

**ORANGE UNIFIED SCHOOL DISTRICT
 LEADERSHIP 'BASE' SALARY SCHEDULE
 2023-2024**

Monthly							Monthly							Monthly						
-A-	-B-	-C-	-D-	-E-	-F-		-A-	-B-	-C-	-D-	-E-	-F-		-A-	-B-	-C-	-D-	-E-	-F-	
9.75%																				
1	3,747	3,926	4,102	4,280	4,457	4,678	41	6,583	6,903	7,220	7,542	7,856	8,254	81	9,415	9,876	10,338	10,796	11,261	11,835
2	3,816	3,999	4,177	4,360	4,538	4,764	42	6,652	6,975	7,301	7,621	7,946	8,344	82	9,486	9,951	10,417	10,881	11,344	11,927
3	3,890	4,071	4,256	4,440	4,627	4,861	43	6,727	7,051	7,372	7,702	8,027	8,438	83	9,563	10,030	10,496	10,964	11,428	12,019
4	3,962	4,147	4,337	4,525	4,712	4,945	44	6,796	7,125	7,452	7,786	8,109	8,524	84	9,631	10,101	10,570	11,044	11,515	12,109
5	4,029	4,224	4,414	4,602	4,795	5,035	45	6,866	7,197	7,532	7,862	8,197	8,618	85	9,700	10,175	10,650	11,124	11,601	12,192
6	4,102	4,293	4,494	4,687	4,879	5,125	46	6,937	7,274	7,611	7,947	8,283	8,701	86	9,771	10,252	10,729	11,208	11,688	12,280
7	4,174	4,374	4,568	4,765	4,966	5,213	47	7,008	7,349	7,688	8,027	8,370	8,791	87	9,845	10,325	10,809	11,290	11,770	12,371
8	4,243	4,445	4,648	4,848	5,053	5,303	48	7,077	7,422	7,768	8,107	8,454	8,885	88	9,915	10,399	10,884	11,370	11,853	12,461
9	4,314	4,524	4,725	4,932	5,135	5,393	49	7,147	7,495	7,842	8,191	8,537	8,972	89	9,982	10,475	10,964	11,450	11,942	12,553
10	4,387	4,594	4,805	5,014	5,220	5,481	50	7,220	7,573	7,922	8,271	8,624	9,062	90	10,055	10,546	11,040	11,534	12,025	12,643
11	4,457	4,669	4,879	5,095	5,309	5,563	51	7,291	7,648	8,000	8,357	8,709	9,155	91	10,124	10,625	11,118	11,612	12,112	12,733
12	4,527	4,742	4,960	5,176	5,392	5,663	52	7,361	7,719	8,077	8,438	8,792	9,246	92	10,196	10,698	11,195	11,693	12,195	12,822
13	4,599	4,815	5,035	5,253	5,474	5,753	53	7,434	7,796	8,157	8,517	8,881	9,330	93	10,268	10,770	11,275	11,776	12,280	12,909
14	4,669	4,895	5,115	5,339	5,564	5,840	54	7,505	7,866	8,232	8,600	8,962	9,419	94	10,338	10,847	11,351	11,858	12,363	12,999
15	4,739	4,966	5,193	5,419	5,647	5,931	55	7,575	7,946	8,309	8,678	9,046	9,509	95	10,409	10,917	11,428	11,942	12,451	13,089
16	4,811	5,042	5,272	5,503	5,730	6,019	56	7,648	8,018	8,389	8,761	9,136	9,598	96	10,479	10,996	11,507	12,022	12,535	13,179
17	4,879	5,115	5,349	5,581	5,817	6,105	57	7,718	8,092	8,468	8,845	9,220	9,688	97	10,551	11,067	11,585	12,102	12,620	13,267
18	4,952	5,186	5,427	5,661	5,901	6,201	58	7,788	8,165	8,547	8,923	9,302	9,778	98	10,625	11,141	11,662	12,186	12,708	13,353
19	5,022	5,266	5,504	5,748	5,988	6,292	59	7,856	8,242	8,624	9,008	9,387	9,867	99	10,695	11,218	11,742	12,267	12,788	13,439
20	5,095	5,339	5,581	5,828	6,072	6,375	60	7,928	8,319	8,699	9,085	9,474	9,960	100	10,769	11,293	11,822	12,349	12,880	13,540
21	5,158	5,414	5,660	5,910	6,156	6,469	61	8,000	8,389	8,778	9,169	9,563	10,048	101	10,837	11,370	11,902	12,432	12,966	13,625
