions does not apply toward determining base pay.
- Unpaid Internships, self-employment, and volunteer experience (such as Peace Corps) do not apply toward determining base pay.
- Only teaching and curriculum instruction experience with students or direct work with students/clients in the industry for non-teachers will be considered.

Education Level

In addition to your position's classification and years of relevant work experience, your initial salary is also determined by your level of education — i.e., whether you have a Bachelor's Degree, Master's Degree or a Doctorate.

If you have completed additional college/university semester* hours following your degree, you may also advance on the salary schedule. Graduate-level credits completed after the semester in which your most recent and highest degree was conferred, will be accepted. At salary setting, candidates will be placed in salary lanes on the corresponding salary schedule, as follows.

- Bachelor's Degree
- Bachelor's Degree + 15 credit hours
- Bachelor's Degree + 30 credit hours
- Master's Degree
- Master's Degree + 15 credit hours
- Master's Degree + 30 credit hours
- Master's Degree + 45 credit hours
- Master's Degree + 60 credit hours
- Doctorate/EDS Degree

**One quarter hour is equal to 2/3 of a semester hour and will be applied accordingly*



Parameters for the Recognition of Education Degrees and Credits

- Full transcripts and key (all pages, front and back) must be provided for salary placement consideration.
- Only degrees/credits earned at [Regionally Accredited Institutions of Higher Education](#) as reflected on the Colorado Department of Education (CDE) website, will be considered.
- [Individual Postsecondary Institutions](#) further need to be accredited as found on the US Department of Education DAPIP page. Transcripts provided must include this accreditation (usually found on the back page or "key").
- Only graduate-level college/university academic credits earned after the semester of conferment of the most recent and highest degree will apply for the purposes of salary advancement.
- Professional Development Credits (PDCs) will not count as education credits toward your initial base salary or for salary advancement unless there is a university academic transcript showing graduate-level credit attained (non-relicensure credit) from an accredited institution. **Please note:** There are occasions when even though an employee provides a transcript from an accredited college/university, the coursework taken is professional development and not academic (credit hours). **In these circumstances, if it is clearly professional development coursework, the credits will not count toward salary advancement for the 2024-2025 school year.**
- Although Master's programs may have a varying number of credit hours as offered by their specific university, Master's degree attainment will be accounted for in the same manner = Master's Degree + 0.
- In instances of dual Master's Degree attainment, additional credit recognition will only be made if the two degrees were conferred at separate times. Example: Master's Degree 1 conferred in May 2018 and Master's Degree 2 conferred in December 2021. Placement lane will reflect Master's plus the credit count from the second Master's Degree program, for credits earned after the semester of completion of the first Master's Degree. **Note: Dual degrees with the same conferment date will reflect a single degree and no further credits.**
- Active/practicing School Psychologists with an equivalent specialist degree will be noted as equal to an EdS/PhD.

Salary Setting Examples

Example 1

A teacher hired into a position designated as Hard-to-Hire has five (5) years of relevant work experience and a Master's Degree plus an additional 25 credit hours. The teacher's base salary will be calculated as follows:

Position Classification/Salary Schedule: Hard-to-Hire
+
Experience Credit: Placement will be at step 6. (5 steps awarded)
+
Education Credit/Lane Placement: Placement will be in the MA +15 lane.
=
Initial Salary Placement: \$70,545 (MA 15, Step 6).

Example 2

A recent college graduate hired into a General teaching position with no relevant work experience and a Bachelor's Degree. The teacher's base salary will be calculated as follows:

Position Classification//Salary Schedule: General
+
Experience Credit: No additional work experience.
+
Education Credit/Lane Placement: No additional credits. Placement will be in the BA lane.
=
Initial Salary Placement: \$51,400 (BA, Step 1)

Example 3

A teacher hired into a position designated as Specialist/Extremely Hard-to-Hire, has 10 years of relevant work experience and a Master's Degree, plus an additional 75 credit hours. The base salary will be calculated as follows:

Position Classification/Salary Schedule: Specialist/Extremely Hard-to-Hire
+
Experience Credit: Placement will be at step 8. (7 steps awarded)
+
Education Credit/Lane Placement: Placement will be in the MA +60 lane.
=
Initial Salary Placement: \$80,938 (MA 60, Step 8)

How will my salary increase at DCSD?

