

**BASE YEAR**  
**2019-20 Glassboro Drivers**

**Salary Guide**

<b>Step</b>	<b>Hourly</b>
L1Y1	21.54
L1Y2	21.54
L2Y3	23.16
L2Y4	23.16
L3Y5	24.59
L3Y6	24.59
L4Y7	25.87
L4Y8	25.87
<b>L5 Top 9+</b>	<b>27.01</b>

**Scattergram**

<b>Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
L1Y1	1,701.00	1,701.00	6.71%
L1Y2	850.50	850.50	3.35%
L2Y3	1,795.50	1,795.50	7.08%
L2Y4	1,890.00	1,890.00	7.46%
L3Y5	1,890.00	1,890.00	7.46%
L3Y6	945.00	945.00	3.73%
L4Y7	2,457.00	2,457.00	9.69%
L4Y8	945.00	945.00	3.73%
<b>L5 Top 9+</b>	<b>12,878.00</b>	<b>12,878.00</b>	<b>50.80%</b>
<b>Totals</b>	<b>25,352.00</b>	<b>25,352.00</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

**BASE YEAR**  
**2019-20 Glassboro Drivers**

<b>Guide Cost Step</b>	<b>Hourly</b>
L1Y1	36,640
L1Y2	18,320
L2Y3	41,584
L2Y4	43,772
L3Y5	46,475
L3Y6	23,238
L4Y7	63,563
L4Y8	24,447
<b>L5 Top 9+</b>	<b>347,835</b>
<b>Total</b>	<b>645,873</b>
<b>Average</b>	<b>25.48</b>
<b>1%</b>	<b>6,459</b>

**BASE YEAR**  
**2019-20 Glassboro Drivers**

**Increment Pattern**

Step	Hourly
L1Y1	-
L1Y2	1.62
L2Y3	-
L2Y4	1.43
L3Y5	-
L3Y6	1.28
L4Y7	-
L4Y8	1.14
L5 Top 9+	-

**Increment Cost**

Step	Hourly	Increment Forward	
		Years	%
L1Y1	-	1 to 2	1.58%
L1Y2	1,377.81	2 to 3	0.68%
L2Y3	-	3 to 4	0.97%
L2Y4	2,702.70	4 to 5	0.44%
L3Y5	-	5 to 6	0.55%
L3Y6	1,209.60		
L4Y7	-		
L4Y8	1,077.30		
L5 Top 9+	-		
<b>Total</b>	<b>6,367</b>		
<b>% of Base</b>	<b>0.99%</b>		

**YEAR 1**  
**2020-21**      **Glassboro Drivers**

<b>Salary Guide</b>		
<b>Step</b>	<b>Hourly</b>	<b>0.51</b>
L1Y1	22.06	
L1Y2	22.06	
L2Y3	23.68	
L2Y4	23.68	
L3Y5	25.11	
L3Y6	25.11	
L4Y7	26.38	
L4Y8	26.38	
L5 Top 9+	27.52	

<b>Scattergram</b>			
<b>Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
L1Y1	-	-	-
L1Y2	1,701.00	1,701.00	6.71%
L2Y3	850.50	850.50	3.35%
L2Y4	1,795.50	1,795.50	7.08%
L3Y5	1,890.00	1,890.00	7.46%
L3Y6	1,890.00	1,890.00	7.46%
L4Y7	945.00	945.00	3.73%
L4Y8	2,457.00	2,457.00	9.69%
L5 Top 9+	13,823.00	13,823.00	54.52%
<b>Totals</b>	<b>25,352.00</b>	<b>25,352.00</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

**YEAR 1**  
**2020-21**      *Glassboro Drivers*

<b>Guide Cost Step</b>	<b>Hourly</b>
<b>L1Y1</b>	-
<b>L1Y2</b>	37,524
<b>L2Y3</b>	20,140
<b>L2Y4</b>	42,517
<b>L3Y5</b>	47,458
<b>L3Y6</b>	47,458
<b>L4Y7</b>	24,929
<b>L4Y8</b>	64,816
<b>L5 Top 9+</b>	380,409
<b>Total</b>	665,251
<b>2019-20</b>	645,873
<b>Difference</b>	19,378
<b>% Increase</b>	3.00%

**YEAR 1**  
**2020-21**      *Glassboro Drivers*

**Increment Pattern**

<b>Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	1.62
L2Y3	-
L2Y4	1.43
L3Y5	-
L3Y6	1.27
L4Y7	-
L4Y8	1.14
<b>L5 Top 9+</b>	-

