

Exhibit J

**10-MONTH EDUCATIONAL OFFICERS' MONTHLY & ANNUAL SALARY SCHEDULE
(VICE PRINCIPAL)**

Effective July 1, 2024 to June 30, 2025

Salary Range	Position	Steps												
		1	2	3	4	5	6	7	8	9	10	11	12	13
Daily Rate (Recall)	COHORT INTERN	437.57	443.68	449.89	456.20	462.57	469.07	475.62	482.28	489.04	495.85	502.81	509.85	516.98
Daily Salary Rate		383.37	388.73	394.17	399.70	405.28	410.98	416.72	422.55	428.47	434.44	440.54	446.70	452.95
EO1		6,964.58	7,061.92	7,160.76	7,261.26	7,362.50	7,466.08	7,570.34	7,676.34	7,783.92	7,892.26	8,003.08	8,115.08	8,228.68
		83,575.00	84,743.00	85,929.00	87,135.00	88,350.00	89,593.00	90,844.00	92,116.00	93,407.00	94,707.00	96,037.00	97,381.00	98,744.00
Daily Rate (Recall)	EO2	456.20	462.57	469.07	475.62	482.28	489.04	495.85	502.81	509.85	516.98	524.23	531.56	538.99
Daily Salary Rate		399.70	405.28	410.98	416.72	422.55	428.47	434.44	440.54	446.70	452.95	459.30	465.72	472.24
EO2		7,261.26	7,362.50	7,466.08	7,570.34	7,676.34	7,783.92	7,892.26	8,003.08	8,115.08	8,228.68	8,344.00	8,460.68	8,579.00
		87,135.00	88,350.00	89,593.00	90,844.00	92,116.00	93,407.00	94,707.00	96,037.00	97,381.00	98,744.00	100,128.00	101,528.00	102,948.00
Daily Rate (Recall)	VP I	475.62	482.28	489.04	495.85	502.81	509.85	516.98	524.23	531.56	538.99	546.56	554.21	561.94
Daily Salary Rate		416.72	422.55	428.47	434.44	440.54	446.70	452.95	459.30	465.72	472.24	478.87	485.57	492.34
EO3		7,570.34	7,676.34	7,783.92	7,892.26	8,003.08	8,115.08	8,228.68	8,344.00	8,460.68	8,579.00	8,699.42	8,821.18	8,944.26
		90,844.00	92,116.00	93,407.00	94,707.00	96,037.00	97,381.00	98,744.00	100,128.00	101,528.00	102,948.00	104,393.00	105,854.00	107,331.00
Daily Rate (Recall)	VP II	495.85	502.81	509.85	516.98	524.23	531.56	538.99	546.56	554.21	561.94	569.84	577.80	585.88
Daily Salary Rate		434.44	440.54	446.70	452.95	459.30	465.72	472.24	478.87	485.57	492.34	499.26	506.24	513.32
EO4		7,892.26	8,003.08	8,115.08	8,228.68	8,344.00	8,460.68	8,579.00	8,699.42	8,821.18	8,944.26	9,069.92	9,196.68	9,325.34
		94,707.00	96,037.00	97,381.00	98,744.00	100,128.00	101,528.00	102,948.00	104,393.00	105,854.00	107,331.00	108,839.00	110,360.00	111,904.00
Daily Rate (Recall)	VP III	516.98	524.23	531.56	538.99	546.56	554.21	561.94	569.84	577.80	585.88	594.10	602.40	610.84
Daily Salary Rate		452.95	459.30	465.72	472.24	478.87	485.57	492.34	499.26	506.24	513.32	520.52	527.79	535.19
EO5		8,228.68	8,344.00	8,460.68	8,579.00	8,699.42	8,821.18	8,944.26	9,069.92	9,196.68	9,325.34	9,456.08	9,588.18	9,722.58
		98,744.00	100,128.00	101,528.00	102,948.00	104,393.00	105,854.00	107,331.00	108,839.00	110,360.00	111,904.00	113,473.00	115,058.00	116,671.00
Daily Rate (Recall)	VP IV	538.99	546.56	554.21	561.94	569.84	577.80	585.88	594.10	602.40	610.84	619.41	628.05	636.85
Daily Salary Rate		472.24	478.87	485.57	492.34	499.26	506.24	513.32	520.52	527.79	535.19	542.69	550.27	557.98
EO6		8,579.00	8,699.42	8,821.18	8,944.26	9,069.92	9,196.68	9,325.34	9,456.08	9,588.18	9,722.58	9,858.92	9,996.50	10,136.58
		102,948.00	104,393.00	105,854.00	107,331.00	108,839.00	110,360.00	111,904.00	113,473.00	115,058.00	116,671.00	118,307.00	119,958.00	121,639.00