Your Base Salary Can Increase in the Following Ways:

Horizontal Education Advancement

A horizontal education advancement increase can be earned by achieving higher levels of education levels as follows:

- Bachelor's Degree + 15 credit hours
- Bachelor's Degree + 30 credit hours
- Master's Degree
- Master's Degree + 15 credit hours
- Master's Degree + 30 credit hours
- Master's Degree + 45 credit hours
- Master's Degree + 60 credit hours
- Doctorate/EdS Degree

See the 'Parameters for the Recognition of Education Degrees and Credits' as noted in the prior section. The same requirements will apply in the lane advancement process.

Current licensed employees who have completed enough additional graduate-level college/university credits or completed a new graduate degree program will have the opportunity to submit a request for horizontal lane advancement throughout the 2024-2025 school year.

[HLA Workday Instructions](#)

Annual Step Increase

Based on available funding and budgetary approval, licensed employees may be eligible to advance a step on their compensation schedule with each additional year of service.

Please note: Each lane on the licensed salary schedule holds a maximum number of steps (years) attainable. Individuals who have reached the maximum available step in their lane will remain on that step at the assigned salary of that cell.

Annual Salary Increase

Based on available funding and budgetary approval, annual salary increases may be earned each year. Increases are typically applied to the licensed salary schedule as a percentage increase. Approved annual increases will be assigned at the beginning of each school year for a July 1 or August 1 effective date, based on your position's pay rate type. Licensed employees will be notified annually of their cell placement, licensed employment contract and any applicable increases via Workday, prior to the end of each school year.

Please Note: Individuals identified as having salaries over their designated cell on the licensed salary schedule at the time increases are applied will not be eligible for a base salary increase.

Additional Information for Licensed Employees

Position Changes

Licensed employees who voluntarily apply for transfer into a different licensed position within the district need to be aware of the classification of the new position. Salary placement will always be determined by the new position classification and corresponding salary schedule. This could mean a decrease or increase to their current salary.

Example: A psychologist (Specialist/Extremely Hard-to-Hire position classification) with a MA+60 and 5 years of experience in 2023-2024 decided to move into a 3rd grade Elementary teaching position (General position classification) for 2024-2025. Their current placement on the Specialist/Extremely Hard-to-Hire schedule would be MA+60, step 6. While the years of service (5) and educational attainment (MA+60) would be the same, the two schedules are not and the salary of the individual would be less once the transfer is completed. Their placement on either schedule would be MA +60 Step -6. On the Specialist/Extremely Hard-to-Hire schedule their salary would be \$84,997.00 and their salary on the General schedule would be \$70,997.56.

Note: For employees who involuntarily change positions after the start of the school year (which would shift them to another schedule), the designated salary remains the same (i.e., no reduction of salary from shifting schedules) through the remainder of the school year. In the following year, they will be moved to their current position's assigned schedule.

Split Position Classifications

Licensed employees working in a split position (i.e. two or more partial FTE assignments) will have multiple jobs in Workday that will each have a position classification. Salary for these assignments will be determined by the position classification and FTE for each job.

Example: A teacher with 10 years' experience and an MA has a 0.5 FTE assignment as a secondary math teacher (Hard-to-Hire position classification) and a 0.5 FTE assignment as an English teacher (General position classification). Their education attainment and years of experience will be the same for both positions but the salary for each will be different. Their placement on the Hard-to-Hire schedule would be MA step 11 (\$76,363.00). Their placement on the General schedule would also be MA step 11 (\$70,331.19). Their salary would be based on the percentage of each FTE on each salary schedule cell placement, combined.

What additional incentives can I earn?

Tuition Reimbursement

Tuition reimbursement is subject to the availability of funding. We encourage employees to apply as early as possible each school year, as this funding is available on a first-come, first-served basis. The window for the new school year opens on July 1, 2024. Specific details regarding this process will be posted on the Compensation Page when finalized. Please note that for licensed employees, while professional development credits may be submitted for tuition assistance, they will not be recognized for Horizontal Advancement purposes on licensed schedules at this time.