22	5,235	5,486	5,738	5,991	6,243	6,555	62	8,070	8,464	8,856	9,253	9,643	10,135	102	10,909	11,445	11,976	12,513	13,048	13,717
23	5,309	5,564	5,817	6,072	6,328	6,645	63	8,142	8,537	8,933	9,332	9,729	10,225	103	10,980	11,517	12,058	12,595	13,133	13,804
24	5,379	5,638	5,897	6,153	6,408	6,735	64	8,213	8,614	9,013	9,413	9,816	10,315	104	11,050	11,592	12,133	12,677	13,218	13,897
25	5,447	5,711	5,970	6,236	6,496	6,824	65	8,283	8,688	9,095	9,497	9,897	10,402	105	11,121	11,668	12,213	12,758	13,306	13,981
26	5,520	5,784	6,052	6,313	6,583	6,911	66	8,357	8,761	9,169	9,573	9,982	10,493	106	11,191	11,745	12,293	12,841	13,392	14,077
27	5,591	5,864	6,127	6,398	6,666	7,001	67	8,427	8,837	9,249	9,660	10,071	10,582	107	11,264	11,815	12,368	12,921	13,473	14,164
28	5,660	5,935	6,205	6,479	6,753	7,094	68	8,494	8,912	9,323	9,739	10,154	10,672	108	11,332	11,889	12,445	13,005	13,562	14,252
29	5,730	6,008	6,284	6,559	6,836	7,184	69	8,565	8,985	9,406	9,818	10,235	10,763	109	11,404	11,966	12,525	13,085	13,646	14,345
30	5,805	6,085	6,362	6,643	6,920	7,274	70	8,638	9,058	9,482	9,902	10,325	10,852	110	11,475	12,042	12,600	13,166	13,728	14,432
31	5,874	6,156	6,436	6,727	7,008	7,362	71	8,709	9,136	9,563	9,982	10,409	10,942	111	11,542	12,115	12,681	13,248	13,814	14,521
32	5,942	6,235	6,518	6,806	7,091	7,451	72	8,778	9,206	9,634	10,064	10,496	11,031	112	11,618	12,189	12,758	13,329	13,900	14,612
33	6,018	6,305	6,593	6,887	7,180	7,539	73	8,852	9,285	9,716	10,149	10,580	11,118	113	11,691	12,262	12,834	13,409	13,984	14,700
34	6,086	6,379	6,673	6,967	7,261	7,628	74	8,922	9,356	9,794	10,231	10,662	11,208	114	11,759	12,339	12,912	13,493	14,071	14,793
35	6,156	6,455	6,753	7,051	7,349	7,722	75	8,991	9,432	9,871	10,312	10,750	11,301	115	11,828	12,414	12,994	13,573	14,154	14,882
36	6,233	6,527	6,833	7,134	7,434	7,809	76	9,068	9,507	9,950	10,389	10,836	11,390	116	11,902	12,484	13,068	13,656	14,241	14,972
37	6,300	6,606	6,907	7,212	7,518	7,899	77	9,136	9,580	10,030	10,475	10,917	11,481	117	11,972	12,560	13,151	13,736	14,326	15,059
38	6,368	6,677	6,987	7,295	7,602	7,989	78	9,203	9,659	10,105	10,558	11,004	11,565	118	12,042	12,633	13,228	13,821	14,411	15,144
39	6,436	6,753	7,061	7,372	7,688	8,077	79	9,272	9,729	10,182	10,635	11,090	11,655	119	12,115	12,710	13,306	13,900	14,495	15,237
40	6,515	6,826	7,144	7,454	7,771	8,166	80	9,346	9,804	10,262	10,717	11,171	11,749	120	12,186	12,784	13,382	13,983	14,581	15,330

Longevity Increments:
 Longevity Step 1: Beginning with a leadership employee's eleventh (11th) year of credited service, the leadership employee shall receive an additional 2% of the leadership employee's monthly salary range and step.
 Longevity Step 2: Beginning with the leadership employee's sixteenth (16th) year of credited service, the leadership employee shall receive 5% of the leadership employee's monthly salary range and step.
