

2023 SCHEDULE M
CWA Bargaining Unit Employees Only
(Master's Degree)

*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.
 Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary
 Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
01	1	14.55	14.95	15.05	15.11	15.19	15.28	15.38	15.45	15.54	15.62	15.69	15.80	15.88	15.94	16.04	16.12	16.22
	2	14.93	15.33	15.44	15.53	15.59	15.67	15.79	15.85	15.92	16.03	16.10	16.19	16.27	16.35	16.42	16.52	16.63
	3	15.44	15.85	15.92	16.03	16.10	16.19	16.27	16.35	16.42	16.52	16.63	16.70	16.77	16.84	16.92	17.01	17.13
	4	15.89	16.30	16.39	16.46	16.58	16.66	16.74	16.79	16.87	16.98	17.09	17.16	17.23	17.30	17.38	17.49	17.56
	5	16.31	16.74	16.80	16.88	16.98	17.11	17.18	17.23	17.31	17.39	17.49	17.57	17.68	17.73	17.82	17.91	17.99
	6	16.75	17.18	17.25	17.32	17.39	17.50	17.60	17.68	17.74	17.83	17.91	18.00	18.08	18.17	18.26	18.34	18.40
	7	17.19	17.60	17.69	17.76	17.83	17.92	18.02	18.08	18.20	18.27	18.34	18.43	18.52	18.58	18.69	18.78	18.84
	8	17.66	18.04	18.12	18.23	18.31	18.38	18.48	18.54	18.64	18.73	18.80	18.89	19.00	19.05	19.13	19.24	19.30
	9	18.08	18.51	18.58	18.69	18.77	18.84	18.92	19.02	19.08	19.17	19.26	19.35	19.43	19.52	19.60	19.67	19.74
	10	18.58	19.02	19.08	19.17	19.26	19.35	19.43	19.52	19.60	19.67	19.74	19.85	19.95	20.03	20.10	20.17	20.25
02	1	15.07	15.49	15.58	15.66	15.75	15.85	15.92	16.03	16.11	16.22	16.28	16.36	16.43	16.54	16.65	16.73	16.79
	2	15.49	15.91	16.01	16.10	16.19	16.27	16.36	16.43	16.54	16.65	16.73	16.78	16.86	16.96	17.09	17.16	17.23
	3	16.01	16.42	16.52	16.64	16.72	16.78	16.86	16.96	17.09	17.16	17.23	17.30	17.38	17.49	17.57	17.68	17.74
	4	16.51	16.92	17.01	17.14	17.21	17.28	17.37	17.45	17.56	17.67	17.73	17.81	17.90	17.99	18.07	18.17	18.26
	5	16.99	17.41	17.53	17.61	17.70	17.79	17.85	17.95	18.04	18.12	18.23	18.31	18.38	18.48	18.55	18.65	18.76
	6	17.39	17.83	17.92	18.02	18.09	18.21	18.28	18.36	18.47	18.54	18.64	18.71	18.80	18.89	19.00	19.06	19.15
	7	17.82	18.26	18.34	18.43	18.52	18.59	18.70	18.79	18.87	18.96	19.05	19.11	19.23	19.30	19.39	19.49	19.57
	8	18.33	18.77	18.84	18.92	19.03	19.10	19.18	19.28	19.38	19.48	19.56	19.62	19.69	19.81	19.90	19.99	20.08
	9	18.82	19.26	19.35	19.43	19.53	19.61	19.68	19.79	19.88	19.97	20.07	20.12	20.20	20.31	20.38	20.49	20.58
	10	19.37	19.79	19.88	19.97	20.07	20.13	20.22	20.32	20.40	20.50	20.59	20.66	20.74	20.84	20.93	21.01	21.11
03	1	15.43	15.88	15.95	16.05	16.14	16.24	16.31	16.40	16.49	16.63	16.70	16.77	16.85	16.94	17.03	17.15	17.22
	2	15.89	16.35	16.42	16.52	16.64	16.72	16.78	16.86	16.96	17.11	17.18	17.25	17.32	17.41	17.53	17.61	17.70
	3	16.51	16.96	17.09	17.16	17.23	17.31	17.39	17.50	17.60	17.70	17.79	17.85	17.95	18.04	18.12	18.23	18.32
	4	17.11	17.54	17.64	17.71	17.80	17.86	17.98	18.06	18.16	18.26	18.34	18.43	18.52	18.59	18.70	18.79	18.87
	5	17.60	18.04	18.12	18.23	18.32	18.39	18.50	18.56	18.66	18.78	18.85	18.94	19.04	19.11	19.23	19.30	19.39
	6	18.08	18.54	18.64	18.73	18.81	18.90	19.01	19.07	19.16	19.27	19.37	19.46	19.54	19.62	19.69	19.81	19.90
	7	18.58	19.05	19.13	19.24	19.31	19.41	19.51	19.59	19.66	19.76	19.87	19.96	20.05	20.12	20.20	20.31	20.38
	8	19.08	19.56	19.64	19.71	19.83	19.91	20.01	20.09	20.16	20.27	20.36	20.47	20.56	20.63	20.72	20.80	20.88
	9	19.66	20.12	20.20	20.31	20.38	20.49	20.58	20.66	20.74	20.85	20.94	21.04	21.12	21.21	21.29	21.36	21.46
	10	20.25	20.72	20.80	20.88	20.99	21.09	21.18	21.25	21.33	21.44	21.54	21.64	21.72	21.79	21.88	21.96	22.04
04	1	16.10	16.59	16.67	16.76	16.84	16.92	17.03	17.15	17.22	17.31	17.39	17.53	17.61	17.70	17.80	17.86	17.98
	2	16.59	17.03	17.15	17.23	17.31	17.39	17.53	17.61	17.70	17.80	17.86	17.99	18.07	18.17	18.27	18.35	18.44
	3	17.16	17.64	17.71	17.81	17.90	17.99	18.08	18.20	18.27	18.36	18.47	18.55	18.65	18.76	18.84	18.92	19.03
	4	17.73	18.22	18.31	18.39	18.50	18.56	18.69	18.78	18.85	18.96	19.05	19.15	19.25	19.34	19.43	19.53	19.61
	5	18.32	18.79	18.87	19.00	19.06	19.15	19.26	19.35	19.43	19.54	19.62	19.71	19.83	19.91	20.03	20.10	20.17
	6	18.82	19.30	19.39	19.51	19.59	19.66	19.76	19.87	19.96	20.07	20.13	20.23	20.33	20.44	20.53	20.61	20.71
	7	19.37	19.84	19.92	20.04	20.11	20.19	20.31	20.38	20.49	20.59	20.68	20.76	20.86	20.96	21.08	21.17	21.23
	8	19.95	20.40	20.50	20.60	20.69	20.76	20.87	20.98	21.08	21.18	21.25	21.34	21.44	21.54	21.65	21.73	21.80
	9	20.51	20.99	21.09	21.19	21.27	21.34	21.45	21.55	21.65	21.74	21.81	21.93	22.00	22.14	22.22	22.30	22.37
	10	21.11	21.57	21.69	21.77	21.83	21.94	22.03	22.16	22.24	22.32	22.41	22.52	22.60	22.73	22.80	22.88	22.98
05	1	17.12	17.57	17.69	17.79	17.85	17.98	18.07	18.17	18.27	18.36	18.47	18.55	18.66	18.77	18.85	18.96	19.05
	2	17.41	17.91	18.02	18.11	18.22	18.32	18.40	18.51	18.59	18.71	18.80	18.90	19.02	19.08	19.18	19.30	19.39
	3	17.90	18.38	18.50	18.58	18.69	18.79	18.89	19.00	19.07	19.17	19.27	19.38	19.49	19.57	19.66	19.76	19.87
	4	18.44	18.92	19.04	19.13	19.24	19.34	19.43	19.53	19.62	19.71	19.83	19.92	20.04	20.11	20.20	20.32	20.40
	5	19.05	19.54	19.64	19.72	19.84	19.95	20.05	20.12	20.22	20.33	20.44	20.53	20.63	20.72	20.82	20.93	21.01
	6	19.66	20.15	20.25	20.36	20.47	20.57	20.66	20.74	20.85	20.96	21.05	21.17	21.25	21.33	21.44	21.55	21.65
	7	20.25	20.74	20.85	20.96	21.05	21.17	21.25	21.33	21.44	21.55	21.65	21.74	21.82	21.93	22.02	22.16	22.24
	8	20.86	21.34	21.45	21.56	21.68	21.76	21.83	21.94	22.03	22.17	22.25	22.33	22.43	22.53	22.63	22.76	22.82
	9	21.41	21.89	21.99	22.14	22.21	22.30	22.40	22.48	22.58	22.73	22.79	22.88	23.00	23.09	23.17	23.29	23.37
	10	21.87	22.35	22.44	22.56	22.68	22.77	22.85	22.95	23.04	23.15	23.26	23.35	23.46	23.54	23.63	23.74	23.84

