YOSEMITE COMMUNITY COLLEGE DISTRICT 2023/2024 MANAGEMENT SALARY SCHEDULE Effective July 1, 2023

Position Title	<u>Range</u>
Accountant/Budget Analyst - 2022	29
Accounts Payable Manager - 2022	25
Agricultural Operations Manager - MJC - 2022	29
Assistant Athletic Director - 2023	36
Assistant Director - Child Development and Training Consortium - 2023	32
Assistant Director Of Human Resources - 2022	34
Associate Dean Of Special Funded Programs	41
Associate Dean Of Special Programs - 2022	41
Associate Dean Of Student Services - MJC	41
Athletic Director	45
Auxiliary Services Manager - 2022	32
Business And Accounts Manager - 2022	34
Campus Facilities and Transportation Manager - 2022	33
Campus Facilities Manager - 2022	31
Campus Safety Manager - 2022	31
Child Development Training Consortium Project Manager - MJC	23
Contracts Manager - Community Lifelong Learning & Workforce Development - 2023	28
Controller	46
Custodial Services Manager - 2024	23
Dean of Instruction - School Of Agriculture, Modesto Junior College - 2023	45
Dean of Instruction - School Of Art Performance And The Humanities, Modesto Junior College - 2022	45
Dean of Instruction - School Of Behavioral And Social Sciences, Modesto Junior College - 2023	45
Dean of Instruction - School Of Business and Computing, Industry and Trades, and Public Safety, MJC - 2023	45
Dean of Instruction - School Of Health Professions, Modesto Junior College - 2023	45
Dean of Instruction - School Of Kinesiology, Public Health and Athletics, Modesto Junior College - 2023	45
Dean of Instruction - School Of Language Arts and Education, Modesto Junior College - 2023	45
Dean of Instruction - School Of Science, Engineering and Mathematics, Modesto Junior College - 2023	45
Dean Of Advancement And Executive Director Of The MJC Foundation	45
Dean Of Arts Sciences And Human Performance - CC	45
Dean Of Career Technical Education - CC	45
Dean Of Career Technical Education And Economic Development - CC	45
Dean Of Counseling - MJC	45
Dean Of Enrollment Services - MJC	45
Dean Of Instruction And Student Learning	45
Dean Of Instructional Services - MJC	45
Dean Of Library And Information Technology - MJC	45
Dean Of Planning Research Innovation And Institutional Effectiveness - MJC	45
Dean Of Special Programs - MJC	45
Dean Of Student Services - CC	45
Dean Of Student Services - MJC	45
Director Of Accounting Grants and Compliance	36
Director Of Admissions and Records - MJC	36
Director Of Admissions and Records and Veteran's Benefits, CC - 2022	36
Director of Basic Needs Initiatives - 2024	34
Director Of Agricultural Education And Technical Preparation	35
Director Of California Community College Registry 2023	34
Director Of Campus Life & Student Learning - 2022	32
Director Of Campus Safety - YCCD	37

Position Title	<u>Range</u>
Director Of Career Program Planning, Columbia College - 2023	38
Director Of Career Program Planning, Modesto Junior College - 2023	38
Director of Career Services - MJC 2023	36
Director Of Center Of Excellence - MJC	38
Director Of Child Care Center - 2022	30
Director Of Child Development Training Consortium - MJC	36
Director Of College Research And Institutional Effectiveness - MJC 2023	36
Director Of College Research And Planning	34
Director Of Development - CC	38
Director Of District Public Safety	42
Director Of Dual Enrollment - Columbia College 2023	32
Virector Of Enterprise Services 2023	42
Virector Of Enterprise Services - Applications 2023	42
virector Of External Initiatives	36
irector Of Facilities Planning, Maintenance & Transportation 2023	38
irector Of Great Valley Museum - MJC 2023	35
irector Of Health Services - MJC	38
irector Of Human Resources - 2022	38
Virector of Information Security - 2024	42
Director Of Marketing And Public Relations - MJC 2023	35
Director Of Marketing And Public Relations - Columbia College 2022	32
virector Of Media Services 2023	38
virector Of MESA - 2023	34
irector Of Online Education	38
Director Of Outreach and Community Partnerships 2023	34
Director Of Pre-College Programs - MJC 2023	34
Director Of Regional Fire Training Center	35
virector Of RiseUp Center	34
Virector Of Risk Management Purchasing And Receiving	36
Director Of Student Access Retention And Support Services	36
Director Of Student Financial Services	36
Pirector Of Student Financial Services - CC	36
Virector Of Student Services - MJC	38
Virector Of The Library And Learning Center	36
irector Of Workforce Training And Development	35
Virector Technology Services - 2023	38
Vistrict Director Of Public Affairs	39
District Research And Planning Director	34
vistrict Title IX Coordinator - 2022	30
vents/Facilities & Duplicating Manager - 2022	29
acilities Plannning Analyst - 2023	26
iscal Services Supervisor - 2022	25
