

BEFORE & AFTER CARE PAY SCALE 2018-2019

STEP	B&A ASSISTANT LEVEL I 171 DAYS			B&A ASSISTANT LEVEL II 171 DAYS			B&A ASSISTANT LEVEL III 171 DAYS			B&A ASSISTANT LEVEL IV 171 DAYS		
	HRLY RATE	YRLY RATE 4 HRS	YRLY RATE 5 HRS	HRLY RATE	YRLY RATE 4 HRS	YRLY RATE 5 HRS	HRLY RATE	YRLY RATE 4 HRS	YRLY RATE 5 HRS	HRLY RATE	YRLY RATE 4 HRS	YRLY RATE 5 HRS
0	10.23	6,997.32	8,746.65	10.90	7,455.60	9,319.50	11.26	7,701.84	9,627.30	11.62	7,948.08	9,935.10
1	10.37	7,093.08	8,866.35	11.05	7,558.20	9,447.75	11.41	7,804.44	9,755.55	11.78	8,057.52	10,071.90
2	10.50	7,182.00	8,977.50	11.19	7,653.96	9,567.45	11.57	7,913.88	9,892.35	11.94	8,166.96	10,208.70
3	10.64	7,277.76	9,097.20	11.34	7,756.56	9,695.70	11.72	8,016.48	10,020.60	12.10	8,276.40	10,345.50
4	10.78	7,373.52	9,216.90	11.50	7,866.00	9,832.50	11.88	8,125.92	10,157.40	12.26	8,385.84	10,482.30
5	10.93	7,476.12	9,345.15	11.65	7,968.60	9,960.75	12.04	8,235.36	10,294.20	12.43	8,502.12	10,627.65
6	11.07	7,571.88	9,464.85	11.81	8,078.04	10,097.55	12.20	8,344.80	10,431.00	12.60	8,618.40	10,773.00
7	11.22	7,674.48	9,593.10	11.97	8,187.48	10,234.35	12.37	8,461.08	10,576.35	12.77	8,734.68	10,918.35
8	11.37	7,777.08	9,721.35	12.13	8,296.92	10,371.15	12.53	8,570.52	10,713.15	12.94	8,850.96	11,063.70
9	11.52	7,879.68	9,849.60	12.29	8,406.36	10,507.95	12.70	8,686.80	10,858.50	13.11	8,967.24	11,209.05
10	11.68	7,989.12	9,986.40	12.46	8,522.64	10,653.30	12.87	8,803.08	11,003.85	13.29	9,090.36	11,362.95
11	11.83	8,091.72	10,114.65	12.62	8,632.08	10,790.10	13.05	8,926.20	11,157.75	13.47	9,213.48	11,516.85
12	11.99	8,201.16	10,251.45	12.80	8,755.20	10,944.00	13.23	9,049.32	11,311.65	13.66	9,343.44	11,679.30
13	12.15	8,310.60	10,388.25	12.97	8,871.48	11,089.35	13.41	9,172.44	11,465.55	13.84	9,466.56	11,833.20
14	12.32	8,426.88	10,533.60	13.15	8,994.60	11,243.25	13.59	9,295.56	11,619.45	14.03	9,596.52	11,995.65
15	12.48	8,536.32	10,670.40	13.32	9,110.88	11,388.60	13.78	9,425.52	11,781.90	14.23	9,733.32	12,166.65
16	12.65	8,652.60	10,815.75	13.51	9,240.84	11,551.05	13.96	9,548.64	11,935.80	14.42	9,863.28	12,329.10
17	12.83	8,775.72	10,969.65	13.69	9,363.96	11,704.95	14.15	9,678.60	12,098.25	14.62	10,000.08	12,500.10
18	13.00	8,892.00	11,115.00	13.88	9,493.92	11,867.40	14.35	9,815.40	12,269.25	14.82	10,136.88	12,671.10
19	13.18	9,015.12	11,268.90	14.07	9,623.88	12,029.85	14.55	9,952.20	12,440.25	15.02	10,273.68	12,842.10
20	13.36	9,138.24	11,422.80	14.26	9,753.84	12,192.30	14.75	10,089.00	12,611.25	15.23	10,417.32	13,021.65
21	13.54	9,261.36	11,576.70	14.46	9,890.64	12,363.30	14.95	10,225.80	12,782.25	15.44	10,560.96	13,201.20
22	13.72	9,384.48	11,730.60	14.65	10,020.60	12,525.75	15.15	10,362.60	12,953.25	15.65	10,704.60	13,380.75
23	13.91	9,514.44	11,893.05	14.86	10,164.24	12,705.30	15.36	10,506.24	13,132.80	15.87	10,855.08	13,568.85