 Longevity Step 3: Beginning with the leadership employee's twenty-first (21st) year of credited service, the leadership employee shall receive 10% of the leadership employee's monthly salary range and step.
 National Board Certification Increment: \$1,000 per year
 Doctoral Increment: \$3,500 per year

**ORANGE UNIFIED SCHOOL DISTRICT
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 2023-2024**

Monthly							Monthly							Monthly							
	-A-	-B-	-C-	-D-	-E-	-F-		-A-	-B-	-C-	-D-	-E-	-F-		-A-	-B-	-C-	-D-	-E-	-F-	
9.75%																					
121	12,254	12,855	13,462	14,063	14,663	15,418	161	15,118	15,864	16,608	17,355	18,100	19,024	201	18,457	19,368	20,275	21,186	22,096	23,224	
122	12,324	12,934	13,540	14,143	14,751	15,508	162	15,194	15,943	16,692	17,441	18,191	19,118	202	18,549	19,464	20,377	21,292	22,207	23,341	
123	12,397	13,008	13,617	14,221	14,838	15,601	163	15,271	16,024	16,775	17,528	18,281	19,214	203	18,642	19,561	20,478	21,398	22,318	23,457	
124	12,467	13,084	13,694	14,308	14,919	15,684	164	15,346	16,104	16,859	17,616	18,373	19,311	204	18,734	19,660	20,581	21,506	22,430	23,574	
125	12,538	13,155	13,773	14,393	15,007	15,772	165	15,423	16,184	16,943	17,704	18,464	19,407	205	18,829	19,757	20,685	21,613	22,542	23,692	
126	12,611	13,229	13,849	14,472	15,093	15,859	166	15,500	16,265	17,028	17,793	18,558	19,504	206	18,923	19,856	20,788	21,721	22,655	23,810	
127	12,681	13,306	13,924	14,553	15,174	15,955	167	15,578	16,346	17,113	17,882	18,650	19,601	207	19,017	19,956	20,891	21,829	22,768	23,930	
128	12,754	13,379	14,007	14,636	15,263	16,043	168	15,656	16,428	17,199	17,970	18,743	19,700	208	19,112	20,056	20,996	21,939	22,882	24,050	
129	12,822	13,455	14,084	14,716	15,346	16,137	169	15,734	16,510	17,285	18,060	18,836	19,798	209	19,208	20,156	21,101	22,049	22,996	24,169	
130	12,895	13,529	14,163	14,799	15,433	16,222	170	15,813	16,593	17,371	18,152	18,931	19,898	210	19,304	20,257	21,206	22,159	23,111	24,290	
131	12,966	13,602	14,241	14,877	15,514	16,315	171	15,892	16,675	17,458	18,242	19,026	19,996	211	19,401	20,358	21,312	22,269	23,226	24,412	
132	13,034	13,677	14,316	14,959	15,604	16,399	172	15,971	16,759	17,545	18,333	19,121	20,096	212	19,497	20,460	21,419	22,381	23,343	24,534	
133	13,105	13,753	14,396	15,043	15,688	16,490	173	16,051	16,843	17,632	18,425	19,216	20,197	213	19,595	20,562	21,526	22,492	23,459	24,656	
134	13,179	13,824	14,473	15,120	15,771	16,578	174	16,131	16,927	17,721	18,517	19,313	20,298	214	19,692	20,665	21,634	22,605	23,576	24,779	
135	13,248	13,900	14,553	15,204	15,858	16,671	175	16,212	17,011	17,809	18,609	19,409	20,399	215	19,791	20,768	21,741	22,718	23,695	24,903	
136	13,318	13,977	14,629	15,286	15,946	16,761	176	16,293	17,097	17,899	18,702	19,506	20,501	216	19,890	20,871	21,850	22,831	23,814	25,028	
137	13,392	14,048	14,707	15,368	16,026	16,848	177	16,375	17,182	17,988	18,796	19,604	20,604	217	19,990	20,975	21,960	22,945	23,932	25,154	
138	13,462	14,125	14,786	15,448	16,111	16,937	178	16,456	17,268	18,078	18,890	19,701	20,708	218	20,090	21,081	22,070	23,061	24,052	25,279	
139	13,530	14,197	14,863	15,531	16,200	17,029	179	16,538	17,355	18,168	18,985	19,800	20,811	219	20,191	21,186	22,180	23,176	24,172	25,406	
