

FY21 ESP Hourly Pay	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
GRADE 1	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GRADE 2	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GRADE 3	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GRADE 4	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GRADE 5	\$12.40	\$12.52	\$12.63	\$12.75	\$12.86	\$12.98	\$13.10	\$13.22	\$13.34	\$13.47	\$13.59	\$13.72	\$13.84	\$13.97	\$14.10	\$14.23	\$14.36	\$14.50	\$14.63	\$14.77
GRADE 6	\$12.44	\$12.55	\$12.67	\$12.79	\$12.90	\$13.03	\$13.15	\$13.26	\$13.38	\$13.51	\$13.64	\$13.76	\$13.89	\$14.02	\$14.15	\$14.28	\$14.41	\$14.54	\$14.69	\$14.82
GRADE 7	\$12.49	\$12.61	\$12.73	\$12.84	\$12.95	\$13.08	\$13.20	\$13.32	\$13.45	\$13.57	\$13.69	\$13.82	\$13.97	\$14.11	\$14.24	\$14.39	\$14.53	\$14.67	\$14.83	\$14.97
GRADE 8	\$12.54	\$12.66	\$12.78	\$12.89	\$13.02	\$13.13	\$13.25	\$13.38	\$13.52	\$13.65	\$13.79	\$13.93	\$14.07	\$14.20	\$14.35	\$14.49	\$14.63	\$14.79	\$14.93	\$15.08
GRADE 9	\$12.72	\$12.84	\$12.98	\$13.11	\$13.24	\$13.37	\$13.50	\$13.64	\$13.77	\$13.92	\$14.05	\$14.20	\$14.33	\$14.48	\$14.62	\$14.77	\$14.92	\$15.07	\$15.23	\$15.37
GRADE 10	\$12.77	\$12.89	\$13.03	\$13.15	\$13.29	\$13.42	\$13.56	\$13.69	\$13.83	\$13.97	\$14.10	\$14.25	\$14.39	\$14.54	\$14.68	\$14.83	\$14.97	\$15.13	\$15.27	\$15.43
GRADE 11	\$13.38	\$13.51	\$13.64	\$13.78	\$13.92	\$14.06	\$14.25	\$14.39	\$14.48	\$14.74	\$14.77	\$15.05	\$15.07	\$15.34	\$15.37	\$15.65	\$15.68	\$15.97	\$16.00	\$16.30
GRADE 12	\$13.88	\$14.02	\$14.16	\$14.30	\$14.44	\$14.59	\$14.78	\$14.92	\$15.03	\$15.23	\$15.33	\$15.48	\$15.64	\$15.79	\$15.95	\$16.17	\$16.27	\$16.44	\$16.60	\$16.77
GRADE 13	\$14.38	\$14.52	\$14.67	\$14.81	\$14.96	\$15.11	\$15.26	\$15.42	\$15.57	\$15.73	\$15.88	\$16.04	\$16.20	\$16.36	\$16.53	\$16.69	\$16.86	\$17.03	\$17.20	\$17.37
GRADE 14	\$14.84	\$14.98	\$15.13	\$15.29	\$15.44	\$15.59	\$15.75	\$15.91	\$16.07	\$16.23	\$16.39	\$16.55	\$16.72	\$16.88	\$17.05	\$17.22	\$17.40	\$17.57	\$17.75	\$17.92
GRADE 15	\$15.35	\$15.51	\$15.66	\$15.82	\$15.98	\$16.14	\$16.30	\$16.46	\$16.62	\$16.79	\$16.96	\$17.13	\$17.30	\$17.47	\$17.65	\$17.82	\$18.00	\$18.18	\$18.36	\$18.55
GRADE 16	\$15.82	\$15.98	\$16.14	\$16.30	\$16.46	\$16.63	\$16.79	\$16.96	\$17.13	\$17.30	\$17.48	\$17.65	\$17.83	\$18.01	\$18.19	\$18.37	\$18.55	\$18.74	\$18.92	\$19.11
