

**HOUSTON COUNTY BOARD OF EDUCATION**

**CLASSIFIED HOURLY RATE OF PAY**

**2022-2023**

<b>GRADE LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>STEP</b>													
<b>0</b>	9.23	9.36	9.50	9.63	9.79	9.94	10.07	10.24	10.40	10.55	10.69	10.88	11.04
<b>1</b>	9.43	9.55	9.72	9.86	10.00	10.15	10.31	10.48	10.62	10.77	10.94	11.11	11.27
<b>2</b>	9.62	9.78	9.93	10.06	10.23	10.38	10.54	10.68	10.86	11.02	11.17	11.34	11.52
<b>3</b>	9.85	9.99	10.14	10.30	10.45	10.61	10.75	10.93	11.10	11.25	11.43	11.60	11.77
<b>4</b>	10.05	10.22	10.37	10.53	10.67	10.84	11.01	11.16	11.33	11.50	11.68	11.85	12.04
<b>5</b>	10.29	10.44	10.60	10.74	10.92	11.09	11.24	11.42	11.59	11.76	11.94	12.12	12.29
<b>6</b>	10.51	10.65	10.83	10.97	11.14	11.31	11.47	11.66	11.83	12.02	12.20	12.35	12.56
<b>7</b>	10.70	10.89	11.06	11.20	11.39	11.54	11.72	11.88	12.08	12.26	12.44	12.62	12.82
<b>8</b>	10.94	11.11	11.27	11.44	11.63	11.79	11.97	12.15	12.32	12.51	12.70	12.88	13.08
<b>9</b>	11.17	11.34	11.51	11.69	11.85	12.04	12.23	12.40	12.59	12.79	12.97	13.17	13.37
<b>10</b>	11.41	11.59	11.75	11.92	12.11	12.29	12.48	12.67	12.85	13.04	13.25	13.43	13.64
<b>11</b>	11.65	11.80	12.00	12.16	12.34	12.54	12.72	12.92	13.11	13.30	13.50	13.71	13.91
<b>12</b>	11.86	12.05	12.23	12.41	12.60	12.79	12.98	13.19	13.38	13.56	13.78	13.98	14.19
<b>13</b>	12.11	12.28	12.48	12.67	12.85	13.04	13.24	13.43	13.64	13.84	14.06	14.29	14.47
<b>14</b>	12.34	12.54	12.72	12.92	13.10	13.30	13.50	13.71	13.91	14.12	14.34	14.56	14.77
<b>15</b>	12.59	12.79	12.97	13.19	13.37	13.56	13.77	13.98	14.18	14.40	14.62	14.84	15.06
<b>16</b>	12.85	13.04	13.24	13.43	13.64	13.84	14.06	14.24	14.46	14.70	14.91	15.13	15.36
<b>17</b>	13.10	13.30	13.50	13.71	13.91	14.11	14.34	14.53	14.77	14.97	15.20	15.46	15.66
<b>18</b>	13.37	13.56	13.77	13.98	14.18	14.40	14.61	14.84	15.06	15.29	15.52	15.75	15.98
<b>19</b>	13.64	13.84	14.04	14.24	14.46	14.69	14.91	15.13	15.36	15.58	15.83	16.06	16.29
<b>20</b>	14.04	14.24	14.46	14.69	14.91	15.13	15.36	15.58	15.83	16.06	16.29	16.54	16.78
<b>21+</b>	14.46	14.69	14.90	15.12	15.34	15.58	15.82	16.05	16.29	16.53	16.78	17.04	17.29



