

Compensation Rates

01/09/2025

Minimum and Maximums
for Each Grade

Salary Plan Code:

NU	<i>NDEA Non-Union</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	GRADE	11	HOURLY	ANNUAL	13.24	18.90	24,102.29	34,394.38
	STEP	10	18.90	34,394.38				
	STEP	9	18.08	32,902.52				
	STEP	8	17.31	31,506.48				
	STEP	7	16.58	30,171.53				
	STEP	6	15.94	29,006.19				
	STEP	5	15.32	27,890.05				
	STEP	4	14.73	26,814.62				
	STEP	3	14.12	25,697.62				
	STEP	2	13.67	24,886.81				
	STEP	1	13.24	24,102.29				
	GRADE	12	HOURLY	ANNUAL	14.16	20.65	25,773.96	37,578.27
	STEP	10	20.65	37,578.27				
	STEP	9	19.75	35,940.53				
	STEP	8	18.90	34,394.38				
	STEP	7	18.08	32,902.52				
	STEP	6	17.31	31,506.48				
	STEP	5	16.58	30,171.53				
	STEP	4	15.94	29,006.19				
	STEP	3	15.32	27,890.05				
	STEP	2	14.73	26,814.62				
	STEP	1	14.16	25,773.96				
	GRADE	13	HOURLY	ANNUAL	15.32	22.67	27,890.05	41,251.54
	STEP	10	22.67	41,251.54				
	STEP	9	21.62	39,353.41				
	STEP	8	20.65	37,578.27				
	STEP	7	19.75	35,940.53				
	STEP	6	18.90	34,394.38				
	STEP	5	18.08	32,902.52				
	STEP	4	17.31	31,506.48				
	STEP	3	16.58	30,171.53				
	STEP	2	15.94	29,006.19				
	STEP	1	15.32	27,890.05				
	GRADE	14	HOURLY	ANNUAL	16.58	24.84	30,171.53	45,202.98
	STEP	10	24.84	45,202.98				
	STEP	9	23.73	43,182.73				
	STEP	8	22.67	41,251.54				
	STEP	7	21.62	39,353.41				
	STEP	6	20.65	37,578.27				

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	STEP	5	19.75	35,940.53			
	STEP	4	18.90	34,394.38			
	STEP	3	18.08	32,902.52			
	STEP	2	17.31	31,506.48			
	STEP	1	16.58	30,171.53			
GRADE 15			HOURLY	ANNUAL	18.08	27.02	32,902.52 49,179.88
	STEP	10	27.02	49,179.88			
	STEP	9	25.94	47,218.15			
	STEP	8	24.84	45,202.98			
	STEP	7	23.73	43,182.73			
	STEP	6	22.67	41,251.54			
	STEP	5	21.62	39,353.41			
	STEP	4	20.65	37,578.27			
	STEP	3	19.75	35,940.53			
	STEP	2	18.90	34,394.38			
	STEP	1	18.08	32,902.52			
GRADE 16			HOURLY	ANNUAL	19.75	29.55	35,940.53 53,773.37
	STEP	10	29.55	53,773.37			
	STEP	9	28.23	51,386.72			
	STEP	8	27.02	49,179.88			
	STEP	7	25.94	47,218.15			
	STEP	6	24.84	45,202.98			
	STEP	5	23.73	43,182.73			
	STEP	4	22.67	41,251.54			
	STEP	3	21.62	39,353.41			
	STEP	2	20.65	37,578.27			
	STEP	1	19.75	35,940.53			
GRADE 17			HOURLY	ANNUAL	21.62	32.19	39,353.41 58,593.31
	STEP	10	32.19	58,593.31			
	STEP	9	30.86	56,164.25			
	STEP	8	29.55	53,773.37			
	STEP	7	28.23	51,386.72			
	STEP	6	27.02	49,179.88			
	STEP	5	25.94	47,218.15			
	STEP	4	24.84	45,202.98			
	STEP	3	23.73	43,182.73			
	STEP	2	22.67	41,251.54			
	STEP	1	21.62	39,353.41			
GRADE 18			HOURLY	ANNUAL	23.73	34.86	43,182.73 63,448.87

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NU	<i>NDEA Non-Union</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	10	34.86	63,448.87				
	STEP	9	33.53	61,027.45				
	STEP	8	32.19	58,593.31				
	STEP	7	30.86	56,164.25				
	STEP	6	29.55	53,773.37				
	STEP	5	28.23	51,386.72				
	STEP	4	27.02	49,179.88				
	STEP	3	25.94	47,218.15				
	STEP	2	24.84	45,202.98				
	STEP	1	23.73	43,182.73				
	GRADE 19		HOURLY	ANNUAL	25.94	37.67	47,218.15	68,566.50
	STEP	10	37.67	68,566.50				
	STEP	9	36.24	65,956.80				
	STEP	8	34.86	63,448.87				
	STEP	7	33.53	61,027.45				
	STEP	6	32.19	58,593.31				
	STEP	5	30.86	56,164.25				
	STEP	4	29.55	53,773.37				
	STEP	3	28.23	51,386.72				
	STEP	2	27.02	49,179.88				
	STEP	1	25.94	47,218.15				
	GRADE 20		HOURLY	ANNUAL	28.23	40.71	51,386.72	74,098.87
	STEP	10	40.71	74,098.87				
	STEP	9	39.16	71,277.98				
	STEP	8	37.67	68,566.50				
	STEP	7	36.24	65,956.80				
	STEP	6	34.86	63,448.87				
	STEP	5	33.53	61,027.45				
	STEP	4	32.19	58,593.31				
	STEP	3	30.86	56,164.25				
	STEP	2	29.55	53,773.37				
	STEP	1	28.23	51,386.72				
	GRADE 21		HOURLY	ANNUAL	30.86	44.00	56,164.25	80,083.30
	STEP	10	44.00	80,083.30				
	STEP	9	42.32	77,030.86				
	STEP	8	40.71	74,098.87				
	STEP	7	39.16	71,277.98				
	STEP	6	37.67	68,566.50				
	STEP	5	36.24	65,956.80				

