

**APPENDIX C**

**Begins October 1, 2014**

| <b>FY15</b>     | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| <b>Grade 1</b>  | 7.64          | 7.85          | 8.06          | 8.28          | 8.73          | 8.97          | 9.22          | 9.47          | 9.72          | 10.26          | 10.54          | 10.83          |
| <b>Grade 2</b>  | 8.02          | 8.24          | 8.47          | 8.69          | 9.17          | 9.42          | 9.68          | 9.94          | 10.21         | 10.77          | 11.06          | 11.37          |
| <b>Grade 3</b>  | 8.43          | 8.65          | 8.89          | 9.13          | 9.63          | 9.90          | 10.17         | 10.44         | 10.72         | 11.32          | 11.62          | 11.94          |
| <b>Grade 4</b>  | 8.85          | 9.08          | 9.33          | 9.58          | 10.11         | 10.38         | 10.67         | 10.96         | 11.25         | 11.88          | 12.20          | 12.52          |
| <b>Grade 5</b>  | 9.29          | 9.54          | 9.80          | 10.06         | 10.62         | 10.91         | 11.20         | 11.51         | 11.81         | 12.46          | 12.80          | 13.15          |
| <b>Grade 6</b>  | 9.76          | 10.02         | 10.30         | 10.58         | 11.15         | 11.45         | 11.77         | 12.08         | 12.41         | 13.10          | 13.45          | 13.82          |
| <b>Grade 7</b>  | 10.24         | 10.52         | 10.80         | 11.09         | 11.71         | 12.02         | 12.35         | 12.68         | 13.03         | 13.74          | 14.11          | 14.50          |
| <b>Grade 8</b>  | 10.75         | 11.04         | 11.34         | 11.65         | 12.30         | 12.63         | 12.97         | 13.33         | 13.69         | 14.44          | 14.83          | 15.23          |
| <b>Grade 9</b>  | 11.29         | 11.60         | 11.91         | 12.24         | 12.91         | 13.26         | 13.62         | 13.99         | 14.37         | 15.16          | 15.57          | 16.00          |
| <b>Grade 10</b> | 11.86         | 12.17         | 12.50         | 12.84         | 13.54         | 13.92         | 14.30         | 14.68         | 15.08         | 15.91          | 16.34          | 16.79          |
| <b>Grade 11</b> | 12.45         | 12.79         | 13.14         | 13.49         | 14.23         | 14.62         | 15.02         | 15.42         | 15.84         | 16.71          | 17.16          | 17.63          |
| <b>Grade 12</b> | 13.07         | 13.42         | 13.79         | 14.16         | 14.95         | 15.35         | 15.77         | 16.19         | 16.63         | 17.55          | 18.03          | 18.51          |
| <b>Grade 13</b> | 13.72         | 14.10         | 14.48         | 14.87         | 15.69         | 16.12         | 16.55         | 17.01         | 17.47         | 18.43          | 18.92          | 19.44          |
| <b>Grade 14</b> | 14.42         | 14.81         | 15.20         | 15.61         | 16.48         | 16.92         | 17.39         | 17.85         | 18.33         | 19.34          | 19.87          | 20.40          |
| <b>Grade 15</b> | 15.14         | 15.54         | 15.97         | 16.40         | 17.30         | 17.77         | 18.25         | 18.75         | 19.25         | 20.31          | 20.86          | 21.42          |
| <b>Grade 16</b> | 15.89         | 16.33         | 16.77         | 17.22         | 18.17         | 18.66         | 19.17         | 19.68         | 20.22         | 21.33          | 21.91          | 22.51          |
| <b>Grade 17</b> | 16.68         | 17.13         | 17.60         | 18.08         | 19.08         | 19.59         | 20.13         | 20.67         | 21.23         | 22.40          | 23.01          | 23.63          |
| <b>Grade 18</b> | 17.52         | 17.99         | 18.48         | 18.98         | 20.02         | 20.57         | 21.13         | 21.69         | 22.29         | 23.50          | 24.14          | 24.80          |
| <b>Grade 19</b> | 18.40         | 18.89         | 19.41         | 19.93         | 21.02         | 21.60         | 22.18         | 22.78         | 23.40         | 24.68          | 25.35          | 26.04          |
| <b>Grade 20</b> | 19.31         | 19.84         | 20.37         | 20.92         | 22.07         | 22.67         | 23.29         | 23.92         | 24.58         | 25.93          | 26.63          | 27.35          |