GRADE LEVEL	Food Asst, Bus Monitor		Food Asst- Certified		Custodian GNETS Bus Monitor			Asst Lead Custodian					
	14	15	16	17	18	19	20	21	22	23	24	25	26
STEP													
0	11.18	<b>11.37</b>	<b>11.53</b>	11.70	11.87	<b>12.06</b>	12.24	12.43	12.60	12.80	12.98	13.20	13.38
1	11.44	<b>11.62</b>	<b>11.78</b>	11.97	12.14	<b>12.31</b>	12.51	12.70	12.88	13.07	13.27	13.47	13.67
2	11.69	<b>11.86</b>	<b>12.05</b>	12.23	12.40	<b>12.59</b>	12.79	12.97	13.19	13.37	13.56	13.77	13.98
3	11.95	<b>12.13</b>	<b>12.30</b>	12.50	12.68	<b>12.86</b>	13.06	13.26	13.46	13.66	13.86	14.08	14.30
4	12.22	<b>12.39</b>	<b>12.58</b>	12.78	12.96	<b>13.16</b>	13.34	13.55	13.76	13.96	14.17	14.39	14.60
5	12.48	<b>12.67</b>	<b>12.85</b>	13.04	13.25	<b>13.44</b>	13.65	13.85	14.06	14.29	14.47	14.70	14.92
6	12.74	<b>12.94</b>	<b>13.14</b>	13.32	13.52	<b>13.73</b>	13.93	14.14	14.36	14.57	14.79	15.00	15.23
7	13.00	<b>13.21</b>	<b>13.40</b>	13.61	13.80	<b>14.02</b>	14.21	14.43	14.66	14.88	15.10	15.32	15.55
8	13.28	<b>13.48</b>	<b>13.69</b>	13.88	14.10	<b>14.32</b>	14.52	14.75	14.95	15.18	15.42	15.64	15.88
9	13.56	<b>13.77</b>	<b>13.97</b>	14.18	14.40	<b>14.61</b>	14.83	15.05	15.28	15.51	15.74	15.98	16.22
10	13.85	<b>14.06</b>	<b>14.29</b>	14.47	14.70	<b>14.92</b>	15.13	15.37	15.59	15.84	16.07	16.30	16.56
11	14.12	<b>14.35</b>	<b>14.56</b>	14.77	14.99	<b>15.22</b>	15.46	15.66	15.92	16.13	16.40	16.64	16.87
12	14.41	<b>14.62</b>	<b>14.84</b>	15.06	15.29	<b>15.52</b>	15.75	15.99	16.23	16.47	16.72	16.97	17.22
13	14.70	<b>14.91</b>	<b>15.13</b>	15.36	15.59	<b>15.83</b>	16.06	16.30	16.54	16.79	17.05	17.31	17.58
14	14.99	<b>15.22</b>	<b>15.46</b>	15.66	15.92	<b>16.13</b>	16.39	16.64	16.87	17.13	17.39	17.65	17.91
15	15.29	<b>15.52</b>	<b>15.75</b>	15.99	16.23	<b>16.47</b>	16.72	16.97	17.22	17.47	17.73	17.99	18.28
16	15.59	<b>15.83</b>	<b>16.06</b>	16.30	16.54	<b>16.79</b>	17.05	17.31	17.58	17.84	18.10	18.37	18.64
17	15.92	<b>16.13</b>	<b>16.39</b>	16.64	16.87	<b>17.13</b>	17.39	17.65	17.91	18.19	18.47	18.74	19.02
18	16.23	<b>16.47</b>	<b>16.72</b>	16.97	17.21	<b>17.47</b>	17.73	17.99	18.27	18.54	18.82	19.10	19.40
19	16.54	<b>16.79</b>	<b>17.05</b>	17.31	17.57	<b>17.84</b>	18.10	18.37	18.64	18.94	19.21	19.49	19.78
20	17.05	<b>17.29</b>	<b>17.57</b>	17.83	18.10	<b>18.37</b>	18.64	18.91	19.20	19.48	19.78	20.07	20.38
21+	17.57	<b>17.83</b>	<b>18.08</b>	18.36	18.63	<b>18.91</b>	19.20	19.48	19.78	20.07	20.38	20.68	20.98