GRADE 17	\$16.26	\$16.42	\$16.58	\$16.75	\$16.92	\$17.08	\$17.26	\$17.43	\$17.60	\$17.78	\$17.96	\$18.14	\$18.32	\$18.50	\$18.68	\$18.87	\$19.06	\$19.25	\$19.44	\$19.64
GRADE 18	\$16.75	\$16.92	\$17.08	\$17.26	\$17.43	\$17.60	\$17.78	\$17.96	\$18.14	\$18.32	\$18.50	\$18.69	\$18.87	\$19.06	\$19.25	\$19.44	\$19.64	\$19.83	\$20.03	\$20.23
GRADE 19	\$17.24	\$17.41	\$17.59	\$17.76	\$17.94	\$18.12	\$18.30	\$18.48	\$18.67	\$18.86	\$19.04	\$19.23	\$19.43	\$19.62	\$19.82	\$20.02	\$20.22	\$20.42	\$20.62	\$20.83
GRADE 20	\$17.69	\$17.86	\$18.04	\$18.22	\$18.40	\$18.59	\$18.77	\$18.96	\$19.15	\$19.34	\$19.54	\$19.73	\$19.93	\$20.13	\$20.33	\$20.53	\$20.74	\$20.95	\$21.16	\$21.37
GRADE 21	\$18.12	\$18.30	\$18.48	\$18.67	\$18.86	\$19.04	\$19.23	\$19.43	\$19.62	\$19.82	\$20.02	\$20.22	\$20.42	\$20.62	\$20.83	\$21.04	\$21.25	\$21.46	\$21.67	\$21.89
GRADE 22	\$18.69	\$18.88	\$19.07	\$19.26	\$19.45	\$19.65	\$19.84	\$20.04	\$20.24	\$20.45	\$20.65	\$20.86	\$21.07	\$21.28	\$21.49	\$21.70	\$21.92	\$22.14	\$22.36	\$22.59
GRADE 23	\$19.18	\$19.37	\$19.56	\$19.76	\$19.95	\$20.15	\$20.36	\$20.56	\$20.76	\$20.97	\$21.18	\$21.39	\$21.61	\$21.82	\$22.04	\$22.26	\$22.48	\$22.71	\$22.94	\$23.17
GRADE 24	\$19.63	\$19.83	\$20.03	\$20.23	\$20.43	\$20.63	\$20.84	\$21.05	\$21.26	\$21.47	\$21.69	\$21.90	\$22.12	\$22.34	\$22.57	\$22.79	\$23.02	\$23.25	\$23.48	\$23.72
GRADE 25	\$20.03	\$20.23	\$20.43	\$20.64	\$20.85	\$21.05	\$21.26	\$21.48	\$21.69	\$21.91	\$22.13	\$22.35	\$22.57	\$22.80	\$23.03	\$23.26	\$23.49	\$23.72	\$23.96	\$24.20
GRADE 26	\$20.27	\$20.47	\$20.67	\$20.88	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.61	\$22.84	\$23.06	\$23.30	\$23.53	\$23.76	\$24.00	\$24.24	\$24.48
GRADE 27	\$20.61	\$20.81	\$21.02	\$21.23	\$21.44	\$21.66	\$21.87	\$22.09	\$22.31	\$22.54	\$22.76	\$22.99	\$23.22	\$23.45	\$23.69	\$23.92	\$24.16	\$24.40	\$24.65	\$24.89
GRADE 28	\$20.96	\$21.17	\$21.38	\$21.59	\$21.81	\$22.03	\$22.25	\$22.47	\$22.69	\$22.92	\$23.15	\$23.38	\$23.62	\$23.85	\$24.09	\$24.33	\$24.58	\$24.82	\$25.07	\$25.32
GRADE 29	\$0.00	\$0.00	\$21.79	\$22.01	\$22.23	\$22.45	\$22.68	\$22.91	\$23.13	\$23.37	\$23.60	\$23.84	\$24.07	\$24.31	\$24.56	\$24.80	\$25.05	\$25.30	\$25.56	\$25.81