| <b>Grade 21</b> | 20.28         | 20.83         | 21.39         | 21.97         | 23.19         | 23.81         | 24.46         | 25.12         | 25.80         | 27.22          | 27.96          | 28.73          |
| <b>Grade 22</b> | 21.30         | 21.88         | 22.46         | 23.07         | 24.34         | 25.01         | 25.68         | 26.38         | 27.09         | 28.58          | 29.36          | 30.16          |
| <b>Grade 23</b> | 22.36         | 22.97         | 23.59         | 24.23         | 25.55         | 26.25         | 26.97         | 27.70         | 28.45         | 30.01          | 30.83          | 31.66          |
| <b>Grade 24</b> | 23.48         | 24.12         | 24.77         | 25.44         | 26.84         | 27.56         | 28.31         | 29.08         | 29.87         | 31.51          | 32.36          | 33.25          |
| <b>Grade 25</b> | 24.65         | 25.32         | 26.00         | 26.71         | 28.17         | 28.94         | 29.73         | 30.53         | 31.36         | 33.08          | 33.98          | 34.91          |
| <b>Grade 26</b> | 25.87         | 26.57         | 27.30         | 28.04         | 29.58         | 30.39         | 31.21         | 32.05         | 32.93         | 34.73          | 35.68          | 36.65          |
| <b>Grade 27</b> | 27.17         | 27.91         | 28.66         | 29.45         | 31.06         | 31.91         | 32.77         | 33.66         | 34.58         | 36.47          | 37.47          | 38.48          |
| <b>Grade 28</b> | 28.53         | 29.30         | 30.10         | 30.92         | 32.62         | 33.50         | 34.41         | 35.34         | 36.30         | 38.30          | 39.34          | 40.41          |
| <b>Grade 29</b> | 29.96         | 30.77         | 31.61         | 32.47         | 34.25         | 35.17         | 36.13         | 37.11         | 38.12         | 40.22          | 41.31          | 42.44          |
| <b>Grade 30</b> | 31.47         | 32.31         | 33.20         | 34.09         | 35.97         | 36.95         | 37.95         | 38.98         | 40.03         | 42.23          | 43.37          | 44.56          |
| <b>Grade 31</b> | 33.03         | 33.93         | 34.86         | 35.79         | 37.76         | 38.79         | 39.84         | 40.92         | 42.03         | 44.34          | 45.55          | 46.78          |
| <b>Grade 32</b> | 34.69         | 35.63         | 36.60         | 37.58         | 39.66         | 40.73         | 41.83         | 42.97         | 44.14         | 46.56          | 47.82          | 49.12          |
| <b>Grade 33</b> | 36.42         | 37.41         | 38.42         | 39.47         | 41.63         | 42.77         | 43.93         | 45.11         | 46.34         | 48.88          | 50.21          | 51.58          |
| <b>Grade 34</b> | 38.24         | 39.28         | 40.35         | 41.44         | 43.71         | 44.91         | 46.12         | 47.37         | 48.66         | 51.34          | 52.73          | 54.16          |
| <b>Grade 35</b> | 40.16         | 41.24         | 42.36         | 43.51         | 45.91         | 47.14         | 48.43         | 49.74         | 51.09         | 53.90          | 55.36          | 56.87          |
| <b>Grade 36</b> | 42.16         | 43.30         | 44.48         | 45.69         | 48.19         | 49.50         | 50.85         | 52.23         | 53.64         | 56.59          | 58.12          | 59.71          |
| <b>Grade 37</b> | 44.27         | 45.47         | 46.70         | 47.97         | 50.60         | 51.98         | 53.40         | 54.84         | 56.33         | 59.42          | 61.04          | 62.70          |
| <b>Grade 38</b> | 46.48         | 47.74         | 49.04         | 50.37         | 53.14         | 54.58         | 56.06         | 57.58         | 59.14         | 62.40          | 64.09          | 65.83          |
| <b>Grade 39</b> | 48.81         | 50.13         | 51.49         | 52.89         | 55.80         | 57.31         | 58.86         | 60.46         | 62.10         | 65.51          | 67.29          | 69.12          |
| <b>Grade 40</b> | 51.25         | 52.64         | 54.06         | 55.54         | 58.59         | 60.17         | 61.81         | 63.48         | 65.20         | 68.78          | 70.66          | 72.57          |