				Para w/degree, Clerk, FEL, Health Tech, Lead (ES) Custodian, Journeyman I, SNP Ast Mgr		Health Tech w/C.N.A., Lead (MS) Custodian, Lead (ES) Custodian Trainer		Migrant Recruiter, Liason, Lead (HS) Custodian, Lead (MS) Custodian Trainer Journeyman II		Lead Custodian (HS) Trainer		Registrar, ATS Clerk, SNP Mgr Trainee	
GRADE LEVEL	27	28	29	30	31	32	33	34	35	36	37	38	39
STEP													
0	13.59	13.79	14.00	14.20	14.42	14.63	14.86	15.07	15.30	15.53	15.76	16.00	16.24
1	13.88	14.09	14.32	14.50	14.73	14.95	15.18	15.40	15.63	15.87	16.10	16.35	16.61
2	14.18	14.40	14.61	14.84	15.06	15.29	15.52	15.74	15.98	16.22	16.47	16.72	16.97
3	14.49	14.72	14.93	15.16	15.38	15.61	15.86	16.09	16.33	16.58	16.81	17.09	17.34
4	14.82	15.04	15.27	15.50	15.72	15.97	16.21	16.45	16.69	16.95	17.20	17.44	17.71
5	15.15	15.37	15.59	15.84	16.07	16.30	16.56	16.80	17.06	17.33	17.58	17.85	18.11
6	15.48	15.69	15.94	16.16	16.41	16.66	16.89	17.16	17.41	17.67	17.94	18.21	18.49
7	15.78	16.03	16.26	16.51	16.75	17.02	17.26	17.54	17.79	18.04	18.31	18.59	18.87
8	16.11	16.36	16.62	16.85	17.11	17.37	17.63	17.89	18.16	18.42	18.72	18.99	19.27
9	16.46	16.70	16.96	17.21	17.46	17.72	17.98	18.26	18.54	18.81	19.09	19.38	19.68
10	16.79	17.06	17.31	17.58	17.84	18.11	18.38	18.65	18.94	19.21	19.49	19.79	20.10
11	17.14	17.39	17.65	17.92	18.19	18.47	18.75	19.02	19.31	19.60	19.88	20.18	20.49
12	17.48	17.74	17.99	18.28	18.55	18.82	19.10	19.40	19.71	20.00	20.29	20.59	20.90
13	17.84	18.10	18.37	18.65	18.94	19.21	19.49	19.79	20.10	20.39	20.69	20.99	21.32
14	18.19	18.47	18.74	19.02	19.31	19.58	19.88	20.18	20.49	20.82	21.11	21.42	21.74
15	18.55	18.82	19.10	19.40	19.69	19.99	20.29	20.59	20.90	21.21	21.53	21.85	22.17
16	18.94	19.21	19.49	19.79	20.10	20.39	20.69	20.99	21.31	21.63	21.98	22.29	22.61
17	19.31	19.58	19.88	20.18	20.47	20.81	21.11	21.42	21.74	22.07	22.39	22.74	23.09
18	19.69	19.99	20.28	20.59	20.90	21.20	21.53	21.84	22.17	22.52	22.83	23.19	23.53
19	20.07	20.39	20.68	20.99	21.31	21.63	21.97	22.29	22.61	22.95	23.30	23.66	23.99
20	20.68	20.98	21.31	21.63	21.97	22.29	22.61	22.94	23.29	23.66	23.99	24.37	24.74
21+	21.30	21.62	21.96	22.28	22.60	22.94	23.29	23.65	23.98	24.36	24.72	25.08	25.48