Reimbursement for satisfactory completion of approved coursework is as follows.

- Up to \$2,000 per year
- \$6,000 lifetime

Additional Pay- Schedules A&B

Employees may receive additional pay when they work additional duties that are outside of their regular responsibilities or job description.

Questions

Licensed employees who have questions about compensation should first speak with their direct supervisor. If you still need Human Resources support, please email us at compensation@dcsdk12.org.

Last updated: April 1, 2024

Nondiscrimination Notice

In compliance with Titles VI & VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act of 2008, and Colorado law, the Douglas County School District RE-1 does not unlawfully discriminate against otherwise qualified students, employees, applicants for employment, or members of the public on the basis of disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry, or need for special education services. Discrimination against employees and applicants for employment based on age, genetic information, and conditions related to pregnancy or childbirth is also prohibited in accordance with state and/or federal law. Complaint procedures have been established for students, parents, employees, and members of the public. The School District's Compliance Officer and Title IX Coordinator to address complaints alleging sexual harassment under Title IX is Aaron Henderson, 620 Wilcox Street, Castle Rock, Colorado, complianceofficer@dcsdk12.org, 720-433-1083.

Outside Agencies

Complaints regarding violations of Title VI, (race, national origin), Title IX (sex, gender), Section 504/ADA (handicap or disability), may be filed directly with the Office for Civil Rights, U.S. Department of Education, 1244 North Speer Blvd., Suite 310, Denver, CO 80204. Complaints regarding violations of Title VII (employment) and the ADEA (prohibiting age discrimination in employment) may be filed directly with the Federal Office of Equal Employment Opportunity Commission, 303 E. 17th Ave., Suite 510, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, CO 80202.

NONDISCRIMINATION COMPLIANCE OFFICER AND TITLE IX COORDINATOR

Aaron Henderson, Compliance Officer
620 Wilcox Street, Castle Rock, CO 80104
Email: complianceofficer@dcsdk12.org
Phone: 720-433-1083



Appendix A

2024-25 Licensed Position Classifications

Licensed position classifications are reviewed on an annual basis to determine if changes are needed. Position classifications are primarily based on the availability of candidates by examining local, state and national candidate pools as well as college preparation program data. Certain position classifications may be a result of special skills and experience needed and are not necessarily based solely on candidate availability. Positions not listed as Hard-to-Hire or Specialist/Extremely Hard-to-Hire are placed on the General Salary Schedule.



Hard-to-Hire

- Adaptive Physical Education
- All Career and Technical Education (CTE) Positions
- American Sign Language (ASL)
- Coordinator - International Baccalaureate
- Counselor
- Dean
- ESL/ELL
- Foreign Languages
- Gifted & Talented
- Home Service
- IEP & Assessment Specialist
- International Baccalaureate (IB)
- Intervention Specialist - Math - Secondary
- Intervention Specialist - SEL, Behavior
- Literacy Specialist - District
- Math - Secondary
- Orientation & Mobility Specialist
- Professional Learning Specialist (PLS)
- Science - Secondary
- SPED Mild-Moderate Needs

Specialist/Extremely Hard-to-Hire

- Assistive Technology
- Audiologist
- Autism Specialist
- Behavior Specialist
- Deaf and Hard of Hearing (DHH)
- Early Childhood Special Education (ECSE)
- Nurse
- Occupational Therapist
- Physical Therapist
- Psychologist
- Social Worker
- SPED - Autism
- SPED - Severe or Affective Needs
- Speech Language Pathologist
- Student Support Program
- Visual Impairment