**APPENDIX B**

**Begins October 1, 2014**

| <b>FY15</b>     | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| <b>Grade 1</b>  | 7.64          | 7.99          | 8.35          | 8.73          | 9.12          | 9.52          | 9.96          | 10.40         | 10.50         | 10.61          | 10.72          | 10.82          |
| <b>Grade 2</b>  | 8.02          | 8.39          | 8.76          | 9.16          | 9.58          | 9.99          | 10.45         | 10.92         | 11.03         | 11.14          | 11.25          | 11.37          |
| <b>Grade 3</b>  | 8.42          | 8.81          | 9.20          | 9.62          | 10.05         | 10.50         | 10.98         | 11.47         | 11.59         | 11.70          | 11.82          | 11.94          |
| <b>Grade 4</b>  | 8.84          | 9.25          | 9.67          | 10.10         | 10.56         | 11.03         | 11.53         | 12.04         | 12.16         | 12.28          | 12.40          | 12.52          |
| <b>Grade 5</b>  | 9.29          | 9.71          | 10.15         | 10.60         | 11.08         | 11.58         | 12.10         | 12.64         | 12.76         | 12.89          | 13.02          | 13.15          |
| <b>Grade 6</b>  | 9.76          | 10.19         | 10.65         | 11.13         | 11.63         | 12.15         | 12.70         | 13.28         | 13.41         | 13.55          | 13.68          | 13.82          |
| <b>Grade 7</b>  | 10.24         | 10.70         | 11.19         | 11.68         | 12.22         | 12.77         | 13.34         | 13.93         | 14.07         | 14.21          | 14.35          | 14.50          |
| <b>Grade 8</b>  | 10.75         | 11.24         | 11.75         | 12.27         | 12.82         | 13.40         | 14.01         | 14.64         | 14.79         | 14.93          | 15.08          | 15.23          |
| <b>Grade 9</b>  | 11.29         | 11.80         | 12.34         | 12.89         | 13.46         | 14.08         | 14.70         | 15.37         | 15.53         | 15.68          | 15.84          | 16.00          |
| <b>Grade 10</b> | 11.85         | 12.39         | 12.95         | 13.53         | 14.14         | 14.77         | 15.44         | 16.13         | 16.29         | 16.45          | 16.62          | 16.79          |
| <b>Grade 11</b> | 12.45         | 13.02         | 13.59         | 14.21         | 14.85         | 15.52         | 16.21         | 16.94         | 17.11         | 17.28          | 17.45          | 17.63          |
| <b>Grade 12</b> | 13.07         | 13.66         | 14.27         | 14.91         | 15.59         | 16.29         | 17.02         | 17.79         | 17.97         | 18.15          | 18.33          | 18.51          |
| <b>Grade 13</b> | 13.72         | 14.34         | 14.99         | 15.66         | 16.37         | 17.11         | 17.87         | 18.68         | 18.87         | 19.06          | 19.25          | 19.44          |
| <b>Grade 14</b> | 14.42         | 15.06         | 15.74         | 16.44         | 17.19         | 17.96         | 18.77         | 19.61         | 19.81         | 20.00          | 20.20          | 20.41          |
| <b>Grade 15</b> | 15.14         | 15.82         | 16.52         | 17.27         | 18.04         | 18.86         | 19.70         | 20.59         | 20.80         | 21.01          | 21.22          | 21.43          |
| <b>Grade 16</b> | 15.89         | 16.60         | 17.35         | 18.13         | 18.94         | 19.81         | 20.70         | 21.62         | 21.84         | 22.06          | 22.28          | 22.50          |
| <b>Grade 17</b> | 16.68         | 17.44         | 18.22         | 19.03         | 19.90         | 20.79         | 21.73         | 22.71         | 22.94         | 23.17          | 23.40          | 23.63          |
| <b>Grade 18</b> | 17.52         | 18.30         | 19.13         | 19.99         | 20.89         | 21.83         | 22.82         | 23.84         | 24.07         | 24.31          | 24.56          | 24.80          |
| <b>Grade 19</b> | 18.39         | 19.22         | 20.08         | 21.00         | 21.94         | 22.92         | 23.95         | 25.03         | 25.28         | 25.53          | 25.78          | 26.04          |
| <b>Grade 20</b> | 19.31         | 20.19         | 21.09         | 22.04         | 23.04         | 24.07         | 25.16         | 26.28         | 26.54         | 26.81          | 27.08          | 27.35          |