	Braille Clerk, Buyer, Secretary, Bookkeeper				Journeyman III	Collaborative Bookkeeper		Associate, Dispatcher, Bus Driver, SNP Mgr-ES					
GRADE LEVEL	40	41	42	43	44	45	46	47	48	49	50	51	52
STEP													
0	16.49	16.73	16.99	17.23	17.49	17.77	18.02	18.28	18.57	18.85	19.12	19.41	19.72
1	16.84	17.10	17.36	17.62	17.88	18.16	18.42	18.69	18.98	19.26	19.55	19.83	20.14
2	17.21	17.47	17.73	17.98	18.27	18.54	18.82	19.09	19.40	19.69	19.99	20.28	20.59
3	17.60	17.86	18.14	18.40	18.67	18.97	19.25	19.53	19.82	20.13	20.42	20.72	21.03
4	17.97	18.25	18.52	18.80	19.08	19.37	19.66	19.95	20.26	20.57	20.88	21.18	21.50
5	18.38	18.65	18.95	19.22	19.51	19.80	20.11	20.39	20.70	21.00	21.32	21.64	21.99
6	18.77	19.04	19.33	19.63	19.91	20.21	20.52	20.83	21.14	21.45	21.77	22.10	22.46
7	19.17	19.45	19.74	20.03	20.34	20.63	20.94	21.26	21.58	21.92	22.23	22.57	22.90
8	19.56	19.84	20.15	20.45	20.76	21.07	21.39	21.70	22.04	22.36	22.71	23.06	23.38
9	19.96	20.27	20.58	20.89	21.19	21.52	21.83	22.16	22.51	22.82	23.18	23.52	23.88
10	20.39	20.69	20.99	21.32	21.64	21.98	22.30	22.62	22.97	23.31	23.67	24.00	24.38
11	20.82	21.11	21.43	21.75	22.07	22.39	22.74	23.09	23.42	23.78	24.14	24.48	24.87
12	21.21	21.54	21.85	22.17	22.52	22.84	23.20	23.54	23.90	24.26	24.61	25.00	25.37
13	21.64	21.98	22.30	22.62	22.95	23.30	23.67	24.01	24.38	24.76	25.10	25.50	25.87
14	22.07	22.39	22.74	23.09	23.42	23.78	24.14	24.48	24.87	25.23	25.60	26.01	26.38
15	22.52	22.84	23.19	23.54	23.89	24.26	24.61	24.98	25.37	25.74	26.13	26.53	26.92
16	22.95	23.30	23.66	23.99	24.38	24.74	25.10	25.48	25.87	26.25	26.65	27.06	27.45
17	23.42	23.76	24.13	24.48	24.87	25.23	25.60	25.99	26.38	26.77	27.18	27.59	28.01
18	23.89	24.25	24.61	24.99	25.37	25.74	26.13	26.53	26.91	27.32	27.73	28.14	28.57
19	24.37	24.74	25.09	25.49	25.86	26.25	26.65	27.05	27.45	27.86	28.29	28.70	29.15
20	25.09	25.49	25.86	26.24	26.65	27.04	27.44	27.85	28.28	28.70	29.13	29.57	30.01
21+	25.85	26.24	26.64	27.04	27.44	27.84	28.28	28.68	29.13	29.56	30.01	30.45	30.91

Bus  
Driver/Trainer,  
GNETS Bus  
Driver,  
Mechanic,  
Journeyman  
IV

Leader,  
Translator,  
SNP Mgr-MS

Certified  
Mechanic,  
Nurse -  
LPN

SFS Mgr-HS

Nurse - RN,  
Master  
Mechanic,  
Admin Asst,  
Technician

GRADE LEVEL	53	54	55	56	57	58	59	60	61	62	63	64	65
STEP													
0	20.01	20.30	20.61	20.92	21.22	21.55	21.86	22.20	22.54	22.86	23.21	23.58	23.91
1	20.44	20.75	21.05	21.39	21.70	22.03	22.35	22.70	23.05	23.37	23.72	24.08	24.44
2	20.90	21.20	21.53	21.84	22.17	22.52	22.83	23.19	23.53	23.89	24.25	24.61	24.99
3	21.36	21.66	22.01	22.33	22.67	23.01	23.33	23.70	24.06	24.41	24.79	25.14	25.53
4	21.81	22.15	22.50	22.81	23.17	23.51	23.87	24.23	24.57	24.95	25.34	25.71	26.09
5	22.30	22.63	22.97	23.31	23.68	24.01	24.39	24.77	25.11	25.51	25.88	26.27	26.67
6	22.77	23.13	23.46	23.82	24.18	24.52	24.90	25.27	25.63	26.04	26.43	26.81	27.23
7	23.25	23.61	23.94	24.31	24.68	25.04	25.44	25.80	26.19	26.60	26.97	27.38	27.80
8	23.73	24.09	24.45	24.82	25.18	25.57	25.97	26.34	26.73	27.15	27.54	27.95	28.38
9	24.24	24.60	24.98	25.35	25.72	26.11	26.52	26.90	27.30	27.72	28.13	28.55	28.98
10	24.76	25.10	25.50	25.87	26.26	26.66	27.07	27.46	27.87	28.30	28.71	29.16	29.58
11	25.25	25.61	26.01	26.39	26.78	27.19	27.59	28.02	28.43	28.86	29.29	29.73	30.17
12	25.74	26.14	26.54	26.92	27.33	27.74	28.15	28.57	29.00	29.44	29.87	30.34	30.79
13	26.26	26.66	27.06	27.45	27.87	28.29	28.71	29.15	29.58	30.03	30.46	30.93	31.41
14	26.78	27.19	27.59	28.02	28.43	28.86	29.28	29.72	30.17	30.63	31.08	31.55	32.03
15	27.33	27.73	28.14	28.57	29.00	29.44	29.87	30.33	30.79	31.25	31.69	32.18	32.67
16	27.87	28.29	28.71	29.15	29.58	30.03	30.46	30.92	31.41	31.87	32.33	32.81	33.33
17	28.43	28.86	29.28	29.72	30.17	30.63	31.07	31.55	32.02	32.51	33.00	33.48	33.97
18	29.00	29.43	29.86	30.33	30.78	31.24	31.69	32.18	32.66	33.16	33.65	34.17	34.67
19	29.57	30.03	30.46	30.92	31.39	31.87	32.33	32.81	33.31	33.81	34.32	34.84	35.36
20	30.45	30.92	31.39	31.85	32.32	32.80	33.31	33.81	34.31	34.84	35.36	35.87	36.43
21+	31.37	31.85	32.32	32.80	33.29	33.80	34.31	34.83	35.35	35.87	36.42	36.95	37.52