2024-25 DCSD Licensed General Compensation Schedule

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 51,400.00	\$ 52,942.00	\$ 54,530.26	\$ 56,438.82	\$ 58,131.98	\$ 59,875.94	\$ 61,672.22	\$ 63,522.39	\$ 66,063.28
2	\$ 52,685.00	\$ 54,265.55	\$ 55,893.52	\$ 57,708.69	\$ 59,439.95	\$ 61,223.15	\$ 63,059.85	\$ 64,951.64	\$ 67,549.71
3	\$ 54,002.13	\$ 55,622.19	\$ 57,290.85	\$ 59,007.14	\$ 60,777.35	\$ 62,600.67	\$ 64,478.69	\$ 66,413.05	\$ 69,069.58
4	\$ 55,352.18	\$ 57,012.74	\$ 58,723.13	\$ 60,334.80	\$ 62,144.84	\$ 64,009.19	\$ 65,929.46	\$ 67,907.35	\$ 70,623.64
5	\$ 56,735.98	\$ 58,438.06	\$ 60,191.20	\$ 61,692.33	\$ 63,543.10	\$ 65,449.39	\$ 67,412.88	\$ 69,435.26	\$ 72,212.67
6	\$ 58,154.38	\$ 59,899.01	\$ 61,695.98	\$ 63,080.41	\$ 64,972.82	\$ 66,922.01	\$ 68,929.67	\$ 70,997.56	\$ 73,837.46
7	\$ 59,462.86	\$ 61,246.74	\$ 63,084.14	\$ 64,499.72	\$ 66,272.28	\$ 68,260.45	\$ 70,308.26	\$ 72,417.51	\$ 75,314.21
8	\$ 60,800.77	\$ 62,624.79	\$ 64,503.54	\$ 65,950.96	\$ 67,597.72	\$ 69,625.66	\$ 71,714.42	\$ 73,865.86	\$ 76,820.49
9	\$ 62,168.79	\$ 64,033.85	\$ 65,954.87	\$ 67,434.86	\$ 68,949.68	\$ 71,018.17	\$ 73,148.71	\$ 75,343.17	\$ 78,356.90
10	\$ 63,567.59	\$ 65,474.61	\$ 67,438.85	\$ 68,952.14	\$ 70,328.67	\$ 72,438.53	\$ 74,611.69	\$ 76,850.04	\$ 79,924.04
11	\$ 64,997.86	\$ 66,947.79	\$ 68,956.23	\$ 70,331.19	\$ 71,735.24	\$ 73,887.30	\$ 76,103.92	\$ 78,387.04	\$ 81,522.52
12	\$ 66,460.31	\$ 68,454.12	\$ 70,507.74	\$ 71,737.81	\$ 73,169.95	\$ 75,365.05	\$ 77,626.00	\$ 79,954.78	\$ 83,152.97
13	\$ 67,789.51	\$ 69,823.20	\$ 71,917.89	\$ 73,172.57	\$ 74,633.35	\$ 76,872.35	\$ 79,178.52	\$ 81,553.88	\$ 84,816.03
14	\$ 69,145.30	\$ 71,219.66	\$ 73,356.25	\$ 74,636.02	\$ 76,126.02	\$ 78,409.80	\$ 80,762.09	\$ 83,184.95	\$ 86,512.35
15	\$ 70,528.21	\$ 72,644.06	\$ 74,823.38	\$ 76,128.74	\$ 77,648.54	\$ 79,977.99	\$ 82,377.33	\$ 84,848.65	\$ 88,242.60
16	\$ 71,938.77	\$ 74,096.94	\$ 76,319.85	\$ 77,651.31	\$ 79,201.51	\$ 81,577.55	\$ 84,024.88	\$ 86,545.62	\$ 90,007.45
17	\$ 73,377.55	\$ 75,578.88	\$ 77,846.24	\$ 79,204.34	\$ 80,785.54	\$ 83,209.10	\$ 85,705.38	\$ 88,276.54	\$ 91,807.60
18		\$ 77,090.45	\$ 79,403.17	\$ 80,788.43	\$ 82,401.25	\$ 84,873.29	\$ 87,419.48	\$ 90,042.07	\$ 93,643.75
19			\$ 80,991.23	\$ 82,404.19	\$ 84,049.27	\$ 86,570.75	\$ 89,167.87	\$ 91,842.91	\$ 95,516.63
20				\$ 84,052.28	\$ 85,730.26	\$ 88,302.17	\$ 90,951.23	\$ 93,679.77	\$ 97,426.96
21					\$ 87,445.00	\$ 90,068.21	\$ 92,770.26	\$ 95,553.36	\$ 99,375.50
22						\$ 91,869.57	\$ 94,625.66	\$ 97,464.43	\$ 101,363.01
23							\$ 96,518.17	\$ 99,413.72	\$ 103,390.27
24								\$ 101,401.99	\$ 105,458.07
25									\$ 107,567.23
26									
27									
28									