| <b>Grade 21</b> | 20.28         | 21.19         | 22.15         | 23.14         | 24.19         | 25.27         | 26.41         | 27.60         | 27.88         | 28.16          | 28.44          | 28.72          |
| <b>Grade 22</b> | 21.30         | 22.25         | 23.25         | 24.29         | 25.39         | 26.53         | 27.73         | 28.98         | 29.27         | 29.56          | 29.85          | 30.15          |
| <b>Grade 23</b> | 22.36         | 23.36         | 24.41         | 25.51         | 26.66         | 27.86         | 29.12         | 30.43         | 30.73         | 31.04          | 31.35          | 31.66          |
| <b>Grade 24</b> | 23.48         | 24.53         | 25.64         | 26.79         | 28.00         | 29.25         | 30.57         | 31.95         | 32.27         | 32.59          | 32.91          | 33.24          |
| <b>Grade 25</b> | 24.65         | 25.76         | 26.92         | 28.13         | 29.40         | 30.72         | 32.10         | 33.54         | 33.88         | 34.22          | 34.56          | 34.90          |
| <b>Grade 26</b> | 25.88         | 27.05         | 28.27         | 29.54         | 30.86         | 32.26         | 33.70         | 35.22         | 35.57         | 35.92          | 36.28          | 36.65          |
| <b>Grade 27</b> | 27.17         | 28.40         | 29.68         | 31.02         | 32.40         | 33.87         | 35.39         | 36.98         | 37.35         | 37.73          | 38.10          | 38.48          |
| <b>Grade 28</b> | 28.53         | 29.81         | 31.16         | 32.56         | 34.03         | 35.56         | 37.17         | 38.83         | 39.22         | 39.61          | 40.00          | 40.40          |
| <b>Grade 29</b> | 29.96         | 31.31         | 32.72         | 34.20         | 35.73         | 37.34         | 39.02         | 40.78         | 41.18         | 41.60          | 42.01          | 42.43          |
| <b>Grade 30</b> | 31.46         | 32.88         | 34.35         | 35.90         | 37.52         | 39.21         | 40.97         | 42.82         | 43.25         | 43.68          | 44.12          | 44.56          |
| <b>Grade 31</b> | 33.04         | 34.52         | 36.08         | 37.70         | 39.40         | 41.17         | 43.02         | 44.96         | 45.41         | 45.86          | 46.32          | 46.78          |
| <b>Grade 32</b> | 34.69         | 36.25         | 37.88         | 39.58         | 41.37         | 43.23         | 45.17         | 47.20         | 47.68         | 48.15          | 48.64          | 49.12          |
| <b>Grade 33</b> | 36.42         | 38.06         | 39.77         | 41.56         | 43.43         | 45.39         | 47.43         | 49.56         | 50.06         | 50.56          | 51.07          | 51.58          |
| <b>Grade 34</b> | 38.24         | 39.96         | 41.76         | 43.64         | 45.61         | 47.66         | 49.80         | 52.04         | 52.56         | 53.09          | 53.62          | 54.16          |
| <b>Grade 35</b> | 40.15         | 41.96         | 43.85         | 45.82         | 47.89         | 50.04         | 52.29         | 54.65         | 55.19         | 55.74          | 56.30          | 56.86          |
| <b>Grade 36</b> | 42.16         | 44.06         | 46.04         | 48.11         | 50.28         | 52.54         | 54.91         | 57.38         | 57.95         | 58.53          | 59.12          | 59.71          |
| <b>Grade 37</b> | 44.27         | 46.26         | 48.34         | 50.52         | 52.79         | 55.17         | 57.65         | 60.25         | 60.85         | 61.46          | 62.07          | 62.69          |
| <b>Grade 38</b> | 46.48         | 48.58         | 50.76         | 53.05         | 55.43         | 57.93         | 60.53         | 63.26         | 63.89         | 64.53          | 65.18          | 65.83          |
| <b>Grade 39</b> | 48.81         | 51.00         | 53.30         | 55.70         | 58.21         | 60.82         | 63.56         | 66.42         | 67.09         | 67.76          | 68.43          | 69.12          |
| <b>Grade 40</b> | 51.25         | 53.56         | 55.97         | 58.48         | 61.12         | 63.87         | 66.74         | 69.74         | 70.44         | 71.14          | 71.86          | 72.57          |