irant Writer - 2023	32
rants Office Manager - 2022	29
1arketing And Public Relations Officer	32
1ental Health And Wellness Services Coordinator - 2023	30
ayroll Manager	34
enior Accountant - 2022	32
enior Director Of College Administrative Services	46
enior Director Of Facilities Planning, Maintenance and Transporation	40
enior Director Of Human Resources - 2022	46

Position Title	Range
Senior Director Of Information Technology	46
Senior Human Resources Analyst - 2023	26

Confidential Placements:	
Position Title	<u>Range</u>
Executive Assistant	24
Executive Assistant, Office of the Chancellor	28
Executive Secretary	20
Executive Secretary, Office of the Chancellor	24
Foundation Assistant	17

YOSEMITE COMMUNITY COLLEGE DISTRICT

MANAGEMENT SALARY SCHEDULE

2023-2024 4%								
Effective July 1, 2023								
Range	Step A	Step B	Step C	Step D	Step E	Step F		
1	2,996.00	3,139.00	3,303.00	3,461.00	3,646.00	3,809.00		
With Doctorate	3,229.10	3,372.10	3,536.10	3,694.10	3,879.10	4,042.10		
2	3,087.00	3,236.00	3,404.00	3,571.00	3,752.00	3,922.00		
With Doctorate	3,320.10	3,469.10	3,637.10	3,804.10	3,985.10	4,155.10		
3	3,173.00	3,342.00	3,507.00	3,681.00	3,867.00	4,044.00		
With Doctorate	3,406.10	3,575.10	3,740.10	3,914.10	4,100.10	4,277.10		
4	3,280.00	3,439.00	3,614.00	3,795.00	3,987.00	4,170.00		
With Doctorate	3,513.10	3,672.10	3,847.10	4,028.10	4,220.10	4,403.10		
5	3,372.00	3,544.00	3,718.00	3,905.00	4,100.00	4,285.00		
With Doctorate	3,605.10	3,777.10	3,951.10	4,138.10	4,333.10	4,518.10		
6	3,471.00	3,654.00	3,835.00	4,028.00	4,225.00	4,416.00		
With Doctorate	3,704.10	3,887.10	4,068.10	4,261.10	4,458.10	4,649.10		
7	3,580.00	3,759.00	3,951.00	4,150.00	4,361.00	4,559.00		
With Doctorate	3,813.10	3,992.10	4,184.10	4,383.10	4,594.10	4,792.10		
8	3,693.00	3,875.00	4,074.00	4,266.00	4,480.00	4,682.00		
With Doctorate	3,926.10	4,108.10	4,307.10	4,499.10	4,713.10	4,915.10		
9	3,800.00	3,990.00	4,185.00	4,394.00	4,619.00	4,829.00		
With Doctorate	4,033.10	4,223.10	4,418.10	4,627.10	4,852.10	5,062.10		
10	3,917.00	4,113.00	4,316.00	4,532.00	4,763.00	4,978.00		
With Doctorate	4,150.10	4,346.10	4,549.10	4,765.10	4,996.10	5,211.10		
11	4,028.00	4,225.00	4,446.00	4,667.00	4,895.00	5,116.00		
With Doctorate	4,261.10	4,458.10	4,679.10	4,900.10	5,128.10	5,349.10		
12	4,150.00	4,361.00	4,577.00	4,800.00	5,046.00	5,274.00		
With Doctorate	4,383.10	4,594.10	4,810.10	5,033.10	5,279.10	5,507.10		
13	4,281.00	4,491.00	4,714.00	4,950.00	5,192.00	5,428.00		
With Doctorate	4,514.10	4,724.10	4,947.10	5,183.10	5,425.10	5,661.10		
14	4,402.00	4,622.00	4,849.00	5,095.00	5,351.00	5,591.00		
With Doctorate	4,635.10	4,855.10	5,082.10	5,328.10	5,584.10	5,824.10		
15	4,532.00	4,763.00	5,003.00	5,247.00	5,517.00	5,765.00		
With Doctorate	4,765.10	4,996.10	5,236.10	5,480.10	5,750.10	5,998.10		
16	4,669.00	4,904.00	5,148.00	5,404.00	5,675.00	5,932.00		
With Doctorate	4,902.10	5,137.10	5,381.10	5,637.10	5,908.10	6,165.10		
17	4,804.00	5,050.00	5,307.00	5,567.00	5,852.00	6,117.00		
With Doctorate	5,037.10	5,283.10	5,540.10	5,800.10	6,085.10	6,350.10		
18	4,957.00	5,204.00	5,464.00	5,732.00	6,029.00	6,302.00		
With Doctorate	5,190.10	5,437.10	5,697.10	5,965.10	6,262.10	6,535.10		
19	5,099.00	5,358.00	5,619.00	5,903.00	6,201.00	6,483.00		
With Doctorate	5,332.10	5,591.10	5,852.10	6,136.10	6,434.10	6,716.10		
20	5,249.00	5,529.00	5,801.00	6,089.00	6,384.00	6,675.00		
With Doctorate	5,482.10	5,762.10	6,034.10	6,322.10	6,617.10	6,908.10		
21	5,419.00	5,690.00	5,970.00	6,276.00	6,587.00	6,887.00		
With Doctorate	5,652.10	5,923.10	6,203.10	6,509.10	6,820.10	7,120.10		
22	5,585.00	5,859.00	6,156.00	6,460.00	6,779.00	7,085.00		
With Doctorate	5,818.10	6,092.10	6,389.10	6,693.10	7,012.10	7,318.10		
23	5,751.00	6,032.00	6,342.00	6,650.00	6,984.00	7,299.00		
With Doctorate	5,984.10	6,265.10	6,575.10	6,883.10	7,217.10	7,532.10		
	,	,	,		,			

24 5,918.00 6,216.00 6,526.00 6,848.00 7,153.00 7,520.00 With Doctorate 6,153.00 6,407.00 6,725.00 7,081.10 7,426.10 7,753.10 25 6,103.00 6,640.10 6,958.10 7,295.10 7,641.00 7,988.00 With Doctorate 6,522.10 6,833.10 7,161.01 7,753.10 8,221.10 27 6,466.00 6,784.00 7,783.10 7,718.10 8,099.10 8,466.10 28 6,674.00 6,725.10 7,763.00 7,718.10 8,099.10 8,466.10 29 6,863.00 7,193.00 7,563.10 7,941.00 8,333.10 8,699.10 29 6,863.00 7,193.00 7,653.00 7,941.00 8,333.10 8,699.10 30 7,070.00 7,420.00 7,783.00 8,174.10 8,573.10 8,252.00 With Doctorate 7,590.01 7,874.00 8,262.00 8,477.00 8,262.00 8,477.00 8,262.00 31 7,276.00	Range	Step A	Step B	Step C	Step D	Step E	Step F