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Range Step

		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
06	1	17.73	18.26	18.35	18.47	18.55	18.66	18.77	18.85	18.96	19.06	19.16	19.27	19.38	19.49	19.59	19.67	19.79
	2	18.24	18.77	18.85	18.96	19.06	19.16	19.26	19.37	19.48	19.57	19.66	19.76	19.88	19.99	20.09	20.17	20.28
	3	18.82	19.35	19.46	19.56	19.65	19.74	19.85	19.96	20.07	20.15	20.25	20.36	20.48	20.58	20.68	20.76	20.87
	4	19.37	19.88	19.99	20.09	20.17	20.28	20.37	20.49	20.59	20.69	20.77	20.88	21.00	21.11	21.21	21.30	21.41
	5	19.95	20.47	20.57	20.66	20.75	20.86	20.96	21.08	21.18	21.27	21.35	21.46	21.57	21.70	21.78	21.88	21.97
	6	20.51	21.04	21.13	21.23	21.33	21.44	21.54	21.65	21.74	21.82	21.94	22.03	22.17	22.27	22.35	22.44	22.56
	7	21.11	21.64	21.73	21.81	21.93	22.02	22.15	22.24	22.32	22.42	22.53	22.63	22.76	22.84	22.95	23.04	23.15
	8	21.71	22.22	22.31	22.41	22.52	22.61	22.74	22.81	22.92	23.02	23.12	23.25	23.33	23.45	23.54	23.63	23.74
	9	22.24	22.76	22.84	22.95	23.04	23.15	23.26	23.35	23.46	23.56	23.64	23.75	23.86	23.98	24.06	24.16	24.27
	10	22.81	23.33	23.45	23.54	23.63	23.74	23.84	23.95	24.04	24.12	24.24	24.36	24.46	24.55	24.65	24.76	24.87
07	1	18.24	18.78	18.87	19.01	19.08	19.18	19.30	19.42	19.53	19.62	19.71	19.85	19.96	20.07	20.15	20.27	20.37
	2	19.00	19.52	19.61	19.71	19.84	19.95	20.05	20.15	20.25	20.36	20.48	20.59	20.69	20.77	20.88	21.01	21.12
	3	19.69	20.23	20.34	20.48	20.58	20.68	20.76	20.88	21.00	21.11	21.21	21.31	21.42	21.54	21.65	21.76	21.83
	4	20.32	20.85	20.96	21.09	21.19	21.28	21.36	21.50	21.62	21.72	21.80	21.93	22.02	22.16	22.25	22.35	22.44
	5	20.93	21.45	21.56	21.70	21.78	21.88	21.97	22.14	22.22	22.31	22.41	22.53	22.63	22.76	22.84	22.96	23.05
	6	21.41	21.94	22.03	22.19	22.28	22.36	22.46	22.58	22.73	22.80	22.89	23.02	23.12	23.25	23.33	23.46	23.56
	7	21.87	22.40	22.49	22.61	22.75	22.82	22.93	23.04	23.15	23.27	23.36	23.49	23.58	23.67	23.79	23.93	24.01
	8	22.46	23.01	23.11	23.25	23.33	23.45	23.54	23.64	23.75	23.86	23.98	24.08	24.17	24.28	24.42	24.52	24.60
	9	23.09	23.61	23.70	23.84	23.95	24.04	24.12	24.26	24.39	24.47	24.56	24.68	24.80	24.91	25.00	25.12	25.21
	10	23.82	24.33	24.45	24.55	24.65	24.76	24.87	24.98	25.08	25.18	25.30	25.41	25.53	25.62	25.73	25.86	25.95
	11	24.54	25.07	25.17	25.30	25.40	25.50	25.61	25.73	25.82	25.94	26.03	26.15	26.24	26.39	26.47	26.57	26.68
08*	1	18.70	19.26	19.38	19.49	19.60	19.68	19.83	19.95	20.05	20.15	20.27	20.37	20.50	20.60	20.72	20.84	20.94
	2	19.57	20.12	20.23	20.34	20.48	20.58	20.69	20.80	20.89	21.04	21.17	21.25	21.35	21.46	21.60	21.72	21.80
	3	20.38	20.96	21.09	21.19	21.29	21.39	21.52	21.65	21.74	21.83	21.96	22.08	22.21	22.30	22.41	22.53	22.63
	4	21.17	21.72	21.81	21.93	22.03	22.17	22.28	22.37	22.48	22.60	22.75	22.82	22.95	23.04	23.16	23.29	23.39
	5	21.87	22.42	22.55	22.68	22.78	22.86	23.00	23.11	23.22	23.33	23.46	23.56	23.65	23.76	23.92	24.01	24.10