**APPENDIX C Begins July 1, 2015**

| <b>FY16</b>     | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| <b>Grade 1</b>  | 7.83          | 8.04          | 8.27          | 8.49          | 8.95          | 9.20          | 9.45          | 9.70          | 9.97          | 10.52          | 10.80          | 11.10          |
| <b>Grade 2</b>  | 8.22          | 8.45          | 8.68          | 8.91          | 9.40          | 9.66          | 9.92          | 10.19         | 10.46         | 11.04          | 11.34          | 11.66          |
| <b>Grade 3</b>  | 8.64          | 8.87          | 9.11          | 9.35          | 9.87          | 10.15         | 10.42         | 10.71         | 10.99         | 11.60          | 11.91          | 12.24          |
| <b>Grade 4</b>  | 9.07          | 9.31          | 9.57          | 9.82          | 10.37         | 10.64         | 10.94         | 11.23         | 11.53         | 12.17          | 12.50          | 12.84          |
| <b>Grade 5</b>  | 9.52          | 9.78          | 10.04         | 10.31         | 10.88         | 11.18         | 11.48         | 11.79         | 12.11         | 12.77          | 13.12          | 13.48          |
| <b>Grade 6</b>  | 10.01         | 10.27         | 10.56         | 10.84         | 11.43         | 11.74         | 12.07         | 12.38         | 12.72         | 13.43          | 13.79          | 14.17          |
| <b>Grade 7</b>  | 10.49         | 10.78         | 11.07         | 11.37         | 12.00         | 12.32         | 12.66         | 13.00         | 13.36         | 14.08          | 14.46          | 14.86          |
| <b>Grade 8</b>  | 11.02         | 11.32         | 11.62         | 11.94         | 12.61         | 12.94         | 13.29         | 13.66         | 14.03         | 14.80          | 15.20          | 15.61          |
| <b>Grade 9</b>  | 11.57         | 11.89         | 12.20         | 12.54         | 13.23         | 13.59         | 13.96         | 14.34         | 14.73         | 15.54          | 15.96          | 16.40          |
| <b>Grade 10</b> | 12.15         | 12.48         | 12.82         | 13.17         | 13.88         | 14.26         | 14.65         | 15.04         | 15.46         | 16.31          | 16.74          | 17.21          |
| <b>Grade 11</b> | 12.76         | 13.11         | 13.47         | 13.83         | 14.59         | 14.98         | 15.39         | 15.80         | 16.24         | 17.12          | 17.59          | 18.07          |
| <b>Grade 12</b> | 13.40         | 13.76         | 14.14         | 14.52         | 15.32         | 15.73         | 16.16         | 16.60         | 17.05         | 17.99          | 18.48          | 18.97          |
| <b>Grade 13</b> | 14.06         | 14.45         | 14.84         | 15.25         | 16.08         | 16.52         | 16.97         | 17.43         | 17.91         | 18.89          | 19.39          | 19.92          |
| <b>Grade 14</b> | 14.78         | 15.18         | 15.58         | 16.01         | 16.89         | 17.35         | 17.82         | 18.30         | 18.79         | 19.83          | 20.37          | 20.91          |
| <b>Grade 15</b> | 15.52         | 15.93         | 16.36         | 16.81         | 17.74         | 18.21         | 18.71         | 19.21         | 19.73         | 20.82          | 21.38          | 21.96          |
| <b>Grade 16</b> | 16.29         | 16.73         | 17.19         | 17.65         | 18.62         | 19.13         | 19.65         | 20.18         | 20.72         | 21.86          | 22.46          | 23.07          |
| <b>Grade 17</b> | 17.09         | 17.56         | 18.04         | 18.53         | 19.55         | 20.08         | 20.63         | 21.19         | 21.76         | 22.96          | 23.59          | 24.22          |
| <b>Grade 18</b> | 17.96         | 18.44         | 18.94         | 19.46         | 20.52         | 21.08         | 21.65         | 22.23         | 22.85         | 24.09          | 24.75          | 25.42          |
| <b>Grade 19</b> | 18.86         | 19.36         | 19.89         | 20.43         | 21.55         | 22.14         | 22.73         | 23.35         | 23.99         | 25.30          | 25.98          | 26.69          |
| <b>Grade 20</b> | 19.80         | 20.33         | 20.88         | 21.44         | 22.62         | 23.24         | 23.87         | 24.51         | 25.19         | 26.57          | 27.29          | 28.03          |