140	13,602	14,271	14,940	15,614	16,280	17,116	180	16,622	17,441	18,259	19,079	19,899	20,915	220	20,292	21,293	22,291	23,292	24,293	25,532	
141	13,676	14,345	15,023	15,694	16,364	17,208	181	16,704	17,528	18,350	19,174	19,999	21,019	221	20,393	21,399	22,402	23,409	24,414	25,661	
142	13,743	14,424	15,099	15,772	16,453	17,298	182	16,788	17,616	18,442	19,271	20,099	21,125	222	20,495	21,506	22,514	23,525	24,537	25,788	
143	13,814	14,495	15,174	15,858	16,537	17,387	183	16,872	17,704	18,535	19,366	20,199	21,230	223	20,597	21,613	22,627	23,643	24,659	25,917	
144	13,884	14,568	15,253	15,936	16,621	17,475	184	16,956	17,793	18,627	19,464	20,300	21,336	224	20,700	21,722	22,740	23,761	24,783	26,047	
145	13,957	14,646	15,331	16,019	16,707	17,565	185	17,041	17,882	18,720	19,561	20,401	21,443	225	20,803	21,830	22,853	23,881	24,907	26,178	
146	14,028	14,719	15,407	16,105	16,792	17,655	186	17,126	17,972	18,814	19,658	20,503	21,551	226	20,907	21,939	22,968	23,999	25,031	26,308	
147	14,097	14,795	15,491	16,182	16,878	17,745	187	17,212	18,060	18,908	19,757	20,607	21,658	227	21,012	22,049	23,083	24,120	25,156	26,440	
148	14,169	14,866	15,567	16,266	16,962	17,832	188	17,298	18,152	19,002	19,856	20,709	21,766	228	21,117	22,159	23,198	24,240	25,282	26,572	
149	14,241	14,940	15,645	16,346	17,045	17,927	189	17,384	18,242	19,098	19,955	20,813	21,875	229	21,222	22,269	23,314	24,361	25,408	26,704	
150	14,311	15,017	15,722	16,427	17,134	18,008	190	17,471	18,334	19,193	20,055	20,917	21,984	230	21,329	22,381	23,431	24,483	25,536	26,838	
151	14,383	15,093	15,801	16,510	17,220	18,098	191	17,559	18,425	19,289	20,156	21,022	22,094	231	21,435	22,493	23,548	24,606	25,663	26,972	
152	14,455	15,167	15,880	16,592	17,305	18,189	192	17,647	18,517	19,385	20,257	21,127	22,205	232	21,543	22,605	23,665	24,729	25,791	27,107	
153	14,528	15,244	15,959	16,675	17,392	18,280	193	17,735	18,609	19,483	20,358	21,232	22,315	233	21,650	22,718	23,784	24,852	25,920	27,243	
154	14,600	15,320	16,039	16,759	17,479	18,371	194	17,823	18,702	19,579	20,460	21,339	22,427	234	21,759	22,832	23,902	24,977	26,050	27,379	
155	14,672	15,397	16,119	16,842	17,567	18,463	195	17,912	18,796	19,678	20,562	21,445	22,539	235	21,868	22,947	24,022	25,101	26,180	27,517	
156	14,746	15,474	16,199	16,927	17,654	18,555	196	18,002	18,890	19,776	20,664	21,553	22,652	236	21,976	23,061	24,143	25,227	26,310	27,654	
157	14,820	15,550	16,280	17,011	17,742	18,648	197	18,092	18,985	19,875	20,768	21,660	22,765	237	22,087	23,176	24,264	25,353	26,442	27,792	
158	14,894	15,628	16,362	17,097	17,831	18,741	198	18,182	19,079	19,975	20,871	21,768	22,880	238	22,197	23,292	24,384	25,480	26,575	27,930	
159	14,969	15,707	16,444	17,182	17,920	18,835	199	18,273	19,174	20,074	20,975	21,878	22,994	239	22,308	23,409	24,506	25,607	26,708	28,071	
160	15,043	15,785	16,526	17,268	18,010	18,929	200	18,364	19,271	20,174	21,081	21,986	23,109	240	22,420	23,526	24,629	25,735	26,842	28,211	

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	Monthly							Monthly							Monthly					
	-A-	-B-	-C-	-D-	-E-	-F-		-A-	-B-	-C-	-D-	-E-	-F-		-A-	-B-	-C-	-D-	-E-	-F-