	6	22.46	23.03	23.15	23.27	23.37	23.49	23.59	23.70	23.83	23.95	24.05	24.14	24.27	24.41	24.50	24.60	24.72
	7	23.09	23.63	23.75	23.86	23.99	24.08	24.20	24.32	24.44	24.54	24.65	24.76	24.89	24.98	25.11	25.21	25.33
	8	23.82	24.39	24.48	24.57	24.69	24.82	24.93	25.05	25.14	25.28	25.39	25.49	25.61	25.70	25.82	25.95	26.04
	9	24.54	25.11	25.21	25.33	25.43	25.55	25.65	25.79	25.90	26.00	26.12	26.21	26.37	26.46	26.54	26.68	26.81
	10	25.39	25.95	26.05	26.16	26.29	26.41	26.50	26.62	26.72	26.87	26.97	27.04	27.19	27.29	27.41	27.52	27.62
	11	26.28	26.86	26.96	27.03	27.18	27.26	27.40	27.50	27.61	27.72	27.85	27.96	28.08	28.16	28.27	28.44	28.54
09*	1	19.08	19.67	19.81	19.92	20.05	20.16	20.28	20.40	20.53	20.64	20.75	20.87	21.00	21.12	21.23	21.34	21.46
	2	20.23	20.84	20.96	21.09	21.20	21.31	21.44	21.56	21.70	21.79	21.92	22.02	22.17	22.28	22.37	22.49	22.61
	3	21.33	21.93	22.03	22.19	22.29	22.41	22.53	22.68	22.78	22.88	23.01	23.12	23.26	23.36	23.49	23.59	23.70
	4	22.24	22.81	22.93	23.04	23.16	23.30	23.42	23.54	23.64	23.76	23.92	24.01	24.11	24.24	24.39	24.48	24.59
	5	23.03	23.62	23.74	23.86	23.99	24.10	24.23	24.36	24.47	24.57	24.69	24.83	24.95	25.06	25.17	25.30	25.41
	6	23.82	24.42	24.52	24.62	24.75	24.89	25.00	25.12	25.23	25.36	25.47	25.60	25.70	25.82	25.95	26.05	26.17
	7	24.54	25.13	25.27	25.38	25.49	25.62	25.76	25.88	25.98	26.10	26.20	26.33	26.46	26.54	26.68	26.83	26.94
	8	25.39	25.98	26.10	26.20	26.33	26.47	26.57	26.70	26.84	26.95	27.03	27.18	27.29	27.41	27.52	27.63	27.74
	9	26.28	26.88	26.98	27.08	27.21	27.37	27.47	27.59	27.70	27.82	27.94	28.07	28.16	28.27	28.44	28.55	28.64
	10	27.38	27.96	28.08	28.17	28.29	28.47	28.57	28.66	28.78	28.93	29.05	29.14	29.25	29.40	29.51	29.63	29.73
	11	28.54	29.11	29.20	29.35	29.47	29.60	29.71	29.84	29.95	30.06	30.19	30.30	30.40	30.55	30.65	30.77	30.89
10*	1	19.81	20.46	20.58	20.69	20.82	20.94	21.09	21.21	21.31	21.45	21.57	21.72	21.82	21.95	22.12	22.22	22.33
	2	21.13	21.77	21.89	22.00	22.17	22.28	22.40	22.53	22.68	22.79	22.89	23.03	23.16	23.29	23.42	23.54	23.65
	3	22.27	22.88	23.02	23.13	23.28	23.39	23.52	23.64	23.76	23.93	24.03	24.14	24.28	24.43	24.54	24.65	24.80
	4	23.39	24.03	24.14	24.27	24.43	24.53	24.65	24.80	24.92	25.05	25.16	25.30	25.42	25.55	25.66	25.80	25.94
	5	24.50	25.13	25.28	25.39	25.53	25.63	25.78	25.91	26.02	26.15	26.28	26.42	26.52	26.64	26.81	26.92	27.02
	6	25.39	26.02	26.15	26.28	26.42	26.51	26.64	26.81	26.92	27.02	27.17	27.29	27.44	27.54	27.66	27.77	27.93
	7	26.28	26.92	27.02	27.17	27.29	27.41	27.54	27.66	27.77	27.93	28.06	28.16	28.29	28.46	28.57	28.66	28.82
	8	27.38	28.03	28.12	28.22	28.41	28.53	28.63	28.74	28.90	29.04	29.13	29.25	29.41	29.52	29.66	29.75	29.89
	9	28.54	29.14	29.26	29.41	29.55	29.66	29.77	29.90	30.03	30.17	30.28	30.40	30.56	30.67	30.80	30.93	31.06
	10	29.63	30.25	30.38	30.52	30.64	30.75	30.89	31.01	31.14	31.29	31.41	31.52	31.68	31.79	31.91	32.02	32.15
	11	30.97	31.58	31.73	31.85	31.97	32.09	32.25	32.36	32.49	32.62	32.76	32.86	33.02	33.12	33.25	33.37	33.50