GRADE 30	\$0.00	\$0.00	\$22.28	\$22.51	\$22.73	\$22.96	\$23.19	\$23.42	\$23.65	\$23.89	\$24.13	\$24.37	\$24.61	\$24.86	\$25.11	\$25.36	\$25.61	\$25.87	\$26.13	\$26.39
GRADE 31	\$0.00	\$0.00	\$0.00	\$0.00	\$23.18	\$23.41	\$23.64	\$23.88	\$24.12	\$24.36	\$24.60	\$24.85	\$25.10	\$25.35	\$25.60	\$25.86	\$26.12	\$26.38	\$26.64	\$26.91

FY21 ESP Hourly Pay	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30	STEP 31	STEP 32	STEP 33	STEP 34	STEP 35	STEP 36	STEP 37
GRADE 1	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GRADE 2	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GRADE 3	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GRADE 4	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GRADE 5	\$14.91	\$15.05	\$15.19	\$15.33	\$15.47	\$15.93	\$15.78	\$15.94	\$16.10	\$16.26	\$16.43	\$16.59	\$16.75	\$16.93	\$17.09	\$17.27	\$17.44
GRADE 6	\$14.96	\$15.12	\$15.26	\$15.41	\$15.57	\$15.73	\$15.88	\$16.04	\$16.20	\$16.36	\$16.53	\$16.69	\$16.86	\$17.03	\$17.19	\$17.37	\$17.54
GRADE 7	\$15.13	\$15.28	\$15.43	\$15.59	\$15.74	\$15.89	\$16.06	\$16.21	\$16.37	\$16.54	\$16.70	\$16.88	\$17.04	\$17.21	\$17.39	\$17.56	\$17.74
GRADE 8	\$15.23	\$15.38	\$15.53	\$15.69	\$15.85	\$16.01	\$16.17	\$16.33	\$16.50	\$16.66	\$16.83	\$16.99	\$17.16	\$17.34	\$17.51	\$17.69	\$17.86
GRADE 9	\$15.52	\$15.68	\$15.83	\$16.00	\$16.15	\$16.32	\$16.48	\$16.64	\$16.81	\$16.98	\$17.14	\$17.32	\$17.50	\$17.66	\$17.85	\$18.02	\$18.20
GRADE 10	\$15.58	\$15.74	\$15.89	\$16.06	\$16.21	\$16.38	\$16.54	\$16.71	\$16.88	\$17.04	\$17.22	\$17.38	\$17.56	\$17.73	\$17.91	\$18.10	\$18.27
GRADE 11	\$16.32	\$16.48	\$16.65	\$16.95	\$16.98	\$17.15	\$17.32	\$17.50	\$17.67	\$17.85	\$18.03	\$18.21	\$18.39	\$18.57	\$18.76	\$18.95	\$19.14
GRADE 12	\$16.93	\$17.10	\$17.27	\$17.45	\$17.62	\$17.84	\$17.98	\$18.16	\$18.34	\$18.52	\$18.71	\$18.89	\$19.08	\$19.27	\$19.47	\$19.66	\$19.86
GRADE 13	\$17.54	\$17.72	\$17.90	\$18.08	\$18.26	\$18.44	\$18.62	\$18.81	\$19.00	\$19.19	\$19.38	\$19.57	\$19.77	\$19.97	\$20.17	\$20.37	\$20.57
GRADE 14	\$18.10	\$18.28	\$18.47	\$18.65	\$18.84	\$19.03	\$19.22	\$19.41	\$19.60	\$19.80	\$20.00	\$20.20	\$20.40	\$20.60	\$20.81	\$21.02	\$21.23
GRADE 15	\$18.73	\$18.92	\$19.11	\$19.30	\$19.49	\$19.69	\$19.89	\$20.08	\$20.28	\$20.49	\$20.69	\$20.90	\$21.11	\$21.32	\$21.53	\$21.75	\$21.97