24	14.10	9,644.40	12,055.50	15.06	10,301.04	12,876.30	15.58	10,656.72	13,320.90	16.09	11,005.56	13,756.95
25	14.29	9,774.36	12,217.95	15.27	10,444.68	13,055.85	15.79	10,800.36	13,500.45	16.31	11,156.04	13,945.05
26	14.49	9,911.16	12,388.95	15.48	10,588.32	13,235.40	16.01	10,950.84	13,688.55	16.54	11,313.36	14,141.70
27	14.69	10,047.96	12,559.95	15.69	10,731.96	13,414.95	16.23	11,101.32	13,876.65	16.77	11,470.68	14,338.35
28	14.89	10,184.76	12,730.95	15.91	10,882.44	13,603.05	16.46	11,258.64	14,073.30	17.00	11,628.00	14,535.00
29	15.10	10,328.40	12,910.50	16.13	11,032.92	13,791.15	16.69	11,415.96	14,269.95	17.24	11,792.16	14,740.20
30	15.30	10,465.20	13,081.50	16.35	11,183.40	13,979.25	16.92	11,573.28	14,466.60	17.48	11,956.32	14,945.40
31	15.51	10,608.84	13,261.05	16.58	11,340.72	14,175.90	17.15	11,730.60	14,663.25	17.72	12,120.48	15,150.60
32	15.73	10,759.32	13,449.15	16.81	11,498.04	14,372.55	17.39	11,894.76	14,868.45	17.97	12,291.48	15,364.35
33	15.95	10,909.80	13,637.25	17.05	11,662.20	14,577.75	17.63	12,058.92	15,073.65	18.22	12,462.48	15,578.10
34	16.17	11,060.28	13,825.35	17.28	11,819.52	14,774.40	17.88	12,229.92	15,287.40	18.48	12,640.32	15,800.40
35	16.39	11,210.76	14,013.45	17.52	11,983.68	14,979.60	18.13	12,400.92	15,501.15	18.74	12,818.16	16,022.70
36	16.62	11,368.08	14,210.10	17.77	12,154.68	15,193.35	18.38	12,571.92	15,714.90	19.00	12,996.00	16,245.00
37	16.85	11,525.40	14,406.75	18.02	12,325.68	15,407.10	18.64	12,749.76	15,937.20	19.27	13,180.68	16,475.85
38	17.08	11,682.72	14,603.40	18.27	12,496.68	15,620.85	18.90	12,927.60	16,159.50	19.54	13,365.36	16,706.70
39	17.32	11,846.88	14,808.60	18.52	12,667.68	15,834.60	19.17	13,112.28	16,390.35	19.81	13,550.04	16,937.55
40	17.56	12,011.04	15,013.80	18.78	12,845.52	16,056.90	19.44	13,296.96	16,621.20	20.09	13,741.56	17,176.95
41	17.81	12,182.04	15,227.55	19.05	13,030.20	16,287.75	19.71	13,481.64	16,852.05	20.37	13,933.08	17,416.35
42	18.06	12,353.04	15,441.30	19.31	13,208.04	16,510.05	19.99	13,673.16	17,091.45	20.66	14,131.44	17,664.30
43	18.31	12,524.04	15,655.05	19.59	13,399.56	16,749.45	20.27	13,864.68	17,330.85	20.95	14,329.80	17,912.25
44	18.57	12,701.88	15,877.35	19.86	13,584.24	16,980.30	20.56	14,063.04	17,578.80	21.25	14,535.00	18,168.75
45	18.83	12,879.72	16,099.65	20.14	13,775.76	17,219.70	20.85	14,261.40	17,826.75	21.55	14,740.20	18,425.25
46	19.09	13,057.56	16,321.95	20.42	13,967.28	17,459.10	21.14	14,459.76	18,074.70	21.85	14,945.40	18,681.75
47	19.36	13,242.24	16,552.80	20.71	14,165.64	17,707.05	21.44	14,664.96	18,331.20	22.16	15,157.44	18,946.80
48	19.63	13,426.92	16,783.65	21.00	14,364.60	17,955.00	21.74	14,870.16	18,587.70	22.48	15,376.32	19,220.40
49	19.91	13,618.44	17,023.05	21.30	14,569.20	18,211.50	22.05	15,082.20	18,852.75	22.80	15,595.20	19,494.00
50	20.19	13,809.96	17,262.45	21.60	14,774.40	18,468.00	22.36	15,294.24	19,117.80	23.12	15,814.08	19,767.60