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		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
11*	1	20.96	21.65	21.78	21.92	22.03	22.20	22.32	22.44	22.58	22.75	22.86	23.01	23.13	23.29	23.42	23.56	23.67
	2	22.41	23.10	23.26	23.37	23.51	23.63	23.79	23.94	24.05	24.17	24.33	24.47	24.59	24.75	24.89	25.01	25.14
	3	23.76	24.46	24.59	24.74	24.87	25.00	25.14	25.29	25.41	25.55	25.67	25.82	25.97	26.11	26.22	26.40	26.50
	4	25.12	25.80	25.95	26.06	26.20	26.37	26.49	26.62	26.75	26.91	27.02	27.18	27.30	27.46	27.59	27.71	27.85
	5	26.21	26.92	27.03	27.19	27.35	27.46	27.60	27.72	27.87	28.03	28.14	28.26	28.44	28.57	28.67	28.83	28.98
	6	27.38	28.06	28.17	28.31	28.48	28.59	28.70	28.88	29.03	29.13	29.26	29.42	29.56	29.70	29.84	29.96	30.11
	7	28.54	29.17	29.35	29.48	29.62	29.73	29.88	30.02	30.16	30.28	30.44	30.57	30.71	30.84	30.98	31.10	31.24
	8	29.63	30.30	30.45	30.59	30.72	30.84	30.99	31.11	31.28	31.41	31.53	31.69	31.81	31.95	32.08	32.24	32.35
	9	30.97	31.64	31.80	31.93	32.04	32.21	32.33	32.48	32.61	32.76	32.88	33.04	33.14	33.32	33.45	33.58	33.70
	10	32.32	33.02	33.14	33.30	33.41	33.57	33.70	33.83	33.97	34.09	34.24	34.38	34.51	34.65	34.80	34.94	35.05
	11	33.78	34.47	34.61	34.74	34.88	35.02	35.16	35.30	35.42	35.56	35.71	35.85	35.98	36.11	36.26	36.37	36.51
12*	1	22.41	23.15	23.30	23.46	23.59	23.74	23.92	24.04	24.17	24.33	24.48	24.62	24.78	24.95	25.08	25.23	25.39
	2	23.99	24.72	24.87	25.01	25.16	25.32	25.46	25.61	25.77	25.91	26.04	26.18	26.37	26.50	26.64	26.83	26.96
	3	25.47	26.20	26.39	26.50	26.64	26.83	26.96	27.08	27.24	27.40	27.54	27.67	27.84	28.03	28.14	28.27	28.47
	4	26.95	27.66	27.82	28.00	28.11	28.25	28.44	28.57	28.68	28.86	29.03	29.14	29.29	29.47	29.62	29.74	29.89
	5	28.26	29.04	29.15	29.30	29.47	29.62	29.74	29.89	30.05	30.20	30.35	30.50	30.64	30.80	30.96	31.09	31.24
	6	29.63	30.36	30.52	30.65	30.80	30.96	31.09	31.24	31.41	31.53	31.70	31.84	31.97	32.14	32.30	32.43	32.59
	7	30.97	31.71	31.85	32.00	32.14	32.30	32.43	32.59	32.76	32.88	33.05	33.17	33.34	33.49	33.63	33.78	33.95
	8	32.32	33.08	33.20	33.36	33.50	33.64	33.80	33.96	34.09	34.24	34.40	34.54	34.67	34.85	35.01	35.15	35.30
	9	33.78	34.53	34.66	34.82	34.98	35.10	35.27	35.41	35.56	35.71	35.86	36.01	36.14	36.30	36.47	36.60	36.76
	10	35.30	36.03	36.21	36.32	36.48	36.61	36.77	36.90	37.06	37.24	37.36	37.50	37.67	37.83	37.95	38.10	38.27
	11	36.84	37.58	37.73	37.87	38.03	38.19	38.33	38.45	38.62	38.77	38.92	39.06	39.19	39.38	39.51	39.66	39.83
13	1	14.13	14.55	14.61	14.69	14.76	14.85	14.93	15.03	15.09	15.17	15.26	15.33	15.44	15.52	15.59	15.66	15.75
	2	14.56	14.96	15.05	15.11	15.19	15.28	15.37	15.45	15.53	15.61	15.67	15.79	15.87	15.92	16.03	16.10	16.19
	3	14.79	15.20	15.28	15.38	15.45	15.54	15.61	15.69	15.79	15.87	15.92	16.03	16.11	16.19	16.27	16.35	16.42
	4	15.59	16.01	16.08	16.17	16.25	16.33	16.40	16.49	16.59	16.67	16.74	16.80	16.88	16.98	17.11	17.16	17.23
	5	15.99	16.40	16.46	16.59	16.66	16.74	16.79	16.87	16.96	17.09	17.15	17.22	17.30	17.37	17.45	17.55	17.66
	6	16.35	16.76	16.83	16.91	16.99	17.12	17.18	17.25	17.31	17.39	17.49	17.57	17.68	17.73	17.82	17.90	17.99
	7	17.19	17.60	17.68	17.74	17.82	17.91	17.99	18.07	18.16	18.24	18.32	18.39	18.50	18.55	18.65	18.73	18.81
	8	17.39	17.82	17.90	17.99	18.06	18.16	18.23	18.32	18.38	18.48	18.54	18.64	18.73	18.80	18.89	18.96	19.05
	9	17.82	18.24	18.32	18.39	18.48	18.55	18.64	18.73	18.80	18.89	18.96	19.05	19.13	19.23	19.30	19.38	19.48
	10	18.33	18.76	18.81	18.90	19.00	19.06	19.13	19.24	19.30	19.39	19.48	19.56	19.64	19.69	19.81	19.88	19.97
	11	18.82	19.25	19.31	19.41	19.49	19.57	19.64	19.71	19.81	19.90	19.97	20.07	20.13	20.20	20.31	20.37	20.48
	12	19.37	19.76	19.85	19.95	20.03	20.10	20.16	20.25	20.33	20.44	20.50	20.59	20.68	20.74	20.84	20.89	21.00
23	1	14.99	15.44	15.53	15.61	15.69	15.80	15.88	15.95	16.05	16.14	16.24	16.31	16.40	16.46	16.59	16.67	16.75
	2	15.58	16.03	16.11	16.22	16.28	16.37	16.45	16.58	16.66	16.74	16.80	16.88	16.99	17.11	17.18	17.25	17.32
	3	16.14	16.60	16.69	16.76	16.84	16.92	17.01	17.14	17.21	17.28	17.37	17.45	17.56	17.66	17.72	17.81	17.90
	4	16.67	17.13	17.20	17.27	17.36	17.44	17.55	17.66	17.72	17.81	17.90	17.99	18.07	18.16	18.24	18.33	18.40
	5	17.18	17.61	17.70	17.79	17.85	17.95	18.04	18.12	18.23	18.32	18.39	18.50	18.56	18.65	18.76	18.82	18.91
	6	17.66	18.07	18.17	18.26	18.34	18.43	18.52	18.59	18.70	18.79	18.87	18.96	19.05	19.11	19.23	19.30	19.39
	7	18.08	18.53	18.62	18.71	18.80	18.89	19.00	19.06	19.15	19.25	19.34	19.42	19.52	19.59	19.66	19.74	19.85
	8	18.58	19.04	19.11	19.23	19.30	19.39	19.49	19.57	19.65	19.72	19.84	19.92	20.03	20.09	20.16	20.25	20.34
	9	19.08	19.54	19.62	19.69	19.81	19.90	19.99	20.08	20.15	20.23	20.33	20.44	20.51	20.59	20.68	20.75	20.85
	10	19.66	20.11	20.19	20.28	20.37	20.48	20.57	20.64	20.73	20.82	20.89	21.00	21.10	21.18	21.25	21.33	21.42
	11	20.25	20.71	20.77	20.87	20.98	21.08	21.17	21.23	21.31	21.41	21.50	21.60	21.70	21.76	21.82	21.93	22.00