25 6,103.00 6,407.00 6,725.00 7,062.00 7,464.00 7,782.00 With Doctorate 6,326.10 6,640.00 6,933.00 7,273.00 7,649.10 7,985.10 26 6,289.00 6,660.00 6,933.00 7,273.00 7,640.10 7,985.10 27 6,466.00 6,748.00 7,728.00 7,746.10 8,223.00 28 6,674.00 6,929.00 7,361.10 7,716.10 8,100.00 8,466.10 29 6,863.00 7,193.00 7,941.00 8,333.10 8,699.10 29 6,863.00 7,420.00 7,796.10 8,174.10 8,373.10 8,252.00 With Doctorate 7,070.00 7,420.00 7,781.00 8,174.10 8,451.00 9,223.00 930 7,070.00 7,478.00 8,274.00 8,466.00 9,123.00 9,537.00 31 7,276.00 7,878.00 8,274.00 8,660.00 9,425.10 9,471.01 32 7,506.10 7,878.10 8,773.00 9,			-		-	-	
Writh Doctorate 6,338.10 6,640.10 6,958.10 7,295.10 7,640.00 7,988.10 26 6,289.00 6,600.00 6,933.00 7,273.00 7,640.00 7,988.10 27 6,468.00 6,784.00 7,128.00 7,485.00 7,865.10 8,223.00 With Doctorate 6,707.10 7,717.10 7,758.10 7,949.10 8,333.10 8,465.00 28 6,674.00 6,992.00 7,550.00 7,718.00 8,333.10 8,699.10 29 6,663.00 7,199.00 7,765.10 7,174.10 8,737.10 8,99.10 30 7,070.00 7,420.00 7,766.10 8,148.10 8,231.00 9,213.10 31 7,276.00 7,645.00 8,026.00 8,427.00 8,851.00 9,252.00 With Doctorate 7,509.10 7,878.10 8,224.00 8,686.00 9,123.00 9,637.00 32 7,506.00 7,878.10 8,250.10 9,646.01 9,064.00 9,366.01 9,771.10 33	With Doctorate	6,151.10	6,449.10	6,759.10	7,081.10	7,426.10	7,753.10
26 6,289,00 6,600,00 6,933,00 7,273,00 7,640,00 7,983,10 27 6,668,00 6,784,00 7,128,00 7,783,10 8,221,10 28 6,674,00 6,784,00 7,718,10 8,999,10 8,456,10 28 6,674,00 6,920,00 7,351,10 7,718,10 8,100,00 8,466,00 29 6,663,00 7,199,00 7,553,00 7,941,00 8,333,10 8,699,10 29 6,663,00 7,199,00 7,553,00 7,941,00 8,174,10 8,573,10 8,950,00 30 7,070,00 7,420,00 7,793,00 8,185,00 8,980,00 8,980,00 31 7,276,00 7,645,00 8,026,10 8,418,10 8,823,10 9,252,00 With Doctorate 7,309,10 7,878,10 8,274,00 8,686,00 9,123,00 9,370,00 32 7,506,00 7,879,00 8,274,00 8,686,00 9,123,00 9,370,00 33 7,727,00 8,120,00 8,526,00			6,407.00	6,725.00	7,062.00	7,416.00	7,752.00
With Doctorate 6,522.10 6,833.10 7,166.10 7,066.10 7,866.00 8,221.10 27 6,468.00 6,784.00 7,128.00 7,485.00 7,866.00 8,223.00 28 6,674.00 6,992.00 7,350.00 7,718.00 8,099.10 8,466.10 28 6,674.00 6,992.00 7,553.00 7,718.00 8,333.10 8,699.10 29 6,863.00 7,199.00 7,563.00 7,944.10 8,333.10 8,593.10 30 7,070.00 7,420.00 7,796.10 8,174.10 8,573.10 8,953.10 31 7,276.00 7,645.00 8,026.10 8,418.10 8,283.10 9,213.10 32 7,506.00 7,878.10 8,259.10 8,686.00 9,123.00 9,537.00 With Doctorate 7,391.10 8,112.10 8,507.10 8,686.00 9,423.00 9,527.00 With Doctorate 7,961.00 8,526.00 8,446.00 9,396.00 9,627.00 33 7,727.00 8,122.00	With Doctorate	6,336.10	6,640.10	6,958.10	7,295.10	7,649.10	7,985.10
27 6,468.00 6,784.00 7,181.00 7,465.00 8,223.00 With Doctorate 6,701.10 7,361.10 7,718.10 8,099.10 8,456.10 28 6,674.00 6,992.00 7,350.00 7,718.10 8,100.00 8,466.00 29 6,863.00 7,199.00 7,766.00 8,174.10 8,333.10 8,993.10 30 7,070.00 7,420.00 7,796.10 8,174.10 8,573.10 8,953.10 31 7,276.00 7,645.00 8,026.10 8,418.10 8,823.10 9,213.10 31 7,276.00 7,645.00 8,269.00 8,427.00 8,686.00 9,123.00 9,537.00 With Doctorate 7,506.00 7,879.00 8,274.00 8,686.00 9,123.00 9,537.00 33 7,727.0 8,112.10 8,507.10 8,919.10 9,356.10 9,770.10 33 7,727.0 8,120.00 8,526.00 8,946.00 9,396.00 9,821.00 With Doctorate 7,960.10 8,353.10	26	6,289.00	6,600.00	6,933.00	7,273.00	7,640.00	7,988.00
With Doctorate 6,701.10 7,017.10 7,361.10 7,718.10 8,099.10 8,466.00 28 6,674.00 6,992.00 7,350.00 7,716.00 8,100.00 8,466.00 29 6,863.00 7,125.10 7,583.10 7,941.00 8,333.10 8,699.10 30 7,070.00 7,420.00 7,796.10 8,174.10 8,573.10 8,053.10 30 7,070.00 7,420.00 7,796.00 8,185.00 8,590.00 8,986.00 With Doctorate 7,303.10 7,653.10 8,026.00 8,427.00 8,861.00 9,223.00 With Doctorate 7,509.10 7,878.10 8,259.10 8,660.0 9,024.10 9,356.10 32 7,506.00 7,878.10 8,579.10 8,946.00 9,396.00 9,821.00 33 7,727.00 8,120.00 8,579.10 9,179.10 9,629.10 10,054.10 34 7,961.00 8,355.00 8,773.00 9,217.00 9,680.00 10,119.00 With Doctorate 8,19	With Doctorate	6,522.10	6,833.10	7,166.10	7,506.10	7,873.10	8,221.10
28 6,674,00 6,992,00 7,363,00 7,716,00 8,100,00 8,466,00 With Doctorate 6,863,00 7,199,00 7,563,00 7,949,10 8,333,10 8,699,10 30 7,070,00 7,422,10 7,768,10 8,174,10 8,573,10 8,953,10 30 7,070,00 7,422,00 7,793,00 8,185,00 8,590,00 8,980,00 With Doctorate 7,303,10 7,653,10 8,026,10 8,411,0 6,822,10 9,213,10 31 7,276,00 7,645,00 8,026,00 8,427,00 8,666,00 9,123,00 9,537,00 With Doctorate 7,590,10 7,879,00 8,274,00 8,666,00 9,396,00 9,821,00 33 7,727,00 8,120,00 8,523,10 8,917,00 9,326,10 9,770,10 34 7,961,00 8,353,10 8,759,10 9,179,10 9,629,10 10,054,10 35 8,193,00 8,616,00 9,041,00 9,493,00 9,967,00 10,419,00 With Docto	27	6,468.00	6,784.00	7,128.00	7,485.00	7,866.00	8,223.00