**Increment Cost**

<b>Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	2,755.62
L2Y3	-
L2Y4	2,567.57
L3Y5	-
L3Y6	2,400.30
L4Y7	-
L4Y8	2,800.98
<b>L5 Top 9+</b>	-
<b>Total</b>	<b>10,524</b>
<b>% of Base</b>	<b>1.58%</b>

**YEAR 2**  
**2021-22 Glassboro Drivers**

<b>Salary Guide</b>		
<b>Step</b>	<b>Hourly</b>	<b>0.37</b>
L1Y1	22.44	
L1Y2	22.44	
L2Y3	24.06	
L2Y4	24.06	
L3Y5	25.48	
L3Y6	25.48	
L4Y7	26.75	
L4Y8	26.75	
<b>L5 Top 9+</b>	<b>27.89</b>	

<b>Scattergram</b>			
<b>Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
		-	-
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	1,701.00	1,701.00	6.71%
L2Y4	850.50	850.50	3.35%
L3Y5	1,795.50	1,795.50	7.08%
L3Y6	1,890.00	1,890.00	7.46%
L4Y7	1,890.00	1,890.00	7.46%
L4Y8	945.00	945.00	3.73%
<b>L5 Top 9+</b>	<b>16,280.00</b>	<b>16,280.00</b>	<b>64.22%</b>
<b>Totals</b>	<b>25,352.00</b>	<b>25,352.00</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

**YEAR 2**  
**2021-22**      *Glassboro Drivers*

<b>Guide Cost Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	-
L2Y3	40,926
L2Y4	20,463
L3Y5	45,749
L3Y6	48,157
L4Y7	50,558
L4Y8	25,279
<b>L5 Top 9+</b>	<b>454,049</b>
<b>Total</b>	<b>685,181</b>
<b>2020-21</b>	<b>665,251</b>
<b>Difference</b>	<b>19,930</b>
<b>% Increase</b>	<b>3.00%</b>

**YEAR 2**  
**2021-22**      *Glassboro Drivers*

**Increment Pattern**

<b>Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	1.62
L2Y3	-
L2Y4	1.42
L3Y5	-
L3Y6	1.27
L4Y7	-
L4Y8	1.14
<b>L5 Top 9+</b>	-

**Increment Cost**

<b>Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	1,207.71
L3Y5	-
L3Y6	2,400.30
L4Y7	-
L4Y8	1,077.30
<b>L5 Top 9+</b>	-
<b>Total</b>	<b>4,685</b>
<b>% of Base</b>	<b>0.68%</b>

**YEAR 3**  
**2022-23 Glassboro Drivers**

<b>Salary Guide</b>		
<b>Step</b>	<b>Hourly</b>	<b>0.65</b>
L1Y1	23.10	
L1Y2	23.10	
L2Y3	24.72	
L2Y4	24.72	
L3Y5	26.14	
L3Y6	26.14	
L4Y7	27.40	
L4Y8	27.40	
<b>L5 Top 9+</b>	<b>28.54</b>	

<b>Scattergram</b>			
<b>Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
	-	-	-
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	-	-	-
L2Y4	1,701.00	1,701.00	6.71%
L3Y5	850.50	850.50	3.35%
L3Y6	1,795.50	1,795.50	7.08%
L4Y7	1,890.00	1,890.00	7.46%
L4Y8	1,890.00	1,890.00	7.46%
<b>L5 Top 9+</b>	<b>17,225.00</b>	<b>17,225.00</b>	<b>67.94%</b>
<b>Totals</b>	<b>25,352.00</b>	<b>25,352.00</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

**YEAR 3**  
**2022-23**      **Glassboro Drivers**

<b>Guide Cost Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	42,049
L3Y5	22,232
L3Y6	46,934
L4Y7	51,786
L4Y8	51,786
<b>L5 Top 9+</b>	<b>491,602</b>
<b>Total</b>	<b>706,389</b>
<b>2021-22</b>	<b>685,181</b>
<b>Difference</b>	<b>21,208</b>
<b>% Increase</b>	<b>3.10%</b>

**YEAR 3**  
**2022-23**      *Glassboro Drivers*

**Increment Pattern**

<b>Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	1.62
L2Y3	-
L2Y4	1.42
L3Y5	-
L3Y6	1.26
L4Y7	-
L4Y8	1.14
<b>L5 Top 9+</b>	-