**2023 SCHEDULE M
CWA Bargaining Unit Employees Only
(Master's Degree)**

*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.
Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary
Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range Step

		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
24	1	15.58	16.04	16.12	16.23	16.31	16.40	16.49	16.60	16.69	16.77	16.85	16.94	17.03	17.15	17.23	17.31	17.39
	2	16.16	16.64	16.72	16.78	16.87	16.98	17.11	17.18	17.25	17.33	17.43	17.54	17.64	17.71	17.81	17.90	17.99
	3	16.80	17.27	17.36	17.44	17.56	17.67	17.73	17.82	17.91	18.02	18.09	18.21	18.28	18.36	18.48	18.55	18.65
	4	17.31	17.79	17.85	17.95	18.06	18.16	18.24	18.33	18.40	18.52	18.59	18.70	18.79	18.87	19.00	19.06	19.15
	5	17.83	18.31	18.38	18.48	18.56	18.66	18.77	18.84	18.92	19.04	19.11	19.23	19.30	19.39	19.51	19.59	19.66
	6	18.33	18.79	18.87	18.96	19.06	19.15	19.25	19.34	19.42	19.53	19.61	19.68	19.79	19.88	19.99	20.08	20.15
	7	18.82	19.28	19.38	19.48	19.57	19.65	19.72	19.84	19.92	20.04	20.11	20.19	20.28	20.37	20.49	20.58	20.66
	8	19.37	19.83	19.91	20.01	20.10	20.17	20.27	20.36	20.47	20.57	20.64	20.73	20.82	20.89	21.01	21.11	21.20
	9	19.85	20.31	20.38	20.49	20.59	20.68	20.75	20.85	20.94	21.05	21.13	21.22	21.30	21.39	21.50	21.60	21.70
	10	20.51	20.98	21.08	21.17	21.25	21.33	21.42	21.52	21.62	21.72	21.79	21.88	21.96	22.04	22.19	22.27	22.33
	11	21.11	21.56	21.68	21.74	21.82	21.93	22.00	22.14	22.21	22.30	22.37	22.46	22.56	22.68	22.77	22.84	22.93
25	1	16.28	16.76	16.85	16.94	17.09	17.16	17.25	17.32	17.43	17.54	17.66	17.72	17.81	17.91	18.00	18.09	18.21
	2	16.76	17.23	17.32	17.41	17.54	17.64	17.72	17.81	17.91	18.00	18.09	18.21	18.28	18.38	18.48	18.56	18.66
	3	17.30	17.79	17.86	17.98	18.07	18.17	18.27	18.35	18.47	18.54	18.65	18.76	18.82	18.92	19.03	19.11	19.23
	4	17.90	18.36	18.48	18.55	18.66	18.77	18.85	18.94	19.05	19.13	19.25	19.34	19.42	19.53	19.61	19.69	19.81
	5	18.50	18.96	19.06	19.15	19.26	19.35	19.46	19.54	19.64	19.71	19.84	19.92	20.03	20.11	20.19	20.31	20.38
	6	19.08	19.57	19.66	19.74	19.87	19.96	20.07	20.13	20.23	20.33	20.46	20.53	20.61	20.72	20.80	20.89	21.00
	7	19.66	20.13	20.23	20.33	20.46	20.53	20.63	20.72	20.82	20.89	21.01	21.11	21.20	21.29	21.36	21.47	21.57
	8	20.25	20.73	20.84	20.93	21.04	21.12	21.22	21.30	21.41	21.50	21.62	21.71	21.78	21.88	21.96	22.08	22.19
	9	20.86	21.33	21.44	21.54	21.65	21.73	21.81	21.92	22.00	22.14	22.22	22.30	22.37	22.48	22.57	22.71	22.78
	10	21.41	21.88	21.97	22.08	22.20	22.28	22.36	22.44	22.56	22.68	22.77	22.84	22.93	23.03	23.12	23.25	23.31
	11	21.87	22.33	22.43	22.53	22.63	22.75	22.82	22.92	23.02	23.11	23.22	23.30	23.39	23.50	23.58	23.67	23.76
26	1	17.09	17.56	17.67	17.74	17.84	17.95	18.04	18.16	18.26	18.35	18.44	18.54	18.65	18.77	18.84	18.94	19.05
	2	17.68	18.17	18.26	18.35	18.47	18.55	18.65	18.77	18.85	18.96	19.05	19.15	19.26	19.37	19.46	19.56	19.65
	3	18.21	18.70	18.79	18.89	19.01	19.08	19.17	19.28	19.39	19.51	19.59	19.67	19.79	19.90	19.99	20.09	20.17
	4	18.78	19.27	19.37	19.48	19.57	19.66	19.74	19.87	19.97	20.08	20.15	20.25	20.36	20.48	20.57	20.66	20.75
	5	19.35	19.85	19.95	20.05	20.13	20.23	20.33	20.46	20.56	20.64	20.73	20.84	20.94	21.05	21.13	21.23	21.33
	6	19.95	20.46	20.53	20.63	20.73	20.84	20.93	21.04	21.13	21.23	21.31	21.42	21.54	21.65	21.73	21.81	21.93
	7	20.51	21.01	21.11	21.21	21.30	21.41	21.50	21.62	21.72	21.80	21.89	21.99	22.14	22.22	22.30	22.40	22.49
	8	21.11	21.62	21.71	21.79	21.89	21.99	22.12	22.21	22.30	22.40	22.48	22.58	22.73	22.80	22.88	23.00	23.10
	9	21.71	22.21	22.29	22.37	22.48	22.58	22.71	22.79	22.88	23.00	23.09	23.17	23.29	23.39	23.49	23.58	23.67
	10	22.24	22.75	22.81	22.92	23.02	23.12	23.22	23.31	23.42	23.52	23.61	23.70	23.83	23.94	24.01	24.10	24.21
	11	22.81	23.31	23.40	23.51	23.61	23.70	23.82	23.93	24.01	24.10	24.20	24.30	24.43	24.52	24.59	24.69	24.82
27	1	17.90	18.40	18.52	18.62	18.76	18.84	18.94	19.05	19.15	19.26	19.37	19.48	19.57	19.66	19.76	19.88	19.99
	2	18.64	19.15	19.26	19.37	19.49	19.59	19.67	19.79	19.90	20.01	20.10	20.19	20.31	20.40	20.51	20.61	20.72
	3	19.24	19.72	19.85	19.96	20.08	20.16	20.27	20.37	20.49	20.59	20.69	20.77	20.88	21.00	21.11	21.21	21.30
	4	19.85	20.36	20.48	20.58	20.69	20.77	20.88	21.00	21.11	21.21	21.30	21.41	21.52	21.64	21.73	21.81	21.93
	5	20.31	20.82	20.93	21.04	21.17	21.25	21.34	21.45	21.56	21.69	21.77	21.87	21.96	22.08	22.20	22.29	22.37
	6	20.86	21.36	21.47	21.60	21.72	21.80	21.92	22.00	22.15	22.24	22.32	22.42	22.53	22.63	22.76	22.84	22.95
	7	21.41	21.93	22.02	22.16	22.27	22.35	22.44	22.56	22.70	22.78	22.86	22.98	23.09	23.17	23.29	23.39	23.50
	8	21.87	22.37	22.48	22.58	22.74	22.81	22.92	23.02	23.12	23.25	23.33	23.45	23.54	23.63	23.74	23.85	23.96
	9	22.46	23.00	23.10	23.21	23.31	23.42	23.52	23.62	23.73	23.84	23.95	24.04	24.12	24.24	24.36	24.46	24.55
	10	23.09	23.59	23.69	23.82	23.94	24.03	24.11	24.23	24.33	24.45	24.54	24.64	24.75	24.85	24.96	25.06	25.16
	11	23.82	24.32	24.44	24.53	24.64	24.75	24.85	24.96	25.06	25.16	25.28	25.38	25.47	25.58	25.66	25.79	25.90
	12	24.54	25.06	25.16	25.28	25.39	25.49	25.60	25.67	25.80	25.91	26.00	26.11	26.20	26.32	26.43	26.51	26.62

2023 SCHEDULE M
CWA Bargaining Unit Employees Only
(Master's Degree)

*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.
 Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary
 Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range Step