With Doctorate 6,907.10 7,225.10 7,583.10 7,949.10 8,333.10 8,699.10 29 6,863.00 7,199.00 7,563.00 7,941.00 8,340.00 8,720.00 30 7,070.00 7,420.00 7,793.00 8,175.10 8,953.10 30 7,070.00 7,420.00 7,793.00 8,185.00 8,590.00 8,980.00 31 7,276.00 7,645.00 8,026.10 8,418.10 8,823.10 9,253.70 With Doctorate 7,509.10 7,878.10 8,259.10 8,660.10 9,084.10 9,455.70 32 7,506.00 7,879.00 8,274.00 8,866.00 9,123.00 9,537.00 9,133 7,727.00 8,120.00 8,262.00 8,946.00 9,396.00 9,821.00 10th Doctorate 7,961.00 8,355.00 8,773.00 9,217.00 9,680.00 10,119.00 10th Doctorate 8,194.10 8,585.00 9,041.00 9,450.10 9,913.10 10,525.00 10th Doctorate 8,194.10	With Doctorate	6,701.10	7,017.10	7,361.10	7,718.10	8,099.10	8,456.10
29 6,863.00 7,199.00 7,563.00 7,941.00 8,340.00 8,720.00 With Doctorate 7,096.10 7,432.10 7,796.10 8,174.10 8,573.10 8,953.10 30 7,070.00 7,420.00 7,793.00 8,185.00 8,580.00 8,980.00 With Doctorate 7,303.10 7,653.10 8,026.10 8,418.10 8,823.10 9,252.00 With Doctorate 7,739.00 7,787.00 8,274.00 8,666.10 9,084.10 9,485.10 32 7,506.00 7,679.00 8,274.00 8,666.00 9,396.00 9,537.00 With Doctorate 7,791.0 8,122.00 8,562.00 8,946.00 9,396.00 9,821.00 33 7,727.00 8,355.00 8,773.00 9,275.00 10,054.10 34 7,961.01 8,555.00 8,773.00 9,680.00 10,119.00 With Doctorate 8,194.00 8,676.00 9,441.00 9,463.10 9,913.10 10,352.10 35 8,193.00 8,616.00	28	6,674.00	6,992.00	7,350.00	7,716.00	8,100.00	8,466.00
With Doctorate 7,096.10 7,432.10 7,796.10 8,174.10 8,573.10 8,953.10 30 7,070.00 7,420.00 7,793.00 8,185.00 8,590.00 8,980.00 With Doctorate 7,303.10 7,653.10 8,026.00 8,427.00 8,881.00 9,252.00 31 7,276.00 7,645.00 8,026.00 8,427.00 8,861.00 9,252.00 32 7,506.00 7,879.00 8,274.00 8,660.00 9,123.00 9,537.00 33 7,727.00 8,120.00 8,526.00 8,946.00 9,396.00 9,821.00 With Doctorate 7,961.00 8,353.10 8,773.00 9,217.00 9,680.00 10,119.00 33 7,727.00 8,150.00 9,473.00 9,460.01 0,452.10 0,054.10 34 7,961.00 8,353.10 8,773.00 9,217.00 9,680.00 10,149.00 35 8,193.00 8,616.00 9,473.00 9,967.00 10,445.00 With Doctorate 8,675.10 9,	With Doctorate	6,907.10	7,225.10	7,583.10	7,949.10	8,333.10	8,699.10
30 7,070.00 7,420.00 7,793.00 8,185.00 8,590.00 8,980.00 With Doctorate 7,303.10 7,653.10 8,026.10 8,418.10 8,823.10 9,213.10 31 7,276.00 7,645.00 8,226.00 8,427.00 8,851.00 9,252.00 With Doctorate 7,509.10 7,878.10 8,259.10 8,660.10 9,084.10 9,485.10 32 7,506.00 7,879.00 8,274.00 8,686.00 9,123.00 9,537.00 With Doctorate 7,791.0 8,112.10 8,507.10 8,919.10 9,356.10 9,777.010 33 7,727.00 8,122.00 8,526.00 8,946.00 9,382.100 10,054.10 34 7,961.00 8,355.01 8,759.10 9,177.00 9,680.00 10,119.00 With Doctorate 8,194.10 8,586.10 9,006.10 9,450.10 9,917.00 10,052.10 36 8,193.00 8,616.00 9,041.00 9,450.10 9,967.00 10,260.00 10,725.00	29	6,863.00	7,199.00	7,563.00	7,941.00	8,340.00	8,720.00
With Doctorate 7,303,10 7,653,10 8,026,00 8,418,10 8,823,10 9,213,10 31 7,276,00 7,645,00 8,026,00 8,427,00 8,851,00 9,252,00 With Doctorate 7,509,10 7,879,00 8,274,00 8,660,10 9,084,10 9,485,10 32 7,506,00 7,879,00 8,274,00 8,686,00 9,123,00 9,537,00 With Doctorate 7,739,10 8,112,10 8,507,10 8,919,10 9,356,10 9,770,10 33 7,727,00 8,120,00 8,526,00 8,946,00 9,986,00 10,054,10 34 7,961,00 8,353,10 8,759,10 9,179,10 9,629,10 10,054,10 35 8,193,00 8,616,00 9,041,00 9,493,00 9,967,00 10,419,00 With Doctorate 8,426,10 8,849,10 9,274,10 9,726,10 10,200,10 10,652,10 36 8,442,00 8,870,00 9,316,00 10,773,00 10,480,00 10,775,00 11,054,00	With Doctorate	7,096.10		7,796.10		8,573.10	8,953.10
31 7,276.00 7,645.00 8,026.00 8,427.00 8,851.00 9,252.00 With Doctorate 7,509.10 7,878.10 8,259.10 8,666.10 9,123.00 9,537.00 With Doctorate 7,739.10 8,112.10 8,507.10 8,919.10 9,356.10 9,770.10 33 7,727.00 8,120.00 8,526.00 8,946.00 9,396.00 9,821.00 With Doctorate 7,960.10 8,353.10 8,773.00 9,217.00 9,680.00 10,119.00 With Doctorate 8,142.10 8,585.10 9,006.10 9,450.10 9,913.10 10,352.10 35 8,193.00 8,616.00 9,041.00 9,493.00 9,967.00 10,419.00 With Doctorate 8,426.10 8,849.10 9,276.10 10,200.10 10,652.10 36 8,420.0 8,870.00 9,316.00 9,773.00 10,260.00 10,725.00 With Doctorate 8,675.10 9,103.10 9,549.10 10,006.10 10,493.10 10,540.00 37 <t< td=""><td>30</td><td>7,070.00</td><td>7,420.00</td><td>7,793.00</td><td>8,185.00</td><td>8,590.00</td><td>8,980.00</td></t<>	30	7,070.00	7,420.00	7,793.00	8,185.00	8,590.00	8,980.00
With Doctorate 7,509.10 7,878.10 8,259.10 8,660.10 9,084.10 9,485.10 32 7,506.00 7,879.00 8,274.00 8,686.00 9,123.00 9,537.00 With Doctorate 7,739.10 8,112.10 8,507.10 8,919.10 9,366.10 9,770.10 33 7,727.00 8,120.00 8,526.00 8,946.00 9,396.00 9,821.00 With Doctorate 7,960.10 8,355.00 8,773.00 9,217.00 9,680.00 10,119.00 34 7,961.10 8,558.00 8,071.0 9,450.10 9,680.00 10,1419.00 With Doctorate 8,194.10 8,588.10 9,006.10 9,450.10 9,067.00 10,419.00 35 8,193.00 8,616.00 9,041.00 9,493.00 9,967.00 10,452.10 36 8,42.00 8,870.00 9,378.00 10,260.00 10,725.00 With Doctorate 8,675.10 9,103.10 9,549.10 10,006.10 10,493.10 11,654.00 37 8,693.00 <td>With Doctorate</td> <td>7,303.10</td> <td>7,653.10</td> <td>8,026.10</td> <td>8,418.10</td> <td>8,823.10</td> <td>9,213.10</td>	With Doctorate	7,303.10	7,653.10	8,026.10	8,418.10	8,823.10	9,213.10