Daily Rate (Recall)	EO7	561.94	569.84	577.80	585.88	594.10	602.40	610.84	619.41	628.05	636.85	645.76	654.81	663.99
Daily Salary Rate		492.34	499.26	506.24	513.32	520.52	527.79	535.19	542.69	550.27	557.98	565.78	573.71	581.75
EO7		8,944.26	9,069.92	9,196.68	9,325.34	9,456.08	9,588.18	9,722.58	9,858.92	9,996.50	10,136.58	10,278.42	10,422.34	10,568.50
		107,331.00	108,839.00	110,360.00	111,904.00	113,473.00	115,058.00	116,671.00	118,307.00	119,958.00	121,639.00	123,341.00	125,068.00	126,822.00
Daily Rate (Recall)	EO8	585.88	594.10	602.40	610.84	619.41	628.05	636.85	645.76	654.81	663.99	673.26	682.69	692.26
Daily Salary Rate		513.32	520.52	527.79	535.19	542.69	550.27	557.98	565.78	573.71	581.75	589.88	598.14	606.52
EO8		9,325.34	9,456.08	9,588.18	9,722.58	9,858.92	9,996.50	10,136.58	10,278.42	10,422.34	10,568.50	10,716.08	10,866.18	11,018.50
		111,904.00	113,473.00	115,058.00	116,671.00	118,307.00	119,958.00	121,639.00	123,341.00	125,068.00	126,822.00	128,593.00	130,394.00	132,222.00
Daily Rate (Recall)	EO9	610.84	619.41	628.05	636.85	645.76	654.81	663.99	673.26	682.69	692.26	701.93	711.77	721.73
Daily Salary Rate		535.19	542.69	550.27	557.98	565.78	573.71	581.75	589.88	598.14	606.52	614.99	623.61	632.34
EO9		9,722.58	9,858.92	9,996.50	10,136.58	10,278.42	10,422.34	10,568.50	10,716.08	10,866.18	11,018.50	11,172.34	11,329.00	11,487.50
		116,671.00	118,307.00	119,958.00	121,639.00	123,341.00	125,068.00	126,822.00	128,593.00	130,394.00	132,222.00	134,068.00	135,948.00	137,850.00
Daily Rate (Recall)	EO10	636.85	645.76	654.81	663.99	673.26	682.69	692.26	701.93	711.77	721.73	731.85	742.09	752.47
Daily Salary Rate		557.98	565.78	573.71	581.75	589.88	598.14	606.52	614.99	623.61	632.34	641.21	650.18	659.28
EO10		10,136.58	10,278.42	10,422.34	10,568.50	10,716.08	10,866.18	11,018.50	11,172.34	11,329.00	11,487.50	11,648.58	11,811.58	11,976.84
		121,639.00	123,341.00	125,068.00	126,822.00	128,593.00	130,394.00	132,222.00	134,068.00	135,948.00	137,850.00	139,783.00	141,739.00	143,722.00
Daily Rate (Recall)	EO11	663.99	673.26	682.69	692.26	701.93	711.77	721.73	731.85	742.09	752.47	763.03	773.70	784.51
Daily Salary Rate		581.75	589.88	598.14	606.52	614.99	623.61	632.34	641.21	650.18	659.28	668.53	677.87	687.34
EO11		10,568.50	10,716.08	10,866.18	11,018.50	11,172.34	11,329.00	11,487.50	11,648.58	11,811.58	11,976.84	12,144.92	12,314.68	12,486.76
		126,822.00	128,593.00	130,394.00	132,222.00	134,068.00	135,948.00	137,850.00	139,783.00	141,739.00	143,722.00	145,739.00	147,776.00	149,841.00
Daily Rate (Recall)	EO12	692.26	701.93	711.77	721.73	731.85	742.09	752.47	763.03	773.70	784.51	795.50	806.64	817.93
Daily Salary Rate		606.52	614.99	623.61	632.34	641.21	650.18	659.28	668.53	677.87	687.34	696.98	706.73	716.62
EO12		11,018.50	11,172.34	11,329.00	11,487.50	11,648.58	11,811.58	11,976.84	12,144.92	12,314.68	12,486.76	12,661.76	12,839.00	13,018.68
		132,222.00	134,068.00	135,948.00	137,850.00	139,783.00	141,739.00	143,722.00	145,739.00	147,776.00	149,841.00	151,941.00	154,068.00	156,224.00