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
28	1	18.33	18.87	19.00	19.08	19.18	19.31	19.42	19.53	19.64	19.72	19.87	19.97	20.08	20.17	20.28	20.40	20.51
	2	19.17	19.71	19.84	19.96	20.07	20.16	20.27	20.37	20.50	20.60	20.72	20.82	20.93	21.05	21.17	21.27	21.35
	3	19.92	20.48	20.58	20.69	20.77	20.89	21.01	21.12	21.23	21.33	21.45	21.56	21.69	21.78	21.88	21.99	22.14
	4	20.64	21.20	21.29	21.41	21.52	21.65	21.74	21.82	21.95	22.04	22.20	22.29	22.37	22.49	22.60	22.75	22.82
	5	21.27	21.80	21.92	22.02	22.16	22.27	22.35	22.44	22.57	22.71	22.80	22.89	23.01	23.12	23.25	23.35	23.46
	6	21.87	22.41	22.52	22.63	22.76	22.85	22.96	23.05	23.17	23.29	23.40	23.51	23.61	23.73	23.84	23.96	24.05
	7	22.46	23.02	23.12	23.26	23.35	23.48	23.57	23.65	23.79	23.92	24.01	24.10	24.21	24.33	24.45	24.55	24.65
	8	23.09	23.62	23.73	23.85	23.96	24.06	24.16	24.27	24.42	24.50	24.60	24.72	24.83	24.95	25.05	25.16	25.28
	9	23.82	24.36	24.46	24.56	24.67	24.80	24.91	25.00	25.12	25.21	25.34	25.43	25.55	25.65	25.78	25.90	25.99
	10	24.54	25.08	25.18	25.32	25.41	25.54	25.63	25.76	25.88	25.97	26.06	26.17	26.29	26.42	26.50	26.62	26.72
	11	25.39	25.94	26.03	26.15	26.24	26.40	26.48	26.57	26.70	26.83	26.94	27.01	27.10	27.24	27.37	27.47	27.58
	12	26.28	26.84	26.94	27.02	27.13	27.25	27.38	27.47	27.59	27.67	27.78	27.92	28.04	28.12	28.21	28.33	28.48
29*	1	18.80	19.38	19.51	19.61	19.71	19.84	19.96	20.08	20.17	20.31	20.40	20.53	20.64	20.75	20.87	20.99	21.11
	2	19.90	20.48	20.59	20.71	20.82	20.93	21.05	21.18	21.28	21.39	21.50	21.64	21.74	21.83	21.96	22.08	22.21
	3	20.77	21.35	21.47	21.62	21.73	21.81	21.94	22.04	22.20	22.30	22.40	22.52	22.63	22.77	22.86	22.98	23.10
	4	21.64	22.21	22.31	22.42	22.55	22.68	22.78	22.88	23.01	23.12	23.25	23.35	23.48	23.58	23.69	23.82	23.94
	5	22.37	22.96	23.09	23.21	23.31	23.42	23.54	23.64	23.76	23.92	24.00	24.10	24.23	24.36	24.47	24.56	24.68
	6	23.09	23.64	23.76	23.92	24.01	24.10	24.23	24.36	24.47	24.57	24.68	24.82	24.93	25.05	25.16	25.28	25.39
	7	23.82	24.41	24.50	24.60	24.74	24.84	24.96	25.07	25.18	25.32	25.41	25.54	25.64	25.78	25.90	25.99	26.11
	8	24.54	25.12	25.23	25.36	25.47	25.58	25.67	25.81	25.94	26.04	26.15	26.28	26.41	26.50	26.62	26.72	26.87
	9	25.39	25.97	26.06	26.18	26.32	26.43	26.52	26.64	26.76	26.91	26.99	27.09	27.22	27.37	27.47	27.58	27.67
	10	26.28	26.87	26.97	27.07	27.20	27.30	27.44	27.54	27.65	27.76	27.89	28.03	28.11	28.21	28.33	28.48	28.58
	11	27.38	27.94	28.07	28.16	28.27	28.43	28.54	28.63	28.71	28.88	29.00	29.09	29.18	29.31	29.44	29.56	29.67
	12	28.54	29.09	29.18	29.31	29.44	29.56	29.67	29.77	29.89	30.02	30.14	30.23	30.36	30.47	30.60	30.71	30.81
30*	1	19.49	20.10	20.20	20.33	20.47	20.59	20.71	20.82	20.96	21.09	21.20	21.31	21.44	21.56	21.71	21.80	21.93
	2	20.60	21.22	21.33	21.45	21.57	21.72	21.81	21.94	22.08	22.21	22.31	22.43	22.56	22.71	22.81	22.93	23.04
	3	21.74	22.35	22.46	22.58	22.74	22.84	22.96	23.09	23.22	23.33	23.46	23.58	23.69	23.83	23.96	24.06	24.17
	4	22.82	23.46	23.57	23.67	23.82	23.95	24.05	24.16	24.30	24.44	24.54	24.67	24.80	24.92	25.05	25.16	25.29
	5	23.70	24.33	24.46	24.56	24.68	24.83	24.95	25.06	25.18	25.32	25.42	25.57	25.66	25.80	25.94	26.04	26.16
	6	24.54	25.16	25.29	25.40	25.53	25.64	25.78	25.90	26.02	26.13	26.24	26.41	26.50	26.62	26.75	26.89	26.99
	7	25.39	26.00	26.12	26.22	26.39	26.49	26.60	26.72	26.88	26.98	27.08	27.22	27.37	27.47	27.60	27.71	27.84
	8	26.28	26.91	27.00	27.10	27.24	27.39	27.49	27.61	27.73	27.87	28.01	28.11	28.21	28.33	28.52	28.60	28.69
	9	27.38	28.01	28.10	28.19	28.32	28.51	28.59	28.68	28.85	28.98	29.08	29.18	29.31	29.44	29.59	29.70	29.82
	10	28.54	29.13	29.24	29.38	29.49	29.63	29.73	29.86	29.99	30.13	30.22	30.36	30.47	30.60	30.73	30.84	30.97
	11	29.63	30.23	30.36	30.47	30.60	30.73	30.84	30.97	31.09	31.21	31.34	31.46	31.56	31.71	31.84	31.95	32.07
	12	30.97	31.56	31.71	31.83	31.94	32.07	32.21	32.31	32.43	32.56	32.67	32.81	32.92	33.06	33.17	33.32	33.41
31*	1	20.23	20.88	21.04	21.18	21.29	21.42	21.56	21.71	21.81	21.95	22.12	22.22	22.33	22.46	22.60	22.76	22.86
	2	21.57	22.24	22.35	22.48	22.61	22.77	22.88	23.02	23.15	23.29	23.42	23.54	23.65	23.82	23.95	24.06	24.20
	3	22.93	23.58	23.70	23.85	23.99	24.10	24.24	24.41	24.52	24.64	24.78	24.91	25.04	25.16	25.30	25.42	25.57
	4	24.04	24.68	24.83	24.96	25.08	25.21	25.36	25.49	25.62	25.77	25.90	26.00	26.13	26.28	26.42	26.52	26.66
	5	25.17	25.82	25.97	26.10	26.21	26.39	26.49	26.62	26.75	26.91	27.01	27.13	27.26	27.41	27.54	27.66	27.78
	6	26.28	26.94	27.03	27.19	27.35	27.46	27.59	27.71	27.85	28.01	28.11	28.21	28.34	28.53	28.63	28.74	28.91
	7	27.38	28.04	28.14	28.26	28.44	28.56	28.66	28.82	28.95	29.08	29.18	29.31	29.47	29.60	29.72	29.86	29.99
	8	28.54	29.15	29.29	29.43	29.57	29.70	29.84	29.96	30.11	30.22	30.36	30.47	30.62	30.74	30.88	31.00	31.14
	9	29.63	30.27	30.39	30.55	30.67	30.80	30.94	31.07	31.20	31.34	31.46	31.56	31.72	31.85	31.97	32.12	32.27
	10	30.97	31.61	31.77	31.89	32.01	32.14	32.29	32.41	32.55	32.67	32.81	32.92	33.08	33.18	33.34	33.47	33.60
	11	32.32	32.99	33.11	33.23	33.37	33.50	33.63	33.76	33.93	34.02	34.17	34.29	34.44	34.55	34.67	34.82	34.96
	12	33.78	34.45	34.56	34.71	34.84	34.98	35.08	35.22	35.38	35.50	35.62	35.76	35.88	36.02	36.14	36.28	36.41