9.75%																				
241	22,532	23,643	24,752	25,864	26,975	28,352	281	27,507	28,863	30,217	31,574	32,932	34,612	321	33,580	35,236	36,889	38,545	40,203	42,254
242	22,645	23,762	24,876	25,993	27,110	28,493	282	27,644	29,008	30,369	31,732	33,096	34,785	322	33,748	35,413	37,074	38,738	40,403	42,466
243	22,758	23,881	25,000	26,123	27,245	28,636	283	27,782	29,153	30,520	31,891	33,262	34,959	323	33,916	35,590	37,259	38,933	40,605	42,677
244	22,872	24,000	25,125	26,253	27,382	28,780	284	27,921	29,299	30,673	32,050	33,428	35,133	324	34,086	35,768	37,446	39,127	40,808	42,890
245	22,986	24,120	25,251	26,385	27,519	28,924	285	28,061	29,445	30,827	32,211	33,594	35,309	325	34,256	35,946	37,632	39,322	41,012	43,105
246	23,100	24,240	25,377	26,517	27,656	29,067	286	28,201	29,592	30,980	32,372	33,762	35,485	326	34,427	36,126	37,821	39,519	41,218	43,321
247	23,217	24,361	25,504	26,649	27,794	29,213	287	28,342	29,740	31,135	32,533	33,931	35,663	327	34,600	36,306	38,010	39,716	41,424	43,538
248	23,332	24,483	25,632	26,782	27,934	29,359	288	28,483	29,889	31,291	32,696	34,102	35,841	328	34,773	36,489	38,200	39,915	41,630	43,755
249	23,449	24,606	25,759	26,916	28,073	29,506	289	28,626	30,039	31,448	32,859	34,272	36,021	329	34,947	36,671	38,391	40,115	41,839	43,974
250	23,567	24,729	25,889	27,051	28,213	29,653	290	28,770	30,189	31,605	33,024	34,443	36,201	330	35,121	36,854	38,583	40,316	42,049	44,194
251	23,684	24,853	26,018	27,186	28,355	29,802	291	28,914	30,339	31,763	33,189	34,615	36,382	331	35,297	37,038	38,776	40,518	42,258	44,415
252	23,803	24,977	26,148	27,322	28,497	29,951	292	29,057	30,492	31,922	33,355	34,789	36,563	332	35,473	37,224	38,970	40,719	42,470	44,636
253	23,921	25,102	26,279	27,459	28,639	30,100	293	29,203	30,643	32,081	33,522	34,962	36,746	333	35,651	37,409	39,164	40,924	42,682	44,860
254	24,041	25,227	26,410	27,597	28,782	30,251	294	29,349	30,797	32,241	33,689	35,138	36,930	334	35,829	37,597	39,361	41,128	42,896	45,084
255	24,161	25,353	26,542	27,734	28,926	30,402	295	29,496	30,951	32,403	33,858	35,313	37,115	335	36,009	37,785	39,557	41,333	43,110	45,309
256	24,282	25,480	26,675	27,873	29,071	30,554	296	29,643	31,105	32,565	34,027	35,490	37,301	336	36,189	37,974	39,755	41,540	43,325	45,536
257	24,403	25,607	26,809	28,013	29,217	30,707	297	29,792	31,261	32,727	34,197	35,667	37,487	337	36,369	38,163	39,953	41,748	43,542	45,764
258	24,526	25,735	26,943	28,152	29,363	30,861	298	29,941	31,418	32,891	34,368	35,845	37,675	338	36,551	38,354	40,153	41,956	43,760	45,993
259	24,648	25,864	27,078	28,294	29,510	31,015	299	30,090	31,575	33,056	34,541	36,024	37,863	339	36,734	38,546	40,354	42,166	43,978	46,222
260	24,772	25,993	27,213	28,434	29,657	31,170	300	30,241	31,732	33,221	34,713	36,204	38,053	340	36,918	38,738	40,556	42,377	44,199	46,454
261	24,896	26,124	27,349	28,577	29,805	31,326	301	30,392	31,891	33,387	34,886	36,385	38,242	341	37,102	38,933	40,759	42,588	44,419	46,687
262	25,020	26,254	27,486	28,719	29,954	31,483	302	30,543	32,050	33,554	35,061	36,568	38,433	342	37,288	39,127	40,962	42,803	44,642	46,919
263	25,145	26,385	27,623	28,863	30,103	31,640	303	30,697	32,211	33,722	35,236	36,751	38,625	343	37,474	39,323	41,167	43,017	44,865	47,154