Effective 7-1-2024



2024-25 DCSD Licensed Hard-to-Hire Compensation Schedule

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 55,808	\$ 57,482	\$ 59,207	\$ 61,279	\$ 63,117	\$ 65,011	\$ 66,961	\$ 68,970	71,729
2	\$ 57,203	\$ 58,919	\$ 60,687	\$ 62,658	\$ 64,537	\$ 66,474	\$ 68,468	\$ 70,522	73,343
3	\$ 58,633	\$ 60,392	\$ 62,204	\$ 64,068	\$ 65,990	\$ 67,969	\$ 70,008	\$ 72,109	74,993
4	\$ 60,099	\$ 61,902	\$ 63,759	\$ 65,509	\$ 67,474	\$ 69,499	\$ 71,583	\$ 73,731	76,680
5	\$ 61,602	\$ 63,450	\$ 65,353	\$ 66,983	\$ 68,992	\$ 71,062	\$ 73,194	\$ 75,390	78,406
6	\$ 63,142	\$ 65,036	\$ 66,987	\$ 68,490	\$ 70,545	\$ 72,661	\$ 74,841	\$ 77,086	80,170
7	\$ 64,562	\$ 66,499	\$ 68,494	\$ 70,031	\$ 72,132	\$ 74,296	\$ 76,525	\$ 78,821	81,973
8	\$ 66,015	\$ 67,995	\$ 70,035	\$ 71,607	\$ 73,755	\$ 75,968	\$ 78,247	\$ 80,594	83,818
9	\$ 67,500	\$ 69,525	\$ 71,611	\$ 73,218	\$ 75,415	\$ 77,677	\$ 80,007	\$ 82,407	85,704
10	\$ 69,019	\$ 71,090	\$ 73,222	\$ 74,865	\$ 77,111	\$ 79,425	\$ 81,807	\$ 84,262	87,632
11	\$ 70,572	\$ 72,689	\$ 74,870	\$ 76,363	\$ 78,654	\$ 81,013	\$ 83,444	\$ 85,947	89,385
12	\$ 72,160	\$ 74,325	\$ 76,554	\$ 77,890	\$ 80,227	\$ 82,633	\$ 85,112	\$ 87,666	91,172
13	\$ 73,603	\$ 75,811	\$ 78,085	\$ 79,448	\$ 81,831	\$ 84,286	\$ 86,815	\$ 89,419	92,996
14	\$ 75,075	\$ 77,327	\$ 79,647	\$ 81,037	\$ 83,468	\$ 85,972	\$ 88,551	\$ 91,208	94,856
15	\$ 76,577	\$ 78,874	\$ 81,240	\$ 82,657	\$ 85,137	\$ 87,691	\$ 90,322	\$ 93,032	96,753
16	\$ 78,108	\$ 80,451	\$ 82,865	\$ 84,311	\$ 86,840	\$ 89,445	\$ 92,128	\$ 94,892	98,688
17	\$ 79,670	\$ 82,060	\$ 84,522	\$ 85,997	\$ 88,577	\$ 91,234	\$ 93,971	\$ 96,790	100,662
18		\$ 83,702	\$ 86,213	\$ 87,717	\$ 90,348	\$ 93,059	\$ 95,850	\$ 98,726	102,675
19			\$ 87,937	\$ 89,471	\$ 92,155	\$ 94,920	\$ 97,767	\$ 100,700	104,729
20				\$ 91,260	\$ 93,998	\$ 96,818	\$ 99,723	\$ 102,714	106,823
21					\$ 95,878	\$ 98,755	\$ 101,717	\$ 104,769	108,960
22						\$ 100,730	\$ 103,752	\$ 106,864	111,139
23							\$ 105,827	\$ 109,001	113,361
24								\$ 111,181	115,629
25									116,582
26									
27									

Effective 7-1-2024

Positions with a work calendar greater than 185 are compensated \$245.00 per day paid as an allowance. Deans- 20 days (\$4900 annually) paid \$408.33 monthly, Counselors- 5 days (\$1225 annually) paid \$103.00 monthly, PLS- 15 days (\$3675 annually) paid \$306.25 monthly.