**2023 SCHEDULE M
CWA Bargaining Unit Employees Only
(Master's Degree)**

*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.
Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary
Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range Step

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
32*	1	21.74	22.43	22.58	22.76	22.86	23.02	23.16	23.30	23.46	23.59	23.73	23.90	24.01	24.14	24.30	24.45	24.57
	2	23.27	23.98	24.10	24.26	24.42	24.54	24.68	24.83	24.97	25.12	25.27	25.40	25.54	25.66	25.82	25.97	26.11
	3	24.69	25.41	25.57	25.70	25.86	25.99	26.13	26.28	26.43	26.54	26.70	26.87	26.98	27.10	27.26	27.41	27.57
	4	26.03	26.74	26.91	27.02	27.18	27.35	27.47	27.60	27.73	27.91	28.05	28.16	28.29	28.48	28.60	28.70	28.90
	5	27.40	28.10	28.22	28.43	28.55	28.66	28.83	28.98	29.11	29.24	29.40	29.55	29.67	29.82	29.96	30.11	30.23
	6	28.54	29.20	29.38	29.52	29.66	29.80	29.95	30.10	30.22	30.37	30.52	30.65	30.79	30.94	31.08	31.21	31.37
	7	29.63	30.33	30.47	30.63	30.75	30.92	31.06	31.19	31.34	31.48	31.61	31.78	31.90	32.03	32.21	32.32	32.48
	8	30.97	31.69	31.83	31.96	32.09	32.27	32.40	32.54	32.67	32.82	32.94	33.11	33.23	33.38	33.53	33.65	33.81
	9	32.32	33.05	33.17	33.34	33.47	33.61	33.75	33.90	34.02	34.18	34.32	34.47	34.60	34.74	34.89	35.03	35.17
	10	33.78	34.49	34.63	34.80	34.94	35.06	35.21	35.36	35.50	35.65	35.78	35.92	36.05	36.23	36.35	36.49	36.63
	11	35.30	36.01	36.14	36.29	36.43	36.58	36.74	36.85	37.01	37.14	37.30	37.43	37.57	37.72	37.86	37.98	38.14
	12	36.84	37.55	37.70	37.85	37.96	38.11	38.28	38.40	38.56	38.71	38.83	38.98	39.12	39.25	39.42	39.55	39.68
	13	38.44	39.16	39.30	39.47	39.59	39.72	39.90	40.01	40.17	40.33	40.45	40.60	40.74	40.87	41.01	41.18	41.30
33*	1	23.50	24.26	24.44	24.56	24.74	24.89	25.05	25.18	25.36	25.50	25.65	25.81	25.98	26.12	26.29	26.44	26.58
	2	25.12	25.90	26.04	26.18	26.39	26.50	26.66	26.84	26.98	27.10	27.29	27.45	27.60	27.73	27.92	28.07	28.19
	3	26.68	27.46	27.61	27.74	27.93	28.08	28.21	28.41	28.56	28.67	28.86	29.03	29.15	29.30	29.48	29.63	29.77
	4	28.16	28.95	29.11	29.24	29.42	29.57	29.72	29.87	30.03	30.19	30.35	30.50	30.65	30.80	30.97	31.10	31.29
	5	29.63	30.38	30.56	30.71	30.87	31.00	31.18	31.32	31.48	31.63	31.80	31.94	32.09	32.27	32.41	32.56	32.70
	6	30.97	31.73	31.90	32.03	32.22	32.35	32.52	32.66	32.82	32.99	33.13	33.30	33.46	33.60	33.75	33.93	34.06
	7	32.32	33.10	33.25	33.39	33.58	33.71	33.88	34.01	34.18	34.33	34.49	34.63	34.81	34.96	35.10	35.27	35.42
	8	33.78	34.55	34.72	34.86	35.03	35.17	35.34	35.48	35.65	35.79	35.97	36.10	36.27	36.41	36.58	36.74	36.88
	9	35.30	36.05	36.24	36.36	36.52	36.71	36.84	37.00	37.14	37.31	37.45	37.60	37.80	37.91	38.08	38.24	38.39
	10	36.84	37.60	37.80	37.91	38.08	38.24	38.39	38.54	38.71	38.84	39.03	39.16	39.31	39.48	39.64	39.76	39.95
	11	38.44	39.20	39.39	39.54	39.68	39.85	40.00	40.15	40.33	40.46	40.64	40.78	40.92	41.08	41.25	41.37	41.54
	12	40.21	40.96	41.16	41.29	41.44	41.60	41.77	41.91	42.05	42.21	42.38	42.51	42.68	42.85	42.99	43.16	43.30
	13	42.01	42.78	42.93	43.11	43.25	43.39	43.58	43.71	43.86	44.02	44.19	44.32	44.50	44.66	44.80	44.94	45.10
34*	1	25.50	26.37	26.51	26.68	26.88	27.01	27.19	27.38	27.52	27.70	27.87	28.06	28.18	28.34	28.56	28.68	28.90
	2	27.35	28.15	28.32	28.53	28.66	28.85	29.03	29.16	29.35	29.52	29.68	29.86	30.02	30.19	30.36	30.53	30.71
	3	29.09	29.93	30.13	30.27	30.45	30.62	30.77	30.96	31.10	31.30	31.45	31.63	31.80	31.95	32.13	32.30	32.48
	4	30.72	31.54	31.73	31.90	32.07	32.25	32.40	32.57	32.76	32.91	33.09	33.25	33.41	33.59	33.75	33.94	34.09
	5	32.29	33.12	33.32	33.47	33.63	33.80	33.97	34.14	34.30	34.48	34.63	34.82	34.99	35.15	35.33	35.48	35.66
	6	33.78	34.62	34.81	34.98	35.15	35.31	35.47	35.65	35.80	36.00	36.14	36.32	36.49	36.65	36.83	37.00	37.17
	7	35.30	36.12	36.30	36.48	36.65	36.82	36.98	37.14	37.32	37.47	37.67	37.84	37.98	38.17	38.34	38.51	38.67
	8	36.84	37.69	37.86	38.03	38.21	38.36	38.53	38.71	38.86	39.05	39.19	39.39	39.55	39.70	39.90	40.04	40.23
	9	38.44	39.29	39.48	39.64	39.83	39.97	40.14	40.33	40.47	40.67	40.81	40.97	41.18	41.31	41.49	41.67	41.82
	10	40.21	41.06	41.24	41.37	41.55	41.75	41.90	42.05	42.24	42.41	42.56	42.76	42.90	43.10	43.25	43.40	43.62
	11	42.01	42.86	43.01	43.20	43.37	43.53	43.70	43.86	44.04	44.21	44.36	44.56	44.72	44.87	45.06	45.23	45.39
	12	43.98	44.80	44.96	45.15	45.32	45.46	45.66	45.82	45.98	46.18	46.33	46.49	46.65	46.84	46.99	47.18	47.36
	13	45.92	46.79	46.96	47.12	47.30	47.45	47.63	47.79	47.95	48.15	48.29	48.48	48.66	48.79	48.99	49.16	49.31
35*	1	27.72	28.64	28.85	29.04	29.18	29.40	29.59	29.74	29.95	30.14	30.31	30.50	30.69	30.87	31.06	31.22	31.42
	2	29.71	30.63	30.81	30.99	31.19	31.37	31.54	31.73	31.93	32.09	32.30	32.48	32.66	32.84	33.05	33.20	33.38
	3	31.64	32.56	32.77	32.92	33.12	33.32	33.49	33.65	33.87	34.02	34.23	34.43	34.60	34.78	34.98	35.15	35.33
	4	33.46	34.37	34.55	34.73	34.94	35.08	35.30	35.47	35.66	35.85	36.03	36.23	36.39	36.58	36.77	36.93	37.12
	5	35.20	36.11	36.30	36.49	36.71	36.85	37.05	37.25	37.42	37.59	37.81	37.95	38.17	38.34	38.53	38.71	38.89
	6	36.84	37.79	37.94	38.11	38.33	38.51	38.68	38.86	39.06	39.22	39.43	39.60	39.78	39.97	40.17	40.35	40.50
	7	38.44	39.38	39.56	39.72	39.94	40.10	40.30	40.47	40.69	40.84	41.04	41.23	41.39	41.58	41.78	41.95	42.13
	8	40.21	41.14	41.31	41.49	41.70	41.88	42.04	42.24	42.42	42.61	42.81	42.96	43.17	43.34	43.53	43.71	43.87
	9	42.01	42.92	43.14	43.29	43.49	43.68	43.83	44.04	44.22	44.41	44.59	44.77	44.95	45.15	45.33	45.49	45.69
	10	43.98	44.87	45.07	45.26	45.42	45.62	45.81	45.98	46.19	46.36	46.54	46.72	46.91	47.10	47.27	47.45	47.64
	11	45.92	46.86	47.05	47.22	47.42	47.61	47.78	47.95	48.17	48.31	48.53	48.71	48.87	49.08	49.27	49.43	49.63
	12	48.03	48.91	49.12	49.29	49.48	49.66	49.86	50.02	50.24	50.39	50.57	50.80	50.96	51.11	51.35	51.49	51.68
	13	50.33	51.22	51.42	51.58	51.80	51.97	52.15	52.34	52.54	52.68	52.91	53.08	53.24	53.47	53.63	53.79	54.00