32 7,506.00 7,879.00 8,274.00 8,686.00 9,123.00 9,537.00 With Doctorate 7,739.10 8,112.10 8,507.10 8,919.10 9,356.10 9,770.10 33 7,727.00 8,120.00 8,526.00 8,946.00 9,396.00 9,821.00 With Doctorate 7,960.10 8,355.00 8,773.00 9,217.00 9,680.00 10,119.00 34 7,961.00 8,358.00 8,773.00 9,217.00 9,680.00 10,119.00 With Doctorate 8,194.10 8,588.10 9,006.10 9,450.10 9,913.10 10,352.10 35 8,133.00 8,616.00 9,041.00 9,493.00 9,967.00 10,419.00 With Doctorate 8,426.10 8,849.10 9,274.10 9,726.10 10,200.01 10,652.10 36 8,442.00 8,870.00 9,316.00 9,773.00 10,260.00 10,725.00 With Doctorate 8,697.00 9,131.00 9,585.00 10,064.10 11,428.10 13,686.00 37	31	7,276.00	7,645.00	8,026.00	8,427.00	8,851.00	9,252.00
32 7,506.00 7,879.00 8,274.00 8,686.00 9,123.00 9,537.00 With Doctorate 7,739.10 8,112.10 8,507.10 8,919.10 9,356.10 9,770.10 33 7,727.00 8,120.00 8,526.00 8,946.00 9,396.00 9,821.00 With Doctorate 7,960.10 8,355.00 8,773.00 9,217.00 9,680.00 10,119.00 34 7,961.00 8,358.00 8,773.00 9,217.00 9,680.00 10,119.00 With Doctorate 8,194.10 8,588.10 9,006.10 9,450.10 9,913.10 10,352.10 35 8,133.00 8,616.00 9,041.00 9,493.00 9,967.00 10,419.00 With Doctorate 8,426.10 8,849.10 9,274.10 9,726.10 10,200.01 10,652.10 36 8,442.00 8,870.00 9,316.00 9,773.00 10,260.00 10,725.00 With Doctorate 8,697.00 9,131.00 9,585.00 10,064.10 11,428.10 13,686.00 37	With Doctorate	7,509.10					
With Doctorate 7,739.10 8,112.10 8,507.10 8,919.10 9,356.10 9,770.10 33 7,727.00 8,120.00 8,526.00 8,946.00 9,386.00 9,821.00 With Doctorate 7,961.00 8,355.00 8,773.00 9,179.10 9,629.10 10,054.10 34 7,961.00 8,355.00 8,773.00 9,217.00 9,680.00 10,119.00 With Doctorate 8,194.10 8,588.10 9,006.10 9,450.10 9,913.10 10,352.10 35 8,193.00 8,616.00 9,041.00 9,483.00 9,967.00 10,419.00 With Doctorate 8,442.00 8,870.00 9,316.00 9,773.00 10,260.00 10,725.00 37 8,693.00 9,131.00 9,585.00 10,066.10 10,493.10 10,958.10 38 8,957.00 9,409.00 9,876.00 10,375.00 10,887.00 11,380.00 With Doctorate 9,490.10 9,684.10 10,271.00 11,626.00 11,221.00 11,728.00 <							
33 7,727.00 8,120.00 8,526.00 8,946.00 9,396.00 9,821.00 With Doctorate 7,960.10 8,353.10 8,759.10 9,17.00 9,629.10 10,054.10 34 7,961.00 8,355.00 8,773.00 9,217.00 9,680.00 10,119.00 With Doctorate 8,194.10 8,588.10 9,006.10 9,443.00 9,967.00 10,419.00 35 8,193.00 8,616.00 9,041.00 9,493.00 9,967.00 10,419.00 With Doctorate 8,675.10 9,103.10 9,249.10 10,006.10 10,493.10 10,525.10 36 8,442.00 8,870.00 9,316.00 9,773.00 10,280.10 10,575.00 11,054.00 With Doctorate 8,057.00 9,409.00 9,876.00 10,375.00 11,380.00 11,287.10 38 8,957.00 9,409.00 9,476.00 11,221.00 11,728.00 With Doctorate 9,190.10 9,642.10 10,109.10 10,608.10 11,121.01 11,613.10 39		7,739.10		8,507.10		9,356.10	
With Doctorate 7,960.10 8,353.10 8,759.10 9,179.10 9,629.10 10,054.10 34 7,961.00 8,355.00 8,773.00 9,217.00 9,680.00 10,119.00 With Doctorate 8,194.10 8,588.10 9,006.10 9,493.00 9,967.00 10,419.00 With Doctorate 8,426.10 8,849.10 9,274.10 9,726.10 10,200.10 10,652.10 36 8,442.00 8,870.00 9,316.00 9,773.00 10,260.00 10,725.00 With Doctorate 8,675.10 9,103.10 9,549.10 10,006.10 10,493.10 10,958.10 37 8,693.00 9,1364.10 9,818.10 10,297.10 10,808.10 11,287.10 38 8,957.00 9,409.00 9,876.00 10,375.00 10,887.00 11,380.00 With Doctorate 9,190.10 9,642.10 10,109.10 10,682.00 11,221.00 11,728.00 With Doctorate 9,461.10 9,927.10 10,407.10 10,915.10 11,426.10 11,961.10 <td></td> <td></td> <td></td> <td>•</td> <td></td> <td></td> <td></td>				•			
With Doctorate 8,194.10 8,588.10 9,006.10 9,450.10 9,913.10 10,352.10 35 8,193.00 8,616.00 9,041.00 9,493.00 9,967.00 10,419.00 With Doctorate 8,426.10 8,849.10 9,274.10 9,726.10 10,200.10 10,652.10 36 8,442.00 8,870.00 9,316.00 9,773.00 10,260.00 10,725.00 With Doctorate 8,675.10 9,103.10 9,549.10 10,006.10 10,493.10 10,958.10 37 8,693.00 9,131.00 9,585.00 10,064.00 10,575.00 11,054.00 With Doctorate 8,957.00 9,409.00 9,876.00 10,375.00 10,887.00 11,287.10 38 8,957.00 9,409.00 9,876.00 10,375.00 11,280.00 11,281.00 11,281.00 11,271.00 11,281.00 11,272.00 11,728.00 With Doctorate 9,961.00 10,174.00 10,682.00 11,255.00 12,082.00 12,082.00 With Doctorate 9,461.10	With Doctorate	7,960.10	8,353.10	8,759.10	9,179.10	9,629.10	10,054.10
35 8,193.00 8,616.00 9,041.00 9,493.00 9,967.00 10,419.00 With Doctorate 8,426.10 8,849.10 9,274.10 9,726.10 10,200.10 10,652.10 36 8,442.00 8,870.00 9,316.00 9,773.00 10,266.00 10,725.00 With Doctorate 8,693.00 9,131.00 9,585.00 10,064.00 10,575.00 11,054.00 With Doctorate 8,926.10 9,364.10 9,885.00 10,064.00 10,887.00 11,380.00 With Doctorate 9,190.10 9,642.10 10,109.10 10,608.10 11,120.10 11,613.10 39 9,228.00 9,694.00 10,174.00 10,682.00 11,221.00 11,728.00 With Doctorate 9,461.10 9,927.10 10,479.00 10,999.00 11,555.00 12,082.00 With Doctorate 9,743.10 10,218.10 10,712.10 11,337.00 11,899.00 12,345.10 41 9,794.00 10,286.00 11,730.0 11,679.00 12,264.00 12,869.10	34	7,961.00	8,355.00	8,773.00	9,217.00	9,680.00	10,119.00