| <b>Grade 21</b> | 20.79         | 21.35         | 21.93         | 22.52         | 23.76         | 24.41         | 25.07         | 25.75         | 26.45         | 27.90          | 28.66          | 29.44          |
| <b>Grade 22</b> | 21.83         | 22.42         | 23.03         | 23.65         | 24.95         | 25.63         | 26.32         | 27.04         | 27.77         | 29.30          | 30.09          | 30.91          |
| <b>Grade 23</b> | 22.92         | 23.54         | 24.18         | 24.83         | 26.19         | 26.91         | 27.64         | 28.39         | 29.16         | 30.76          | 31.60          | 32.45          |
| <b>Grade 24</b> | 24.07         | 24.73         | 25.39         | 26.08         | 27.51         | 28.25         | 29.02         | 29.80         | 30.62         | 32.30          | 33.17          | 34.08          |
| <b>Grade 25</b> | 25.26         | 25.95         | 26.65         | 27.38         | 28.87         | 29.67         | 30.47         | 31.29         | 32.15         | 33.91          | 34.83          | 35.78          |
| <b>Grade 26</b> | 26.52         | 27.24         | 27.98         | 28.74         | 30.32         | 31.14         | 31.99         | 32.85         | 33.75         | 35.60          | 36.57          | 37.56          |
| <b>Grade 27</b> | 27.85         | 28.61         | 29.38         | 30.18         | 31.84         | 32.71         | 33.59         | 34.50         | 35.44         | 37.38          | 38.41          | 39.44          |
| <b>Grade 28</b> | 29.24         | 30.04         | 30.85         | 31.69         | 33.44         | 34.33         | 35.27         | 36.22         | 37.20         | 39.25          | 40.32          | 41.42          |
| <b>Grade 29</b> | 30.71         | 31.54         | 32.40         | 33.28         | 35.10         | 36.05         | 37.04         | 38.04         | 39.07         | 41.23          | 42.35          | 43.50          |
| <b>Grade 30</b> | 32.25         | 33.12         | 34.03         | 34.95         | 36.87         | 37.87         | 38.89         | 39.95         | 41.03         | 43.29          | 44.46          | 45.67          |
| <b>Grade 31</b> | 33.86         | 34.78         | 35.73         | 36.69         | 38.70         | 39.76         | 40.84         | 41.94         | 43.09         | 45.45          | 46.69          | 47.95          |
| <b>Grade 32</b> | 35.56         | 36.52         | 37.51         | 38.52         | 40.65         | 41.74         | 42.87         | 44.05         | 45.24         | 47.72          | 49.02          | 50.35          |
| <b>Grade 33</b> | 37.33         | 38.34         | 39.38         | 40.46         | 42.67         | 43.83         | 45.03         | 46.24         | 47.50         | 50.11          | 51.47          | 52.87          |
| <b>Grade 34</b> | 39.20         | 40.27         | 41.35         | 42.47         | 44.81         | 46.03         | 47.28         | 48.55         | 49.87         | 52.62          | 54.04          | 55.51          |
| <b>Grade 35</b> | 41.16         | 42.27         | 43.42         | 44.59         | 47.05         | 48.32         | 49.64         | 50.98         | 52.37         | 55.25          | 56.75          | 58.29          |
| <b>Grade 36</b> | 43.21         | 44.38         | 45.59         | 46.83         | 49.40         | 50.74         | 52.12         | 53.54         | 54.98         | 58.00          | 59.58          | 61.20          |
| <b>Grade 37</b> | 45.38         | 46.61         | 47.87         | 49.17         | 51.87         | 53.28         | 54.73         | 56.21         | 57.74         | 60.91          | 62.56          | 64.26          |
| <b>Grade 38</b> | 47.65         | 48.93         | 50.26         | 51.63         | 54.47         | 55.94         | 57.46         | 59.02         | 60.62         | 63.96          | 65.69          | 67.47          |
| <b>Grade 39</b> | 50.03         | 51.38         | 52.78         | 54.21         | 57.19         | 58.74         | 60.34         | 61.97         | 63.65         | 67.15          | 68.97          | 70.85          |
| <b>Grade 40</b> | 52.53         | 53.96         | 55.42         | 56.93         | 60.05         | 61.68         | 63.36         | 65.07         | 66.83         | 70.50          | 72.42          | 74.38          |