**2023 SCHEDULE M
CWA Bargaining Unit Employees Only
(Master's Degree)**

*NOTE: Shaded ranges denote 180-day probationary period. All other ranges have a 120-day probationary period.
 Multiply the base rate by 80 for biweekly pay or by 2080 for annual salary
 Indicate pay range in PAs by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2023

Range Step

		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
36*	1	30.14	31.11	31.34	31.52	31.73	31.94	32.13	32.33	32.54	32.76	32.93	33.13	33.35	33.53	33.74	33.96	34.14
	2	32.42	33.45	33.63	33.83	34.02	34.24	34.45	34.63	34.84	35.04	35.24	35.43	35.65	35.85	36.04	36.26	36.45
	3	34.49	35.50	35.71	35.90	36.10	36.30	36.50	36.73	36.89	37.11	37.32	37.50	37.72	37.90	38.10	38.33	38.52
	4	36.49	37.47	37.70	37.89	38.09	38.31	38.51	38.71	38.91	39.11	39.30	39.50	39.70	39.91	40.10	40.33	40.49
	5	38.41	39.43	39.64	39.84	40.02	40.24	40.44	40.65	40.82	41.04	41.25	41.42	41.66	41.82	42.03	42.28	42.43
	6	40.21	41.23	41.41	41.63	41.81	42.02	42.21	42.42	42.62	42.84	43.01	43.22	43.41	43.64	43.81	44.04	44.22
	7	42.01	43.00	43.22	43.40	43.64	43.81	44.02	44.22	44.42	44.61	44.84	45.02	45.25	45.41	45.65	45.83	46.02
	8	43.98	44.95	45.18	45.37	45.56	45.79	45.95	46.19	46.37	46.58	46.79	46.97	47.19	47.38	47.60	47.78	47.96
	9	45.92	46.94	47.14	47.36	47.56	47.75	47.94	48.17	48.32	48.56	48.76	48.93	49.17	49.34	49.55	49.77	49.95
	10	48.03	49.02	49.24	49.39	49.63	49.83	50.00	50.24	50.40	50.60	50.85	51.02	51.22	51.42	51.60	51.84	52.02
	11	50.33	51.33	51.51	51.70	51.92	52.13	52.32	52.54	52.70	52.94	53.13	53.34	53.53	53.72	53.95	54.13	54.30
	12	52.64	53.65	53.83	54.06	54.24	54.48	54.65	54.84	55.06	55.24	55.47	55.64	55.86	56.06	56.26	56.46	56.67
	13	55.08	56.08	56.28	56.48	56.70	56.89	57.12	57.27	57.49	57.70	57.92	58.08	58.30	58.50	58.70	58.91	59.11
93	7	18.33	18.77	18.84	18.92	19.03	19.10	19.18	19.28	19.38	19.48	19.56	19.62	19.69	19.81	19.90	19.99	20.08
	8	18.82	19.26	19.35	19.43	19.53	19.61	19.68	19.79	19.88	19.97	20.07	20.12	20.20	20.31	20.38	20.49	20.58
	9	19.37	19.79	19.88	19.97	20.07	20.13	20.22	20.32	20.40	20.50	20.59	20.66	20.74	20.84	20.93	21.01	21.11