With Doctorate 8,426.10 8,849.10 9,274.10 9,726.10 10,200.10 10,652.10 36 8,442.00 8,870.00 9,316.00 9,773.00 10,260.00 10,725.00 With Doctorate 8,675.10 9,103.10 9,549.10 10,006.10 10,493.10 10,958.10 37 8,693.00 9,341.00 9,585.00 10,064.00 10,575.00 11,054.00 With Doctorate 8,926.10 9,364.10 9,818.10 10,297.10 10,808.10 11,287.10 38 8,957.00 9,409.00 9,876.00 10,375.00 10,887.00 11,613.10 39 9,228.00 9,694.00 10,174.00 10,682.00 11,221.00 11,728.00 With Doctorate 9,743.10 10,218.10 10,712.10 11,323.00 11,654.10 12,982.00 With Doctorate 10,027.10 10,286.00 10,786.00 11,337.00 11,899.00 12,436.00 41 9,794.00 10,286.00 11,172.00 11,264.00 12,669.10 42 </td <td>With Doctorate</td> <td>8,194.10</td> <td>8,588.10</td> <td>9,006.10</td> <td>9,450.10</td> <td>9,913.10</td> <td>10,352.10</td>	With Doctorate	8,194.10	8,588.10	9,006.10	9,450.10	9,913.10	10,352.10
36 8,442.00 8,870.00 9,316.00 9,773.00 10,260.00 10,725.00 With Doctorate 8,675.10 9,103.10 9,549.10 10,006.10 10,493.10 10,958.10 37 8,693.00 9,131.00 9,585.00 10,064.00 10,575.00 11,054.00 With Doctorate 8,926.10 9,364.10 9,818.10 10,297.10 10,808.10 11,287.10 38 8,957.00 9,409.00 9,876.00 10,375.00 10,887.00 11,880.00 With Doctorate 9,190.10 9,642.10 10,109.10 10,668.00 11,221.00 11,728.00 With Doctorate 9,461.10 9,927.10 10,407.10 10,915.10 11,454.10 11,961.10 40 9,510.00 9,985.00 10,479.00 10,286.00 11,337.00 11,899.00 12,2482.00 With Doctorate 9,743.10 10,218.10 11,772.10 11,377.00 12,132.10 12,669.10 41 9,794.00 10,286.00 11,786.00 11,370.01 12,264.00				9,041.00	9,493.00	9,967.00	10,419.00
36 8,442.00 8,870.00 9,316.00 9,773.00 10,260.00 10,725.00 With Doctorate 8,675.10 9,103.10 9,549.10 10,006.10 10,493.10 10,958.10 37 8,693.00 9,131.00 9,585.00 10,064.00 10,575.00 11,054.00 With Doctorate 8,926.10 9,364.10 9,818.10 10,297.10 10,808.10 11,287.10 38 8,957.00 9,409.00 9,876.00 10,375.00 10,887.00 11,380.00 With Doctorate 9,190.10 9,642.10 10,109.10 10,682.00 11,221.00 11,728.00 With Doctorate 9,461.10 9,927.10 10,407.10 10,915.10 11,454.10 11,961.10 40 9,510.00 9,985.00 10,479.00 10,999.00 11,555.00 12,082.00 With Doctorate 9,743.10 10,218.10 11,370.01 11,899.00 12,436.00 With Doctorate 10,027.10 10,286.00 11,770.10 12,132.10 12,669.10 41 <t< td=""><td>With Doctorate</td><td>8,426.10</td><td>8,849.10</td><td>9,274.10</td><td>9,726.10</td><td>10,200.10</td><td>10,652.10</td></t<>	With Doctorate	8,426.10	8,849.10	9,274.10	9,726.10	10,200.10	10,652.10
378,693.009,131.009,585.0010,064.0010,575.0011,054.00With Doctorate8,926.109,364.109,818.1010,297.1010,808.1011,287.10388,957.009,409.009,876.0010,375.0010,887.0011,380.00With Doctorate9,190.109,642.1010,109.1010,608.1011,120.1011,613.10399,228.009,694.0010,174.0010,682.0011,221.0011,728.00With Doctorate9,461.109,927.1010,407.1010,915.1011,454.1011,961.10409,510.009,985.0010,479.0010,999.0011,555.0012,082.00With Doctorate9,743.1010,218.1010,712.1011,232.1011,788.1012,315.10419,794.0010,286.0010,786.0011,337.0011,899.0012,466.00With Doctorate10,027.1010,519.1011,123.0011,679.0012,264.0012,821.004210,088.0010,591.0011,451.0012,025.0012,633.0013,054.104310,390.0010,980.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.00 <t< td=""><td></td><td>8,442.00</td><td>8,870.00</td><td>9,316.00</td><td>9,773.00</td><td>10,260.00</td><td>10,725.00</td></t<>		8,442.00	8,870.00	9,316.00	9,773.00	10,260.00	10,725.00
378,693.009,131.009,585.0010,064.0010,575.0011,054.00With Doctorate8,926.109,364.109,818.1010,297.1010,808.1011,287.10388,957.009,409.009,876.0010,375.0010,887.0011,380.00With Doctorate9,190.109,642.1010,109.1010,608.1011,120.1011,613.10399,228.009,694.0010,174.0010,682.0011,221.0011,728.00With Doctorate9,461.109,927.1010,407.1010,915.1011,454.1011,961.10409,510.009,985.0010,479.0010,999.0011,555.0012,082.00With Doctorate9,743.1010,218.1010,712.1011,232.1011,788.1012,315.10419,794.0010,286.0010,786.0011,337.0011,899.0012,466.00With Doctorate10,027.1010,519.1011,123.0011,679.0012,264.0012,821.004210,088.0010,591.0011,451.0012,025.0012,633.0013,054.104310,390.0010,980.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.00 <t< td=""><td>With Doctorate</td><td>8,675.10</td><td>9,103.10</td><td>9,549.10</td><td>10,006.10</td><td>10,493.10</td><td>10,958.10</td></t<>	With Doctorate	8,675.10	9,103.10	9,549.10	10,006.10	10,493.10	10,958.10