Supervisor,  
Specialist,  
Analyst

Fleet Mgr

Admin Asst  
to Supt,  
PT-OT  
Assistant,  
Educational  
Interpreter,  
SNP Area  
Mgr

GRADE LEVEL	66	67	68	69	70	71	72	73	74	75	76	77	78
STEP													
0	24.28	24.63	25.01	25.39	25.76	26.15	26.55	26.94	27.35	27.76	28.17	28.59	29.02
1	24.81	25.17	25.56	25.95	26.33	26.72	27.14	27.53	27.94	28.37	28.79	29.23	29.67
2	25.36	25.73	26.13	26.53	26.91	27.32	27.73	28.14	28.56	28.99	29.43	29.86	30.33
3	25.92	26.29	26.69	27.10	27.49	27.91	28.33	28.76	29.19	29.63	30.09	30.50	30.97
4	26.48	26.89	27.29	27.70	28.10	28.53	28.97	29.38	29.82	30.28	30.73	31.20	31.64
5	27.07	27.47	27.88	28.29	28.72	29.16	29.59	30.05	30.48	30.94	31.42	31.89	32.35
6	27.64	28.05	28.48	28.89	29.32	29.77	30.22	30.68	31.12	31.59	32.07	32.56	33.05
7	28.22	28.63	29.06	29.52	29.94	30.40	30.86	31.32	31.79	32.26	32.73	33.23	33.74
8	28.81	29.24	29.68	30.12	30.58	31.03	31.51	31.98	32.46	32.94	33.42	33.92	34.43
9	29.42	29.85	30.32	30.76	31.22	31.67	32.14	32.65	33.14	33.64	34.14	34.62	35.14
10	30.04	30.47	30.93	31.41	31.88	32.34	32.82	33.34	33.84	34.33	34.86	35.38	35.90
11	30.63	31.08	31.55	32.02	32.52	33.02	33.48	33.98	34.51	35.02	35.54	36.08	36.63
12	31.25	31.69	32.18	32.66	33.16	33.66	34.18	34.68	35.17	35.71	36.24	36.79	37.34
13	31.88	32.34	32.82	33.32	33.82	34.33	34.85	35.37	35.90	36.44	36.98	37.54	38.09
14	32.51	33.00	33.48	33.97	34.50	35.02	35.54	36.08	36.62	37.18	37.72	38.29	38.85
15	33.16	33.66	34.17	34.67	35.16	35.71	36.24	36.79	37.34	37.91	38.48	39.06	39.65
16	33.82	34.32	34.85	35.37	35.89	36.44	36.98	37.53	38.09	38.67	39.24	39.84	40.43
17	34.50	35.01	35.53	36.07	36.62	37.17	37.72	38.29	38.85	39.44	40.02	40.63	41.24
18	35.16	35.70	36.23	36.78	37.34	37.91	38.48	39.05	39.64	40.23	40.83	41.46	42.07
19	35.89	36.43	36.96	37.52	38.08	38.65	39.23	39.84	40.42	41.03	41.64	42.28	42.91
20	36.96	37.52	38.08	38.65	39.23	39.83	40.41	41.02	41.63	42.27	42.90	43.53	44.19
21+	38.07	38.64	39.22	39.81	40.41	41.02	41.61	42.26	42.89	43.53	44.19	44.85	45.53