**APPENDIX C Begins July 1, 2016**

| <b>FY17</b>     | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> | <b>Step 12</b> |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| <b>Grade 1</b>  | 8.03          | 8.25          | 8.47          | 8.70          | 9.18          | 9.43          | 9.69          | 9.94          | 10.22         | 10.78          | 11.07          | 11.37          |
| <b>Grade 2</b>  | 8.43          | 8.66          | 8.90          | 9.13          | 9.63          | 9.90          | 10.17         | 10.44         | 10.72         | 11.32          | 11.62          | 11.95          |
| <b>Grade 3</b>  | 8.85          | 9.09          | 9.34          | 9.59          | 10.12         | 10.40         | 10.68         | 10.97         | 11.27         | 11.89          | 12.21          | 12.54          |
| <b>Grade 4</b>  | 9.30          | 9.54          | 9.80          | 10.06         | 10.63         | 10.91         | 11.21         | 11.51         | 11.82         | 12.48          | 12.81          | 13.16          |
| <b>Grade 5</b>  | 9.76          | 10.02         | 10.29         | 10.57         | 11.16         | 11.46         | 11.76         | 12.09         | 12.41         | 13.09          | 13.45          | 13.82          |
| <b>Grade 6</b>  | 10.26         | 10.53         | 10.82         | 11.11         | 11.72         | 12.03         | 12.37         | 12.69         | 13.04         | 13.76          | 14.13          | 14.52          |
| <b>Grade 7</b>  | 10.76         | 11.05         | 11.35         | 11.65         | 12.30         | 12.63         | 12.97         | 13.32         | 13.69         | 14.44          | 14.83          | 15.24          |
| <b>Grade 8</b>  | 11.30         | 11.60         | 11.91         | 12.24         | 12.92         | 13.27         | 13.62         | 14.00         | 14.38         | 15.17          | 15.58          | 16.00          |
| <b>Grade 9</b>  | 11.86         | 12.18         | 12.51         | 12.86         | 13.56         | 13.93         | 14.31         | 14.70         | 15.10         | 15.93          | 16.36          | 16.81          |
| <b>Grade 10</b> | 12.46         | 12.79         | 13.14         | 13.49         | 14.23         | 14.62         | 15.02         | 15.42         | 15.84         | 16.72          | 17.16          | 17.64          |
| <b>Grade 11</b> | 13.08         | 13.44         | 13.81         | 14.18         | 14.96         | 15.36         | 15.78         | 16.20         | 16.64         | 17.55          | 18.03          | 18.53          |
| <b>Grade 12</b> | 13.73         | 14.10         | 14.49         | 14.88         | 15.70         | 16.12         | 16.57         | 17.01         | 17.48         | 18.44          | 18.94          | 19.45          |
| <b>Grade 13</b> | 14.41         | 14.81         | 15.21         | 15.63         | 16.48         | 16.94         | 17.39         | 17.87         | 18.35         | 19.36          | 19.88          | 20.42          |
| <b>Grade 14</b> | 15.15         | 15.56         | 15.97         | 16.41         | 17.31         | 17.78         | 18.27         | 18.75         | 19.26         | 20.32          | 20.87          | 21.44          |
| <b>Grade 15</b> | 15.91         | 16.33         | 16.77         | 17.23         | 18.18         | 18.67         | 19.18         | 19.70         | 20.23         | 21.34          | 21.91          | 22.51          |
| <b>Grade 16</b> | 16.70         | 17.15         | 17.62         | 18.09         | 19.09         | 19.61         | 20.14         | 20.68         | 21.24         | 22.41          | 23.02          | 23.64          |
| <b>Grade 17</b> | 17.52         | 18.00         | 18.49         | 18.99         | 20.04         | 20.58         | 21.15         | 21.72         | 22.30         | 23.54          | 24.18          | 24.82          |
| <b>Grade 18</b> | 18.41         | 18.91         | 19.41         | 19.94         | 21.04         | 21.61         | 22.19         | 22.79         | 23.42         | 24.69          | 25.37          | 26.06          |
| <b>Grade 19</b> | 19.33         | 19.85         | 20.39         | 20.94         | 22.09         | 22.69         | 23.30         | 23.94         | 24.59         | 25.93          | 26.63          | 27.36          |
| <b>Grade 20</b> | 20.29         | 20.84         | 21.40         | 21.98         | 23.19         | 23.82         | 24.47         | 25.13         | 25.82         | 27.24          | 27.97          | 28.73          |