Exhibit J

**10-MONTH EDUCATIONAL OFFICERS' MONTHLY & ANNUAL SALARY SCHEDULE
(VICE PRINCIPAL)**

Effective July 1, 2024 to June 30, 2025

Salary Range	Position	Steps												
		14	15	16	17	18	19	20	21	22	23	24	25	26
Daily Rate (Recall)	COHORT INTERN	524.23	531.56	538.99	546.56	554.21	561.94	569.84	577.80	585.88	594.10	602.40	610.84	619.41
Daily Salary Rate		459.30	465.72	472.24	478.87	485.57	492.34	499.26	506.24	513.32	520.52	527.79	535.19	542.69
EO1		8,344.00	8,460.68	8,579.00	8,699.42	8,821.18	8,944.26	9,069.92	9,196.68	9,325.34	9,456.08	9,588.18	9,722.58	9,858.92
		100,128.00	101,528.00	102,948.00	104,393.00	105,854.00	107,331.00	108,839.00	110,360.00	111,904.00	113,473.00	115,058.00	116,671.00	118,307.00
Daily Rate (Recall)	COHORT INTERN	546.56	554.21	561.94	569.84	577.80	585.88	594.10	602.40	610.84	619.41	628.05	636.85	645.76
Daily Salary Rate		478.87	485.57	492.34	499.26	506.24	513.32	520.52	527.79	535.19	542.69	550.27	557.98	565.78
EO2		8,699.42	8,821.18	8,944.26	9,069.92	9,196.68	9,325.34	9,456.08	9,588.18	9,722.58	9,858.92	9,996.50	10,136.58	10,278.42
		104,393.00	105,854.00	107,331.00	108,839.00	110,360.00	111,904.00	113,473.00	115,058.00	116,671.00	118,307.00	119,958.00	121,639.00	123,341.00
Daily Rate (Recall)	VP I	569.84	577.80	585.88	594.10	602.40	610.84	619.41	628.05	636.85	645.76	654.81	663.99	673.26
Daily Salary Rate		499.26	506.24	513.32	520.52	527.79	535.19	542.69	550.27	557.98	565.78	573.71	581.75	589.88
EO3		9,069.92	9,196.68	9,325.34	9,456.08	9,588.18	9,722.58	9,858.92	9,996.50	10,136.58	10,278.42	10,422.34	10,568.50	10,716.08
		108,839.00	110,360.00	111,904.00	113,473.00	115,058.00	116,671.00	118,307.00	119,958.00	121,639.00	123,341.00	125,068.00	126,822.00	128,593.00
Daily Rate (Recall)	VP II	594.10	602.40	610.84	619.41	628.05	636.85	645.76	654.81	663.99	673.26	682.69	692.26	701.93
Daily Salary Rate		520.52	527.79	535.19	542.69	550.27	557.98	565.78	573.71	581.75	589.88	598.14	606.52	614.99
EO4		9,456.08	9,588.18	9,722.58	9,858.92	9,996.50	10,136.58	10,278.42	10,422.34	10,568.50	10,716.08	10,866.18	11,018.50	11,172.34
		113,473.00	115,058.00	116,671.00	118,307.00	119,958.00	121,639.00	123,341.00	125,068.00	126,822.00	128,593.00	130,394.00	132,222.00	134,068.00
Daily Rate (Recall)	VP III	619.41	628.05	636.85	645.76	654.81	663.99	673.26	682.69	692.26	701.93	711.77	721.73	731.85
Daily Salary Rate		542.69	550.27	557.98	565.78	573.71	581.75	589.88	598.14	606.52	614.99	623.61	632.34	641.21
EO5		9,858.92	9,996.50	10,136.58	10,278.42	10,422.34	10,568.50	10,716.08	10,866.18	11,018.50	11,172.34	11,329.00	11,487.50	11,648.58
		118,307.00	119,958.00	121,639.00	123,341.00	125,068.00	126,822.00	128,593.00	130,394.00	132,222.00	134,068.00	135,948.00	137,850.00	139,783.00
Daily Rate (Recall)	VP IV	645.76	654.81	663.99	673.26	682.69	692.26	701.93	711.77	721.73	731.85	742.09	752.47	763.03
Daily Salary Rate		565.78	573.71	581.75	589.88	598.14	606.52	614.99	623.61	632.34	641.21	650.18	659.28	668.53
EO6		10,278.42	10,422.34	10,568.50	10,716.08	10,866.18	11,018.50	11,172.34	11,329.00	11,487.50	11,648.58	11,811.58	11,976.84	12,144.92
