

	<b>2019-2020</b>		
<b>Paraprofessionals and Certified Nursing Assistants</b>	<b>0-5 years</b>	<b>6-10 years</b>	<b>11+ years</b>
No Credits	16.16	17.55	18.60
Highly Qualified/Associates or 60 Credits	16.32	17.90	19.88
Bachelors	16.84	18.65	20.64
<b>Job Site Paraprofessionals</b>	<b>0-5 years</b>	<b>6-10 years</b>	<b>11+ years</b>
No Credits	20.16	21.55	22.60
Highly Qualified/Associates or 60 Credits	20.32	21.90	23.88
Bachelors	20.84	22.65	24.64
<b>Tutors/Fellows</b>	<b>0-5 years</b>		
	14.86		
	15.01		
	15.16		
	15.46		
<b>Licensed Practical Nurses, Health Assistants and Assistant Teachers</b>	<b>0-5 years</b>	<b>6-10 years</b>	<b>11+ years</b>
No Credits	24.94	27.05	27.52
Highly Qualified/Associates or 60 Credits	25.20	27.27	27.72
Bachelors	25.88	27.87	28.33
<b>Occupational Therapy Assistants and Physical Therapy Assistants</b>	<b>0-5 years</b>	<b>6-10 years</b>	<b>11+ years</b>
	26.86	28.35	29.86

	<b>2020-2021 3%</b>		
<b>Paraprofessionals and Certified Nursing Assistants</b>	<b>0-5 years</b>	<b>6-10 years</b>	<b>11+ years</b>
No Credits	16.64	18.08	19.16
Highly Qualified/Associates or 60 Credits	16.81	18.44	20.48
Bachelors	17.35	19.21	21.26
<b>Job Site Paraprofessionals</b>	<b>0-5 years</b>	<b>6-10 years</b>	<b>11+ years</b>

No Credits	20.76	22.20	23.28
Highly Qualified/Associates or 60 Credits	20.93	22.56	24.60
Bachelors	21.47	23.33	25.38
<b>Tutors/Fellows</b>	<b>0-5 years</b>		
	15.31		
	15.46		
	15.61		
	15.92		
<b>Licensed Practical Nurses, Health Assistants and Assistant Teachers</b>	<b>0-5 years</b>	<b>6-10 years</b>	<b>11+ years</b>
No Credits	25.69	27.86	28.35
Highly Qualified/Associates or 60 Credits	25.96	28.09	28.55
Bachelors	26.66	28.71	29.18
<b>Occupational Therapy Assistants and Physical Therapy Assistants</b>	<b>0-5 years</b>	<b>6-10 years</b>	<b>11+ years</b>
	27.67	29.20	30.76

<b>Certified Nursing Assistants, Para-Educators &amp; Tutors</b>	2021-2022	0.02	0.02
Step One	18.25	18.61	18.99
Step Two	18.58	18.95	19.33
Step Three	18.90	19.28	19.67
Step Four	19.23	19.61	20.00
Step Five	19.55	19.94	20.34
Step Six	19.88	20.28	20.68
Step Seven	20.29	20.70	21.11
Step Eight	20.70	21.11	21.54
Step Nine	21.11	21.53	21.96
Step Ten	21.52	21.95	22.39
Step Eleven	21.93	22.37	22.82
Step Fifteen	25.29	25.79	26.31
Step Twenty	28.64	29.22	29.80
Step Twenty Five	32.00	32.64	33.29

**Assistant Teachers and Job Site Paraprofessionals**

Step One	22.25	22.69	23.15
Step Two	22.58	23.03	23.49
Step Three	22.90	23.36	23.83
Step Four	23.23	23.69	24.17
Step Five	23.55	24.02	24.51
Step Six	23.88	24.36	24.84
Step Seven	24.29	24.78	25.27
Step Eight	24.70	25.19	25.70
Step Nine	25.11	25.61	26.12
Step Ten	25.52	26.03	26.55
Step Eleven	25.93	26.45	26.98
Step Fifteen	29.29	29.87	30.47
Step Twenty	32.64	33.30	33.96
Step Twenty Five	36.00	36.72	37.45

**Health Assistants, Licensed Practical Nurses, Occupational Therapy Assistants and Physical Therapy Assistants**

Step One	29.11	29.69	30.28
Step Two	30.85	31.47	32.10
Step Three	32.60	33.25	33.91
Step Four	34.34	35.03	35.73
Step Five	36.09	36.81	37.55
Step Six	37.83	38.59	39.36
Step Seven	39.58	40.37	41.18
Step Eight	41.32	42.15	42.99
Step Nine	43.07	43.93	44.81
Step Ten	44.81	45.71	46.62
Step Eleven	46.56	47.49	48.44
Step Fifteen	48.30	49.27	50.26
Step Twenty	50.05	51.05	52.07
Step Twenty Five	51.80	52.83	53.89