	School Psy Intern	Network Engineer, Software App Developer			Coordinator, Internal Auditor					Manager			
GRADE LEVEL	79	80	81	82	83	84	85	86	87	88	89	90	91
STEP													
0	29.46	29.90	30.36	30.81	31.27	31.72	32.21	32.69	33.19	33.69	34.20	34.70	35.23
1	30.11	30.53	31.01	31.49	31.97	32.44	32.90	33.41	33.91	34.42	34.94	35.47	36.01
2	30.78	31.24	31.68	32.17	32.66	33.15	33.64	34.17	34.67	35.16	35.70	36.23	36.78
3	31.45	31.94	32.40	32.87	33.38	33.88	34.37	34.90	35.43	35.97	36.49	37.03	37.60
4	32.12	32.62	33.12	33.62	34.12	34.60	35.12	35.67	36.20	36.74	37.30	37.85	38.42
5	32.83	33.34	33.84	34.34	34.87	35.39	35.90	36.46	37.00	37.55	38.11	38.69	39.27
6	33.53	34.01	34.54	35.06	35.59	36.13	36.66	37.22	37.78	38.35	38.92	39.50	40.10
7	34.24	34.76	35.28	35.80	36.33	36.89	37.43	38.01	38.57	39.16	39.73	40.33	40.94
8	34.97	35.49	36.03	36.56	37.10	37.66	38.22	38.80	39.38	39.97	40.57	41.17	41.79
9	35.69	36.22	36.76	37.32	37.88	38.46	39.02	39.62	40.22	40.81	41.42	42.04	42.67
10	36.45	36.99	37.54	38.10	38.68	39.25	39.84	40.44	41.06	41.67	42.29	42.93	43.57
11	37.18	37.74	38.30	38.86	39.45	40.03	40.63	41.25	41.88	42.51	43.14	43.79	44.44
12	37.92	38.48	39.06	39.65	40.24	40.84	41.46	42.08	42.70	43.35	44.01	44.66	45.33
13	38.67	39.24	39.85	40.43	41.04	41.65	42.28	42.92	43.56	44.21	44.88	45.56	46.22
14	39.45	40.02	40.64	41.24	41.86	42.50	43.13	43.78	44.44	45.10	45.79	46.46	47.16
15	40.24	40.84	41.46	42.08	42.70	43.35	43.99	44.65	45.32	46.00	46.70	47.40	48.10
16	41.04	41.65	42.28	42.91	43.56	44.21	44.87	45.55	46.22	46.93	47.62	48.33	49.07
17	41.86	42.50	43.13	43.78	44.43	45.08	45.76	46.46	47.16	47.86	48.58	49.32	50.03
18	42.69	43.33	43.99	44.64	45.32	45.99	46.68	47.39	48.10	48.82	49.53	50.30	51.05
19	43.55	44.20	44.87	45.55	46.21	46.92	47.61	48.33	49.07	49.80	50.55	51.31	52.07
20	44.86	45.54	46.20	46.92	47.61	48.32	49.05	49.79	50.54	51.30	52.06	52.84	53.63
21+	46.19	46.91	47.60	48.31	49.03	49.77	50.52	51.29	52.05	52.82	53.62	54.42	55.24