**Increment Cost**

<b>Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	2,415.42
L3Y5	-
L3Y6	2,262.33
L4Y7	-
L4Y8	2,154.60
<b>L5 Top 9+</b>	-
<b>Total</b>	<b>6,832</b>
<b>% of Base</b>	<b>0.97%</b>

**Year 4**  
**2023-24**      **Glassboro Drivers**

<b>Salary Guide</b>		
<b>Step</b>	<b>Hourly</b>	<b>0.59</b>
L1Y1	23.71	
L1Y2	23.71	
L2Y3	25.33	
L2Y4	25.33	
L3Y5	26.75	
L3Y6	26.75	
L4Y7	28.01	
L4Y8	28.01	
<b>L5 Top 9+</b>	<b>29.13</b>	

<b>Scattergram</b>			
<b>Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	-	-	-
L2Y4	-	-	-
L3Y5	1,701.00	1,701.00	6.71%
L3Y6	850.50	850.50	3.35%
L4Y7	1,795.50	1,795.50	7.08%
L4Y8	1,890.00	1,890.00	7.46%
<b>L5 Top 9+</b>	<b>19,115.00</b>	<b>19,115.00</b>	<b>75.40%</b>
<b>Totals</b>	<b>25,352.00</b>	<b>25,352.00</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

**Year 4**  
**2023-24**      **Glassboro Drivers**

<b>Guide Cost Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	-
L3Y5	45,502
L3Y6	22,751
L4Y7	50,292
L4Y8	52,939
<b>L5 Top 9+</b>	<b>556,820</b>
<b>Total</b>	<b>728,303</b>
<b>2022-23</b>	<b>706,389</b>
<b>Difference</b>	<b>21,915</b>
<b>% Increase</b>	<b>3.10%</b>

**Year 4**  
**2023-24**      **Glassboro Drivers**

**Increment Pattern**

<b>Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	1.62
L2Y3	-
L2Y4	1.42
L3Y5	-
L3Y6	1.26
L4Y7	-
L4Y8	1.12
<b>L5 Top 9+</b>	-

**Increment Cost**

<b>Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	-
L3Y5	-
L3Y6	1,071.63
L4Y7	-
L4Y8	2,116.80
<b>L5 Top 9+</b>	-
<b>Total</b>	<b>3,188</b>
<b>% of Base</b>	<b>0.44%</b>

**Year 5**  
**2024-25**      **Glassboro Drivers**

<b>Salary Guide</b>		
<b>Step</b>	<b>Hourly</b>	<b>0.79</b>
L1Y1	24.52	
L1Y2	24.52	
L2Y3	26.14	
L2Y4	26.14	
L3Y5	27.56	
L3Y6	27.56	
L4Y7	28.82	
L4Y8	28.82	
<b>L5 Top 9+</b>	<b>29.92</b>	

<b>Scattergram</b>			
<b>Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
	-	-	-
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	-	-	-
L2Y4	-	-	-
L3Y5	-	-	-
L3Y6	1,701.00	1,701.00	6.71%
L4Y7	850.50	850.50	3.35%
L4Y8	1,795.50	1,795.50	7.08%
<b>L5 Top 9+</b>	<b>21,005.00</b>	<b>21,005.00</b>	<b>82.85%</b>
<b>Totals</b>	<b>25,352.00</b>	<b>25,352.00</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

**Year 5**  
**2024-25**      *Glassboro Drivers*

<b>Guide Cost Step</b>	<b>Hourly</b>
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	-
L3Y5	-
L3Y6	46,880
L4Y7	24,511
L4Y8	51,746
<b>L5 Top 9+</b>	<b>628,470</b>
<b>Total</b>	<b>751,607</b>
<b>2023-24</b>	<b>728,303</b>
<b>Difference</b>	<b>23,303</b>
<b>% Increase</b>	<b>3.20%</b>

**Year 5**  
**2024-25**      *Glassboro Drivers*

**Increment Pattern**

Step	Hourly
L1Y1	-
L1Y2	1.62
L2Y3	-
L2Y4	1.42
L3Y5	-
L3Y6	1.26
L4Y7	-
L4Y8	1.10
L5 Top 9+	-

**Increment Cost**

Step	Hourly
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	-
L3Y5	-
L3Y6	2,143.26
L4Y7	-
L4Y8	1,975.05
L5 Top 9+	-
<b>Total</b>	<b>4,118</b>
<b>% of Base</b>	<b>0.55%</b>