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NU	<i>NDEA Non-Union</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	4	34.86	63,448.87				
	STEP	3	33.53	61,027.45				
	STEP	2	32.19	58,593.31				
	STEP	1	30.86	56,164.25				
	GRADE	22	HOURLY	ANNUAL	33.53	47.56	61,027.45	86,555.40
	STEP	10	47.56	86,555.40				
	STEP	9	45.74	83,254.47				
	STEP	8	44.00	80,083.30				
	STEP	7	42.32	77,030.86				
	STEP	6	40.71	74,098.87				
	STEP	5	39.16	71,277.98				
	STEP	4	37.67	68,566.50				
	STEP	3	36.24	65,956.80				
	STEP	2	34.86	63,448.87				
	STEP	1	33.53	61,027.45				
	GRADE	23	HOURLY	ANNUAL	36.24	51.40	65,956.80	93,555.04
	STEP	10	51.40	93,555.04				
	STEP	9	49.44	89,985.25				
	STEP	8	47.56	86,555.40				
	STEP	7	45.74	83,254.47				
	STEP	6	44.00	80,083.30				
	STEP	5	42.32	77,030.86				
	STEP	4	40.71	74,098.87				
	STEP	3	39.16	71,277.98				
	STEP	2	37.67	68,566.50				
	STEP	1	36.24	65,956.80				
	GRADE	24	HOURLY	ANNUAL	39.16	55.56	71,277.98	101,126.32
	STEP	10	55.56	101,126.32				
	STEP	9	53.44	97,267.32				
	STEP	8	51.40	93,555.04				
	STEP	7	49.44	89,985.25				
	STEP	6	47.56	86,555.40				
	STEP	5	45.74	83,254.47				
	STEP	4	44.00	80,083.30				
	STEP	3	42.32	77,030.86				
	STEP	2	40.71	74,098.87				
	STEP	1	39.16	71,277.98				
	GRADE	25	HOURLY	ANNUAL	42.32	60.06	77,030.86	109,316.74

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NU	<i>NDEA Non-Union</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	10	60.06	109,316.74				
	STEP	9	57.77	105,142.23				
	STEP	8	55.56	101,126.32				
	STEP	7	53.44	97,267.32				
	STEP	6	51.40	93,555.04				
	STEP	5	49.44	89,985.25				
	STEP	4	47.56	86,555.40				
	STEP	3	45.74	83,254.47				
	STEP	2	44.00	80,083.30				
	STEP	1	42.32	77,030.86				
	GRADE 26		HOURLY	ANNUAL	45.74	64.93	83,254.47	118,176.34
	STEP	10	64.93	118,176.34				
	STEP	9	62.45	113,660.03				
	STEP	8	60.06	109,316.74				
	STEP	7	57.77	105,142.23				
	STEP	6	55.56	101,126.32				
	STEP	5	53.44	97,267.32				
	STEP	4	51.40	93,555.04				
	STEP	3	49.44	89,985.25				
	STEP	2	47.56	86,555.40				
	STEP	1	45.74	83,254.47				
	GRADE 27		HOURLY	ANNUAL	49.44	70.20	89,985.25	127,757.54
	STEP	10	70.20	127,757.54				
	STEP	9	67.51	122,873.02				
	STEP	8	64.93	118,176.34				
	STEP	7	62.45	113,660.04				
	STEP	6	60.06	109,316.76				
	STEP	5	57.77	105,142.23				
	STEP	4	55.56	101,126.33				
	STEP	3	53.44	97,267.32				
	STEP	2	51.40	93,555.05				
	STEP	1	49.44	89,985.25				
	GRADE 28		HOURLY	ANNUAL	53.44	75.89	97,267.32	138,120.58
	STEP	10	75.89	138,120.58				
	STEP	9	72.99	132,837.46				
	STEP	8	70.20	127,757.54				
	STEP	7	67.51	122,873.02				
	STEP	6	64.93	118,176.34				
	STEP	5	62.45	113,660.04				

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NU	<i>NDEA Non-Union</i>			<u>Hourly Range</u>		<u>Annual Range</u>		
	STEP	4	60.06	109,316.76				
	STEP	3	57.77	105,142.23				
	STEP	2	55.56	101,126.33				
	STEP	1	53.44	97,267.32				
	GRADE	29	HOURLY	ANNUAL	57.77	82.05	105,142.23	149,329.25
	STEP	10	82.05	149,329.25				
	STEP	9	78.91	143,615.01				
	STEP	8	75.89	138,120.58				
	STEP	7	72.99	132,837.46				
	STEP	6	70.20	127,757.54				
	STEP	5	67.51	122,873.02				
	STEP	4	64.93	118,176.34				
	STEP	3	62.45	113,660.04				
	STEP	2	60.06	109,316.76				
	STEP	1	57.77	105,142.23				