388,957.009,409.009,876.0010,375.0010,887.0011,380.00With Doctorate9,190.109,642.1010,109.1010,608.1011,120.1011,613.10399,228.009,694.0010,174.0010,682.0011,221.0011,728.00With Doctorate9,461.109,927.1010,407.1010,915.1011,454.1011,961.10409,510.009,985.0010,479.0010,999.0011,555.0012,082.00With Doctorate9,743.1010,218.1010,712.1011,232.1011,788.1012,315.10419,794.0010,286.0010,786.0011,37.0011,899.0012,466.014210,088.0010,591.0011,019.1011,570.1012,132.1012,669.104210,088.0010,591.0011,123.0011,679.0012,264.0012,821.00With Doctorate10,321.1010,824.1011,356.1011,912.1012,497.1013,054.104310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate11,926.1011,678.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,926.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.00 </td <td>37</td> <td>8,693.00</td> <td>9,131.00</td> <td>9,585.00</td> <td>10,064.00</td> <td>10,575.00</td> <td>11,054.00</td>	37	8,693.00	9,131.00	9,585.00	10,064.00	10,575.00	11,054.00
388,957.009,409.009,876.0010,375.0010,887.0011,380.00With Doctorate9,190.109,642.1010,109.1010,608.1011,120.1011,613.10399,228.009,694.0010,174.0010,682.0011,221.0011,728.00With Doctorate9,461.109,927.1010,407.1010,915.1011,454.1011,961.10409,510.009,985.0010,479.0010,999.0011,555.0012,082.00With Doctorate9,743.1010,218.1010,712.1011,232.1011,788.1012,315.10419,794.0010,286.0010,786.0011,37.0011,899.0012,466.014210,088.0010,591.0011,019.1011,570.1012,132.1012,669.104210,088.0010,591.0011,123.0011,679.0012,264.0012,821.00With Doctorate10,321.1010,824.1011,356.1011,912.1012,497.1013,054.104310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate11,926.1011,678.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,926.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.00 </td <td>With Doctorate</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	With Doctorate						
399,228.009,694.0010,174.0010,682.0011,221.0011,728.00With Doctorate9,461.109,927.1010,407.1010,915.1011,454.1011,961.10409,510.009,985.0010,479.0010,999.0011,555.0012,082.00With Doctorate9,743.1010,218.1010,712.1011,232.1011,788.1012,315.10419,794.0010,286.0010,786.0011,337.0011,899.0012,466.00With Doctorate10,027.1010,519.1011,019.1011,570.1012,132.1012,669.104210,088.0010,591.0011,123.0011,679.0012,264.0012,821.00With Doctorate10,321.1010,824.1011,356.1011,912.1012,497.1013,054.104310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,757.0013,04.0013,595.00With Doctorate10,936.1011,678.0012,149.0012,757.0013,408.0014,015.004511,028.0011,578.0012,149.0012,757.0013,408.0014,045.004611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917	38	8,957.00	9,409.00	9,876.00	10,375.00	10,887.00	
With Doctorate9,461.109,927.1010,407.1010,915.1011,454.1011,961.10409,510.009,985.0010,479.0010,999.0011,555.0012,082.00With Doctorate9,743.1010,218.1010,712.1011,232.1011,788.1012,315.10419,794.0010,286.0010,786.0011,337.0011,899.0012,436.00With Doctorate10,027.1010,519.1011,019.1011,570.1012,132.1012,669.104210,088.0010,591.0011,123.0011,679.0012,264.0012,821.00With Doctorate10,321.1010,824.1011,356.1011,912.1012,497.1013,054.104310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,261.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.00	With Doctorate	9,190.10	9,642.10	10,109.10	10,608.10	11,120.10	11,613.10
409,510.009,985.0010,479.0010,999.0011,555.0012,082.00With Doctorate9,743.1010,218.1010,712.1011,232.1011,788.1012,315.10419,794.0010,286.0010,786.0011,337.0011,899.0012,436.00With Doctorate10,027.1010,519.1011,019.1011,570.1012,132.1012,669.104210,088.0010,591.0011,123.0011,679.0012,264.0012,821.00With Doctorate10,321.1010,824.1011,356.1011,912.1012,497.1013,054.104310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,261.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.	39	9,228.00	9,694.00	10,174.00	10,682.00	11,221.00	11,728.00
With Doctorate9,743.1010,218.1010,712.1011,232.1011,788.1012,315.10419,794.0010,286.0010,786.0011,337.0011,899.0012,436.00With Doctorate10,027.1010,519.1011,019.1011,570.1012,132.1012,669.104210,088.0010,591.0011,123.0011,679.0012,264.0012,821.00With Doctorate10,321.1010,824.1011,356.1011,912.1012,497.1013,054.104310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,578.0012,149.0012,757.0013,408.0014,015.004511,028.0011,578.0012,149.0012,757.0013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,57	With Doctorate	9,461.10	9,927.10	10,407.10	10,915.10	11,454.10	11,961.10
With Doctorate9,743.1010,218.1010,712.1011,232.1011,788.1012,315.10419,794.0010,286.0010,786.0011,337.0011,899.0012,436.00With Doctorate10,027.1010,519.1011,019.1011,570.1012,132.1012,669.104210,088.0010,591.0011,123.0011,679.0012,264.0012,821.00With Doctorate10,321.1010,824.1011,356.1011,912.1012,497.1013,054.104310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,578.0012,149.0012,757.0013,408.0014,015.004511,028.0011,578.0012,149.0012,757.0013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,57	40	9,510.00	9,985.00	10,479.00	10,999.00	11,555.00	12,082.00