*SEMI-MONTHLY ESTIMATED GROSS PAY: YEARLY RATE DIVIDED BY 24 PAY DATES

*YEARLY RATE = DAYS IN CONTRACT x HOURLY RATE x HOURS

*YEARLY RATE WILL BE PRO-RATED BASED UPON ACTUAL DAYS WORKED

*NEW EMPLOYEES PAY RATE WILL NOT EXCEED STEP 10

BEFORE & AFTER CARE PAY SCALE 2018-2019

STEP	B&A DIRECTOR LEVEL I			B&A DIRECTOR LEVEL II			B&A DIRECTOR LEVEL III			B&A DIRECTOR LEVEL IV		
	HRLY RATE	YRLY RATE 175 DAYS 6 HRS	YRLY RATE 260 DAYS 7 HRS	HRLY RATE	YRLY RATE 175 DAYS 6 HRS	YRLY RATE 260 DAYS 7 HRS	HRLY RATE	YRLY RATE 175 DAYS 6 HRS	YRLY RATE 260 DAYS 7 HRS	HRLY RATE	YRLY RATE 175 DAYS 6 HRS	YRLY RATE 260 DAYS 7 HRS
0	11.91	12,505.50	21,676.20	12.27	12,883.50	22,331.40	12.63	13,261.50	15,471.75	12.94	13,587.00	23,550.80
1	12.07	12,673.50	21,967.40	12.44	13,062.00	22,640.80	12.80	13,440.00	15,680.00	13.12	13,776.00	23,878.40
2	12.24	12,852.00	22,276.80	12.61	13,240.50	22,950.20	12.98	13,629.00	15,900.50	13.30	13,965.00	24,206.00
3	12.40	13,020.00	22,568.00	12.78	13,419.00	23,259.60	13.16	13,818.00	16,121.00	13.48	14,154.00	24,533.60
4	12.57	13,198.50	22,877.40	12.95	13,597.50	23,569.00	13.33	13,996.50	16,329.25	13.66	14,343.00	24,861.20
5	12.74	13,377.00	23,186.80	13.13	13,786.50	23,896.60	13.52	14,196.00	16,562.00	13.85	14,542.50	25,207.00
6	12.91	13,555.50	23,496.20	13.31	13,975.50	24,224.20	13.70	14,385.00	16,782.50	14.04	14,742.00	25,552.80
7	13.09	13,744.50	23,823.80	13.49	14,164.50	24,551.80	13.89	14,584.50	17,015.25	14.23	14,941.50	25,898.60
8	13.27	13,933.50	24,151.40	13.67	14,353.50	24,879.40	14.08	14,784.00	17,248.00	14.43	15,151.50	26,262.60
9	13.45	14,122.50	24,479.00	13.86	14,553.00	25,225.20	14.27	14,983.50	17,480.75	14.63	15,361.50	26,626.60
10	13.63	14,311.50	24,806.60	14.05	14,752.50	25,571.00	14.47	15,193.50	17,725.75	14.83	15,571.50	26,990.60
11	13.82	14,511.00	25,152.40	14.24	14,952.00	25,916.80	14.67	15,403.50	17,970.75	15.03	15,781.50	27,354.60
12	14.01	14,710.50	25,498.20	14.44	15,162.00	26,280.80	14.87	15,613.50	18,215.75	15.24	16,002.00	27,736.80
13	14.20	14,910.00	25,844.00	14.64	15,372.00	26,644.80	15.07	15,823.50	18,460.75	15.45	16,222.50	28,119.00
14	14.39	15,109.50	26,189.80	14.84	15,582.00	27,008.80	15.28	16,044.00	18,718.00	15.66	16,443.00	28,501.20
15	14.59	15,319.50	26,553.80	15.04	15,792.00	27,372.80	15.49	16,264.50	18,975.25	15.88	16,674.00	28,901.60
16	14.79	15,529.50	26,917.80	15.25	16,012.50	27,755.00	15.71	16,495.50	19,244.75	16.10	16,905.00	29,302.00
17	15.00	15,750.00	27,300.00	15.46	16,233.00	28,137.20	15.93	16,726.50	19,514.25	16.32	17,136.00	29,702.40
18	15.20	15,960.00	27,664.00	15.68	16,464.00	28,537.60	16.15	16,957.50	19,783.75	16.55	17,377.50	30,121.00
19	15.41	16,180.50	28,046.20	15.89	16,684.50	28,919.80	16.37	17,188.50	20,053.25	16.78	17,619.00	30,539.60
20	15.63	16,411.50	28,446.60	16.11	16,915.50	29,320.20	16.60	17,430.00	20,335.00	17.01	17,860.50	30,958.20
21	15.84	16,632.00	28,828.80	16.34	17,157.00	29,738.80	16.83	17,671.50	20,616.75	17.25	18,112.50	31,395.00
22	16.06	16,863.00	29,229.20	16.56	17,388.00	30,139.20	17.06	17,913.00	20,898.50	17.49	18,364.50	31,831.80