264	25,271	26,517	27,761	29,008	30,254	31,798	304	30,850	32,372	33,891	35,412	36,934	38,819	344	37,662	39,520	41,374	43,231	45,089	47,390
265	25,397	26,649	27,900	29,153	30,405	31,957	305	31,004	32,534	34,060	35,590	37,119	39,013	345	37,849	39,717	41,580	43,447	45,315	47,627
266	25,523	26,783	28,039	29,299	30,558	32,117	306	31,159	32,697	34,230	35,768	37,304	39,208	346	38,039	39,916	41,788	43,664	45,541	47,865
267	25,652	26,917	28,179	29,445	30,710	32,277	307	31,315	32,860	34,401	35,946	37,491	39,404	347	38,229	40,116	41,997	43,882	45,769	48,105
268	25,779	27,051	28,320	29,592	30,864	32,439	308	31,472	33,024	34,573	36,125	37,678	39,601	348	38,420	40,316	42,207	44,102	45,997	48,345
269	25,909	27,187	28,461	29,740	31,019	32,601	309	31,629	33,189	34,746	36,306	37,867	39,799	349	38,612	40,518	42,418	44,323	46,228	48,586
270	26,038	27,322	28,604	29,888	31,173	32,764	310	31,787	33,355	34,920	36,487	38,056	39,998	350	38,805	40,721	42,630	44,544	46,458	48,830
271	26,169	27,459	28,747	30,039	31,329	32,928	311	31,946	33,522	35,095	36,671	38,247	40,198	351	39,000	40,924	42,843	44,767	46,691	49,074
272	26,299	27,597	28,891	30,188	31,486	33,093	312	32,106	33,690	35,270	36,854	38,438	40,399	352	39,195	41,128	43,057	44,991	46,925	49,319
273	26,431	27,735	29,035	30,339	31,643	33,258	313	32,267	33,858	35,446	37,038	38,630	40,601	353	39,390	41,334	43,272	45,216	47,160	49,565
274	26,563	27,873	29,180	30,491	31,801	33,424	314	32,428	34,028	35,624	37,223	38,823	40,804	354	39,588	41,540	43,488	45,442	47,394	49,813
275	26,696	28,013	29,326	30,643	31,960	33,591	315	32,590	34,198	35,802	37,409	39,017	41,008	355	39,785	41,748	43,707	45,669	47,632	50,062
276	26,829	28,153	29,473	30,797	32,121	33,759	316	32,753	34,368	35,980	37,596	39,213	41,213	356	39,984	41,957	43,925	45,897	47,870	50,313
277	26,963	28,294	29,620	30,951	32,281	33,928	317	32,916	34,541	36,160	37,785	39,408	41,420	357	40,184	42,167	44,145	46,127	48,109	50,564
278	27,098	28,435	29,769	31,105	32,442	34,098	318	33,081	34,713	36,342	37,974	39,605	41,626	358	40,386	42,378	44,365	46,357	48,350	50,818
279	27,233	28,577	29,918	31,261	32,605	34,268	319	33,247	34,886	36,523	38,163	39,803	41,835	359	40,588	42,590	44,587	46,589	48,592	51,071
280	27,369	28,720	30,067	31,417	32,767	34,440	320	33,412	35,061	36,706	38,354	40,003	42,044	360	40,790	42,803	44,810	46,823	48,834	51,327

Longevity Increments:
 Longevity Step 1: Beginning with a leadership employee's eleventh (11th) year of credited service, the leadership employee shall receive an additional 2% of the leadership employee's monthly salary range and step.
 Longevity Step 2: Beginning with the leadership employee's sixteenth (16th) year of credited service, the leadership employee shall receive 5% of the leadership employee's monthly salary range and step.
 Longevity Step 3: Beginning with the leadership employee's twenty-first (21st) year of credited service, the leadership employee shall receive 10% of the leadership employee's monthly salary range and step.
 National Board Certification Increment: \$1,000 per year
 Doctoral Increment: \$3,500 per year