| <b>Grade 21</b> | 21.31         | 21.88         | 22.48         | 23.08         | 24.36         | 25.02         | 25.70         | 26.39         | 27.11         | 28.60          | 29.38          | 30.18          |
| <b>Grade 22</b> | 22.38         | 22.98         | 23.60         | 24.24         | 25.57         | 26.27         | 26.98         | 27.71         | 28.46         | 30.03          | 30.84          | 31.69          |
| <b>Grade 23</b> | 23.49         | 24.13         | 24.78         | 25.45         | 26.85         | 27.58         | 28.33         | 29.10         | 29.89         | 31.53          | 32.39          | 33.27          |
| <b>Grade 24</b> | 24.67         | 25.34         | 26.03         | 26.73         | 28.20         | 28.96         | 29.75         | 30.55         | 31.38         | 33.10          | 34.00          | 34.93          |
| <b>Grade 25</b> | 25.90         | 26.60         | 27.31         | 28.06         | 29.60         | 30.41         | 31.23         | 32.07         | 32.95         | 34.76          | 35.70          | 36.67          |
| <b>Grade 26</b> | 27.18         | 27.92         | 28.68         | 29.46         | 31.08         | 31.92         | 32.79         | 33.68         | 34.60         | 36.49          | 37.49          | 38.50          |
| <b>Grade 27</b> | 28.55         | 29.33         | 30.12         | 30.94         | 32.64         | 33.52         | 34.43         | 35.36         | 36.33         | 38.32          | 39.37          | 40.43          |
| <b>Grade 28</b> | 29.98         | 30.79         | 31.62         | 32.49         | 34.27         | 35.19         | 36.15         | 37.13         | 38.13         | 40.23          | 41.33          | 42.45          |
| <b>Grade 29</b> | 31.48         | 32.32         | 33.21         | 34.11         | 35.98         | 36.96         | 37.96         | 38.99         | 40.05         | 42.26          | 43.40          | 44.58          |
| <b>Grade 30</b> | 33.06         | 33.95         | 34.88         | 35.82         | 37.79         | 38.82         | 39.87         | 40.95         | 42.05         | 44.37          | 45.57          | 46.81          |
| <b>Grade 31</b> | 34.70         | 35.65         | 36.62         | 37.60         | 39.67         | 40.75         | 41.86         | 42.99         | 44.16         | 46.59          | 47.85          | 49.15          |
| <b>Grade 32</b> | 36.45         | 37.43         | 38.45         | 39.49         | 41.66         | 42.79         | 43.95         | 45.15         | 46.37         | 48.91          | 50.24          | 51.61          |
| <b>Grade 33</b> | 38.26         | 39.30         | 40.36         | 41.47         | 43.74         | 44.93         | 46.15         | 47.40         | 48.69         | 51.36          | 52.75          | 54.19          |
| <b>Grade 34</b> | 40.18         | 41.27         | 42.39         | 43.53         | 45.93         | 47.18         | 48.46         | 49.77         | 51.12         | 53.93          | 55.39          | 56.90          |
| <b>Grade 35</b> | 42.19         | 43.33         | 44.51         | 45.71         | 48.23         | 49.53         | 50.88         | 52.26         | 53.67         | 56.63          | 58.17          | 59.75          |
| <b>Grade 36</b> | 44.29         | 45.49         | 46.73         | 48.00         | 50.63         | 52.01         | 53.43         | 54.88         | 56.36         | 59.45          | 61.07          | 62.73          |
| <b>Grade 37</b> | 46.51         | 47.78         | 49.06         | 50.40         | 53.17         | 54.62         | 56.10         | 57.61         | 59.18         | 62.43          | 64.13          | 65.87          |
| <b>Grade 38</b> | 48.84         | 50.16         | 51.52         | 52.92         | 55.83         | 57.34         | 58.90         | 60.49         | 62.14         | 65.56          | 67.33          | 69.16          |
| <b>Grade 39</b> | 51.28         | 52.67         | 54.10         | 55.57         | 58.62         | 60.21         | 61.84         | 63.52         | 65.24         | 68.82          | 70.70          | 72.62          |
| <b>Grade 40</b> | 53.85         | 55.31         | 56.80         | 58.35         | 61.55         | 63.22         | 64.94         | 66.69         | 68.50         | 72.27          | 74.24          | 76.24          |