		123,341.00	125,068.00	126,822.00	128,593.00	130,394.00	132,222.00	134,068.00	135,948.00	137,850.00	139,783.00	141,739.00	143,722.00	145,739.00
Daily Rate (Recall)	VP IV	673.26	682.69	692.26	701.93	711.77	721.73	731.85	742.09	752.47	763.03	773.70	784.51	795.50
Daily Salary Rate		589.88	598.14	606.52	614.99	623.61	632.34	641.21	650.18	659.28	668.53	677.87	687.34	696.98
EO7		10,716.08	10,866.18	11,018.50	11,172.34	11,329.00	11,487.50	11,648.58	11,811.58	11,976.84	12,144.92	12,314.68	12,486.76	12,661.76
		128,593.00	130,394.00	132,222.00	134,068.00	135,948.00	137,850.00	139,783.00	141,739.00	143,722.00	145,739.00	147,776.00	149,841.00	151,941.00
Daily Rate (Recall)	VP IV	701.93	711.77	721.73	731.85	742.09	752.47	763.03	773.70	784.51	795.50	806.64	817.93	829.38
Daily Salary Rate		614.99	623.61	632.34	641.21	650.18	659.28	668.53	677.87	687.34	696.98	706.73	716.62	726.66
EO8		11,172.34	11,329.00	11,487.50	11,648.58	11,811.58	11,976.84	12,144.92	12,314.68	12,486.76	12,661.76	12,839.00	13,018.68	13,201.00
		134,068.00	135,948.00	137,850.00	139,783.00	141,739.00	143,722.00	145,739.00	147,776.00	149,841.00	151,941.00	154,068.00	156,224.00	158,412.00
Daily Rate (Recall)	VP IV	731.85	742.09	752.47	763.03	773.70	784.51	795.50	806.64	817.93	829.38	840.98	852.77	864.71
Daily Salary Rate		641.21	650.18	659.28	668.53	677.87	687.34	696.98	706.73	716.62	726.66	736.83	747.15	757.61
EO9		11,648.58	11,811.58	11,976.84	12,144.92	12,314.68	12,486.76	12,661.76	12,839.00	13,018.68	13,201.00	13,385.68	13,573.26	13,763.34
		139,783.00	141,739.00	143,722.00	145,739.00	147,776.00	149,841.00	151,941.00	154,068.00	156,224.00	158,412.00	160,628.00	162,879.00	165,160.00
Daily Rate (Recall)	VP IV	763.03	773.70	784.51	795.50	806.64	817.93	829.38	840.98	852.77	864.71	876.82	889.07	901.53
Daily Salary Rate		668.53	677.87	687.34	696.98	706.73	716.62	726.66	736.83	747.15	757.61	768.22	778.96	789.87
EO10		12,144.92	12,314.68	12,486.76	12,661.76	12,839.00	13,018.68	13,201.00	13,385.68	13,573.26	13,763.34	13,956.08	14,151.08	14,349.34
		145,739.00	147,776.00	149,841.00	151,941.00	154,068.00	156,224.00	158,412.00	160,628.00	162,879.00	165,160.00	167,473.00	169,813.00	172,192.00
Daily Rate (Recall)	VP IV	795.50	806.64	817.93	829.38	840.98	852.77	864.71	876.82	889.07	901.53	914.15	926.95	939.93
Daily Salary Rate		696.98	706.73	716.62	726.66	736.83	747.15	757.61	768.22	778.96	789.87	800.93	812.14	823.51
EO11		12,661.76	12,839.00	13,018.68	13,201.00	13,385.68	13,573.26	13,763.34	13,956.08	14,151.08	14,349.34	14,550.18	14,753.92	14,960.50
		151,941.00	154,068.00	156,224.00	158,412.00	160,628.00	162,879.00	165,160.00	167,473.00	169,813.00	172,192.00	174,602.00	177,047.00	179,526.00
Daily Rate (Recall)	VP IV	829.38	840.98	852.77	864.71	876.82	889.07	901.53	914.15	926.95	939.93	953.09	966.42	979.96
Daily Salary Rate		726.66	736.83	747.15	757.61	768.22	778.96	789.87	800.93	812.14	823.51	835.05	846.72	858.59
EO12		13,201.00	13,385.68	13,573.26	13,763.34	13,956.08	14,151.08	14,349.34	14,550.18	14,753.92	14,960.50	15,170.00	15,382.18	15,597.76
		158,412.00	160,628.00	162,879.00	165,160.00	167,473.00	169,813.00	172,192.00	174,602.00	177,047.00	179,526.00	182,040.00	184,586.00	187,173.00