23	16.29	17,104.50	29,647.80	16.79	17,629.50	30,557.80	17.30	18,165.00	21,192.50	17.74	18,627.00	32,286.80
24	16.51	17,335.50	30,048.20	17.03	17,881.50	30,994.60	17.54	18,417.00	21,486.50	17.99	18,889.50	32,741.80
25	16.74	17,577.00	30,466.80	17.27	18,133.50	31,431.40	17.79	18,679.50	21,792.75	18.24	19,152.00	33,196.80
26	16.98	17,829.00	30,903.60	17.51	18,385.50	31,868.20	18.04	18,942.00	22,099.00	18.49	19,414.50	33,651.80
27	17.21	18,070.50	31,322.20	17.75	18,637.50	32,305.00	18.29	19,204.50	22,405.25	18.75	19,687.50	34,125.00
28	17.45	18,322.50	31,759.00	18.00	18,900.00	32,760.00	18.55	19,477.50	22,723.75	19.02	19,971.00	34,616.40
29	17.70	18,585.00	32,214.00	18.25	19,162.50	33,215.00	18.81	19,750.50	23,042.25	19.28	20,244.00	35,089.60
30	17.94	18,837.00	32,650.80	18.51	19,435.50	33,688.20	19.07	20,023.50	23,360.75	19.55	20,527.50	35,581.00
31	18.19	19,099.50	33,105.80	18.77	19,708.50	34,161.40	19.34	20,307.00	23,691.50	19.83	20,821.50	36,090.60
32	18.45	19,372.50	33,579.00	19.03	19,981.50	34,634.60	19.61	20,590.50	24,022.25	20.11	21,115.50	36,600.20
33	18.71	19,645.50	34,052.20	19.30	20,265.00	35,126.00	19.89	20,884.50	24,365.25	20.39	21,409.50	37,109.80
34	18.97	19,918.50	34,525.40	19.57	20,548.50	35,617.40	20.17	21,178.50	24,708.25	20.68	21,714.00	37,637.60
35	19.24	20,202.00	35,016.80	19.84	20,832.00	36,108.80	20.45	21,472.50	25,051.25	20.97	22,018.50	38,165.40
36	19.51	20,485.50	35,508.20	20.12	21,126.00	36,618.40	20.74	21,777.00	25,406.50	21.27	22,333.50	38,711.40
37	19.78	20,769.00	35,999.60	20.41	21,430.50	37,146.20	21.03	22,081.50	25,761.75	21.57	22,648.50	39,257.40
38	20.06	21,063.00	36,509.20	20.70	21,735.00	37,674.00	21.33	22,396.50	26,129.25	21.88	22,974.00	39,821.60
39	20.34	21,357.00	37,018.80	20.99	22,039.50	38,201.80	21.63	22,711.50	26,496.75	22.19	23,299.50	40,385.80
40	20.63	21,661.50	37,546.60	21.29	22,354.50	38,747.80	21.94	23,037.00	26,876.50	22.50	23,625.00	40,950.00
41	20.92	21,966.00	38,074.40	21.59	22,669.50	39,293.80	22.25	23,362.50	27,256.25	22.82	23,961.00	41,532.40
42	21.22	22,281.00	38,620.40	21.89	22,984.50	39,839.80	22.57	23,698.50	27,648.25	23.14	24,297.00	42,114.80
43	21.52	22,596.00	39,166.40	22.20	23,310.00	40,404.00	22.89	24,034.50	28,040.25	23.47	24,643.50	42,715.40
44	21.82	22,911.00	39,712.40	22.52	23,646.00	40,986.40	23.21	24,370.50	28,432.25	23.81	25,000.50	43,334.20
45	22.13	23,236.50	40,276.60	22.84	23,982.00	41,568.80	23.54	24,717.00	28,836.50	24.15	25,357.50	43,953.00
46	22.45	23,572.50	40,859.00	23.16	24,318.00	42,151.20	23.88	25,074.00	29,253.00	24.49	25,714.50	44,571.80
47	22.77	23,908.50	41,441.40	23.49	24,664.50	42,751.80	24.22	25,431.00	29,669.50	24.84	26,082.00	45,208.80
48	23.09	24,244.50	42,023.80	23.83	25,021.50	43,370.60	24.56	25,788.00	30,086.00	25.19	26,449.50	45,845.80
49	23.42	24,591.00	42,624.40	24.17	25,378.50	43,989.40	24.91	26,155.50	30,514.75	25.55	26,827.50	46,501.00
50	23.75	24,937.50	43,225.00	24.51	25,735.50	44,608.20	25.27	26,533.50	30,955.75	25.92	27,216.00	47,174.40

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*YEARLY RATE WILL BE PRO-RATED BASED UPON ACTUAL DAYS WORKED

*NEW EMPLOYEES PAY RATE WILL NOT EXCEED STEP 10