With Doctorate10,027.1010,519.1011,019.1011,570.1012,132.1012,669.104210,088.0010,591.0011,123.0011,679.0012,264.0012,821.00With Doctorate10,321.1010,824.1011,356.1011,912.1012,497.1013,054.104310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,261.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	With Doctorate			10,712.10	11,232.10		
4210,088.0010,591.0011,123.0011,679.0012,264.0012,821.00With Doctorate10,321.1010,824.1011,356.1011,912.1012,497.1013,054.104310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,261.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	41	9,794.00	10,286.00	10,786.00	11,337.00	11,899.00	12,436.00
With Doctorate10,321.1010,824.1011,356.1011,912.1012,497.1013,054.104310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	With Doctorate	10,027.10	10,519.10	11,019.10	11,570.10	12,132.10	12,669.10
4310,390.0010,908.0011,451.0012,025.0012,633.0013,205.00With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,261.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	42	10,088.00	10,591.00	11,123.00	11,679.00	12,264.00	12,821.00
With Doctorate10,623.1011,141.1011,684.1012,258.1012,866.1013,438.104410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,261.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	With Doctorate	10,321.10	10,824.10	11,356.10	11,912.10	12,497.10	13,054.10
4410,703.0011,235.0011,794.0012,389.0013,004.0013,595.00With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,261.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,578.1012,150.1012,746.1013,370.1014,033.1014,660.10With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	43	10,390.00	10,908.00	11,451.00	12,025.00	12,633.00	13,205.00
With Doctorate10,936.1011,468.1012,027.1012,622.1013,237.1013,828.104511,028.0011,578.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,261.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	With Doctorate	10,623.10	11,141.10	11,684.10	12,258.10	12,866.10	13,438.10
4511,028.0011,578.0012,149.0012,757.0013,408.0014,015.00With Doctorate11,261.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	44	10,703.00	11,235.00	11,794.00	12,389.00	13,004.00	13,595.00
With Doctorate11,261.1011,811.1012,382.1012,990.1013,641.1014,248.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	With Doctorate	10,936.10	11,468.10	12,027.10	12,622.10	13,237.10	13,828.10
4611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	45	11,028.00	11,578.00	12,149.00	12,757.00	13,408.00	14,015.00
With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.104611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	With Doctorate	11,261.10	11,811.10	12,382.10	12,990.10	13,641.10	14,248.10
4611,345.0011,917.0012,513.0013,137.0013,800.0014,427.00With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	46	11,345.00	11,917.00	12,513.00	13,137.00	13,800.00	14,427.00
With Doctorate11,578.1012,150.1012,746.1013,370.1014,033.1014,660.10	With Doctorate	11,578.10	12,150.10	12,746.10	13,370.10	14,033.10	14,660.10
	46	11,345.00	11,917.00	12,513.00	13,137.00	13,800.00	14,427.00
47 11,700.00 12,274.00 12,889.00 13,535.00 14,220.00 14,865.00	With Doctorate	11,578.10	12,150.10	12,746.10	13,370.10	14,033.10	14,660.10
	47	11,700.00	12,274.00	12,889.00	13,535.00	14,220.00	14,865.00
With Doctorate11,933.1012,507.1013,122.1013,768.1014,453.1015,098.10	With Doctorate	11,933.10	12,507.10	13,122.10	13,768.10	14,453.10	15,098.10

Range	Step A	Step B	Step C	Step D	Step E	Step F
48	12,038.00	12,643.00	13,276.00	13,940.00	14,633.00	15,295.00
With Doctorate	12,271.10	12,876.10	13,509.10	14,173.10	14,866.10	15,528.10
49	12,402.00	13,025.00	13,674.00	14,369.00	15,083.00	15,766.00
With Doctorate	12,635.10	13,258.10	13,907.10	14,602.10	15,316.10	15,999.10
50	12,780.00	13,417.00	14,084.00	14,792.00	15,530.00	16,232.00
With Doctorate	13,013.10	13,650.10	14,317.10	15,025.10	15,763.10	16,465.10

1. New appointees with no previous out-of-district management experience will be placed at Step A.

2. New appointees with out-of-district management experience will receive year-for-year credit for prior management service to a maximum of Step C. Exceptions require Chancellor pre-approval.

3. Promotional appointments within the District will be credited on a year-for-year basis without limit.

4. Bargaining unit members (CSEA and YFA) promoting to management will receive credit for prior non-management experience with the District on a ratio of one column for each 3 years to a maximum placement at Step C and will be placed at a step which results in no less than a 5% salary increase not to exceed Step F.

Board Approved October 18, 2023