Director,  
OT, PT

GRADE LEVEL	92	93	94	95	96	97	98	99	100	101	102	103	104
STEP													
0	35.74	36.28	36.83	37.38	37.94	38.51	39.10	39.68	40.27	40.86	41.50	42.11	42.73
1	36.55	37.08	37.65	38.21	38.78	39.35	39.95	40.55	41.15	41.77	42.39	43.03	43.69
2	37.33	37.89	38.47	39.05	39.64	40.23	40.83	41.46	42.07	42.68	43.33	43.99	44.64
3	38.15	38.75	39.32	39.91	40.50	41.11	41.74	42.34	42.99	43.63	44.29	44.95	45.62
4	39.00	39.58	40.19	40.79	41.40	42.02	42.65	43.28	43.92	44.58	45.27	45.94	46.64
5	39.86	40.45	41.07	41.69	42.30	42.94	43.59	44.23	44.90	45.56	46.25	46.95	47.65
6	40.70	41.32	41.93	42.56	43.19	43.84	44.50	45.18	45.84	46.51	47.23	47.92	48.67
7	41.55	42.17	42.80	43.45	44.10	44.77	45.44	46.12	46.80	47.51	48.22	48.94	49.69
8	42.42	43.07	43.71	44.36	45.02	45.69	46.40	47.08	47.79	48.50	49.24	49.97	50.72
9	43.30	43.97	44.62	45.30	45.97	46.67	47.35	48.08	48.79	49.50	50.28	51.03	51.78
10	44.22	44.89	45.56	46.24	46.94	47.63	48.35	49.09	49.83	50.56	51.32	52.09	52.88
11	45.10	45.79	46.47	47.17	47.87	48.60	49.33	50.06	50.83	51.58	52.35	53.14	53.94
12	46.00	46.70	47.40	48.11	48.83	49.55	50.31	51.07	51.83	52.60	53.40	54.18	55.01
13	46.94	47.63	48.34	49.08	49.82	50.56	51.32	52.09	52.87	53.64	54.47	55.28	56.09
14	47.87	48.59	49.32	50.06	50.82	51.58	52.34	53.13	53.92	54.72	55.55	56.40	57.22
15	48.82	49.54	50.30	51.06	51.81	52.61	53.38	54.18	55.00	55.83	56.66	57.53	58.36
16	49.80	50.55	51.31	52.08	52.87	53.64	54.46	55.27	56.09	56.95	57.80	58.67	59.53
17	50.80	51.56	52.34	53.13	53.92	54.73	55.54	56.39	57.21	58.08	58.95	59.84	60.75
18	51.81	52.59	53.38	54.17	54.98	55.82	56.64	57.52	58.36	59.24	60.12	61.04	61.95
19	52.86	53.64	54.46	55.26	56.07	56.95	57.79	58.67	59.52	60.42	61.33	62.26	63.19
20	54.44	55.25	56.06	56.94	57.78	58.66	59.51	60.42	61.32	62.24	63.16	64.12	65.09
21+	56.05	56.93	57.77	58.65	59.50	60.41	61.31	62.23	63.15	64.10	65.08	66.04	67.04





GRADE LEVEL	105	106	107	108
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**STEP**

<b>0</b>	43.38	44.04	44.68	45.36
<b>1</b>	44.32	45.00	45.67	46.38
<b>2</b>	45.31	45.99	46.69	47.39
<b>3</b>	46.30	47.01	47.70	48.43
<b>4</b>	47.31	48.05	48.76	49.48
<b>5</b>	48.35	49.10	49.84	50.58
<b>6</b>	49.38	50.12	50.88	51.64
<b>7</b>	50.43	51.16	51.94	52.74
<b>8</b>	51.47	52.25	53.03	53.83
<b>9</b>	52.55	53.35	54.15	54.96
<b>10</b>	53.66	54.49	55.28	56.10
<b>11</b>	54.73	55.55	56.40	57.23
<b>12</b>	55.83	56.67	57.53	58.37
<b>13</b>	56.95	57.80	58.68	59.53
<b>14</b>	58.09	58.96	59.85	60.76
<b>15</b>	59.25	60.14	61.05	61.96
<b>16</b>	60.43	61.34	62.27	63.20
<b>17</b>	61.64	62.55	63.52	64.47
<b>18</b>	62.85	63.83	64.77	65.76
<b>19</b>	64.13	65.10	66.06	67.07
<b>20</b>	66.04	67.06	68.07	69.09
<b>21+</b>	68.04	69.06	70.09	71.15