2024-25 DCSD Licensed Specialist Compensation Schedule

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1 \$	61,535 \$	63,381 \$	65,283 \$	67,568 \$	69,595 \$	71,682 \$	73,833 \$	76,048 \$	79,090
2 \$	63,074 \$	64,966 \$	66,915 \$	69,088 \$	71,161 \$	73,295 \$	75,494 \$	77,759 \$	80,869
3 \$	64,650 \$	66,590 \$	68,588 \$	70,642 \$	72,762 \$	74,944 \$	77,193 \$	79,509 \$	82,689
4 \$	66,267 \$	68,255 \$	70,302 \$	72,232 \$	74,399 \$	76,631 \$	78,930 \$	81,298 \$	84,549
5 \$	67,923 \$	69,961 \$	72,060 \$	73,857 \$	76,073 \$	78,355 \$	80,706 \$	83,127 \$	86,452
6 \$	69,621 \$	71,710 \$	73,861 \$	75,519 \$	77,784 \$	80,118 \$	82,521 \$	84,997 \$	88,397
7 \$	71,188 \$	73,324 \$	75,523 \$	77,218 \$	79,535 \$	81,921 \$	84,378 \$	86,910 \$	90,386
8 \$	72,790 \$	74,973 \$	77,223 \$	78,955 \$	81,324 \$	83,764 \$	86,277 \$	88,865 \$	92,420
9 \$	74,427 \$	76,660 \$	78,960 \$	80,732 \$	83,154 \$	85,648 \$	88,218 \$	90,864 \$	94,499
10 \$	76,102 \$	78,385 \$	80,737 \$	82,548 \$	85,025 \$	87,576 \$	90,203 \$	92,909 \$	96,625
11 \$	77,814 \$	80,149 \$	82,553 \$	84,199 \$	86,725 \$	89,327 \$	92,007 \$	94,767 \$	98,558
12 \$	79,565 \$	81,952 \$	84,411 \$	85,883 \$	88,460 \$	91,114 \$	93,847 \$	96,662 \$	100,529
13 \$	81,156 \$	83,591 \$	86,099 \$	87,601 \$	90,229 \$	92,936 \$	95,724 \$	98,596 \$	102,540
14 \$	82,780 \$	85,263 \$	87,821 \$	89,353 \$	92,034 \$	94,795 \$	97,638 \$	100,568 \$	104,590
15 \$	84,435 \$	86,968 \$	89,577 \$	91,140 \$	93,874 \$	96,690 \$	99,591 \$	102,579 \$	106,682
16 \$	86,124 \$	88,708 \$	91,369 \$	92,963 \$	95,752 \$	98,624 \$	101,583 \$	104,631 \$	108,816
17 \$	87,846 \$	90,482 \$	93,196 \$	94,822 \$	97,667 \$	100,597 \$	103,615 \$	106,723 \$	110,992
18 \$		92,291 \$	95,060 \$	96,719 \$	99,620 \$	102,609 \$	105,687 \$	108,858 \$	113,212
19 \$			96,961 \$	98,653 \$	101,613 \$	104,661 \$	107,801 \$	111,035 \$	115,476
20 \$				100,626 \$	103,645 \$	106,754 \$	109,957 \$	113,255 \$	117,786
21 \$					105,718 \$	108,889 \$	112,156 \$	115,521 \$	120,141
22 \$						111,067 \$	114,399 \$	117,831 \$	122,544
23 \$							116,687 \$	120,188 \$	124,995
24 \$								121,180 \$	127,495
25 \$									128,547
26									
27									

Effective 7-1-2024