GRADE 16	\$19.30	\$19.50	\$19.69	\$19.89	\$20.09	\$20.29	\$20.49	\$20.70	\$20.90	\$21.11	\$21.32	\$21.54	\$21.75	\$21.97	\$22.19	\$22.41	\$22.64
GRADE 17	\$19.83	\$20.03	\$20.23	\$20.44	\$20.64	\$20.85	\$21.05	\$21.27	\$21.48	\$21.69	\$21.91	\$22.13	\$22.35	\$22.57	\$22.80	\$23.03	\$23.26
GRADE 18	\$20.44	\$20.64	\$20.85	\$21.05	\$21.27	\$21.48	\$21.69	\$21.91	\$22.13	\$22.35	\$22.57	\$22.80	\$23.03	\$23.26	\$23.49	\$23.73	\$23.96
GRADE 19	\$21.04	\$21.25	\$21.46	\$21.67	\$21.89	\$22.11	\$22.33	\$22.55	\$22.78	\$23.01	\$23.24	\$23.47	\$23.70	\$23.94	\$24.18	\$24.42	\$24.67
GRADE 20	\$21.58	\$21.80	\$22.01	\$22.23	\$22.46	\$22.68	\$22.91	\$23.14	\$23.37	\$23.60	\$23.84	\$24.08	\$24.32	\$24.56	\$24.81	\$25.05	\$25.30
GRADE 21	\$22.11	\$22.33	\$22.55	\$22.78	\$23.01	\$23.24	\$23.47	\$23.70	\$23.94	\$24.18	\$24.42	\$24.67	\$24.91	\$25.16	\$25.41	\$25.67	\$25.93
GRADE 22	\$22.81	\$23.04	\$23.27	\$23.50	\$23.74	\$23.97	\$24.21	\$24.46	\$24.70	\$24.95	\$25.20	\$25.45	\$25.70	\$25.96	\$26.22	\$26.48	\$26.75
GRADE 23	\$23.40	\$23.63	\$23.87	\$24.11	\$24.35	\$24.59	\$24.84	\$25.09	\$25.34	\$25.59	\$25.85	\$26.10	\$26.37	\$26.63	\$26.90	\$27.16	\$27.44
GRADE 24	\$23.96	\$24.20	\$24.44	\$24.68	\$24.93	\$25.18	\$25.43	\$25.68	\$25.94	\$26.20	\$26.46	\$26.73	\$26.99	\$27.26	\$27.54	\$27.81	\$28.09
GRADE 25	\$24.44	\$24.69	\$24.93	\$25.18	\$25.43	\$25.69	\$25.95	\$26.21	\$26.47	\$26.73	\$27.00	\$27.27	\$27.54	\$27.82	\$28.10	\$28.38	\$28.66
GRADE 26	\$24.73	\$24.98	\$25.23	\$25.48	\$25.73	\$25.99	\$26.25	\$26.51	\$26.78	\$27.05	\$27.32	\$27.59	\$27.86	\$28.14	\$28.43	\$28.71	\$29.00
GRADE 27	\$25.14	\$25.40	\$25.65	\$25.91	\$26.16	\$26.43	\$26.69	\$26.96	\$27.23	\$27.50	\$27.77	\$28.05	\$28.33	\$28.62	\$28.90	\$29.19	\$29.48
GRADE 28	\$25.57	\$25.83	\$26.09	\$26.35	\$26.61	\$26.88	\$27.15	\$27.42	\$27.69	\$27.97	\$28.25	\$28.53	\$28.82	\$29.10	\$29.40	\$29.69	\$29.99
GRADE 29	\$26.07	\$26.33	\$26.59	\$26.86	\$27.13	\$27.40	\$27.67	\$27.95	\$28.23	\$28.51	\$28.80	\$29.08	\$29.38	\$29.67	\$29.97	\$30.27	\$30.57
GRADE 30	\$26.65	\$26.92	\$27.19	\$27.46	\$27.74	\$28.01	\$28.29	\$28.58	\$28.86	\$29.15	\$29.44	\$29.74	\$30.03	\$30.33	\$30.64	\$30.94	\$31.25
GRADE 31	\$27.18	\$27.45	\$27.72	\$28.00	\$28.28	\$28.56	\$28.85	\$29.14	\$29.43	\$29.72	\$30.02	\$30.32	\$30.62	\$30.93	\$31.24	\$31.55	\$31.87