

ROLLA PUBLIC SCHOOLS  
SUPPORT STAFF SALARY SCHEDULES  
FY 2011

**Bus Driver**

	<u>Hourly Rate</u>			
Step 1	15.18		-	
Step 2	15.67	Step =	3.25%	1.03250
Step 3	16.17			1.06500
Step 4	16.66			1.09750
Step 5	17.15			1.13000
Step 6	17.65			1.16250
Step 7	18.14			1.19500
Step 8	18.63			1.22750
Step 9	19.13			1.26000
Step 10	19.62			1.29250
Step 11	20.11			1.32500
Step 12	20.61			1.35750
Step 13	20.61			1.35750
Step 14	20.61			1.35750
Step 15	21.10			1.39000
Step 16	21.10			1.39000
Step 17	21.10			1.39000
Step 18	21.10			1.39000
Step 19	21.10			1.39000
Step 20	21.59			1.42250
Step 21	21.59			1.42250
Step 22	21.59			1.42250
Step 23	21.59			1.42250
Step 24	21.59			1.42250
Step 25	22.09			1.45500
Step 26	22.09			1.45500
Step 27	22.09			1.45500
Step 28	22.09			1.45500
Step 29	22.09			1.45500
Step 30	22.58			1.48750

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**Food Service**

	<u>Hourly Rate</u>			
Step 1	9.91		-	
Step 2	10.23	Step =	3.25%	1.03250
Step 3	10.55			1.06500
Step 4	10.88			1.09750
Step 5	11.20			1.13000
Step 6	11.52			1.16250
Step 7	11.84			1.19500
Step 8	12.16			1.22750
Step 9	12.49			1.26000
Step 10	12.81			1.29250
Step 11	13.13			1.32500
Step 12	13.45			1.35750
Step 13	13.45			1.35750
Step 14	13.45			1.35750
Step 15	13.77			1.39000
Step 16	13.77			1.39000
Step 17	13.77			1.39000
Step 18	13.77			1.39000
Step 19	13.77			1.39000
Step 20	14.10			1.42250
Step 21	14.10			1.42250
Step 22	14.10			1.42250
Step 23	14.10			1.42250
Step 24	14.10			1.42250
Step 25	14.42			1.45500
Step 26	14.42			1.45500
Step 27	14.42			1.45500
Step 28	14.42			1.45500
Step 29	14.42			1.45500
Step 30	14.74			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Custodian**

	<u>Hourly Rate</u>			
Step 1	10.37		-	
Step 2	10.71	Step =	3.25%	1.03250
Step 3	11.04			1.06500
Step 4	11.38			1.09750
Step 5	11.72			1.13000
Step 6	12.06			1.16250
Step 7	12.39			1.19500
Step 8	12.73			1.22750
Step 9	13.07			1.26000
Step 10	13.40			1.29250
Step 11	13.74			1.32500
Step 12	14.08			1.35750
Step 13	14.08			1.35750
Step 14	14.08			1.35750
Step 15	14.41			1.39000
Step 16	14.41			1.39000
Step 17	14.41			1.39000
Step 18	14.41			1.39000
Step 19	14.41			1.39000
Step 20	14.75			1.42250
Step 21	14.75			1.42250
Step 22	14.75			1.42250
Step 23	14.75			1.42250
Step 24	14.75			1.42250
Step 25	15.09			1.45500
Step 26	15.09			1.45500
Step 27	15.09			1.45500
Step 28	15.09			1.45500
Step 29	15.09			1.45500
Step 30	15.43			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Mechanic**

	<u>Hourly Rate</u>			
Step 1	13.89		-	
Step 2	14.34	Step =	3.25%	1.03250
Step 3	14.79			1.06500
Step 4	15.24			1.09750
Step 5	15.70			1.13000
Step 6	16.15			1.16250
Step 7	16.60			1.19500
Step 8	17.05			1.22750
Step 9	17.50			1.26000
Step 10	17.95			1.29250
Step 11	18.40			1.32500
Step 12	18.86			1.35750
Step 13	18.86			1.35750
Step 14	18.86			1.35750
Step 15	19.31			1.39000
Step 16	19.31			1.39000
Step 17	19.31			1.39000
Step 18	19.31			1.39000
Step 19	19.31			1.39000
Step 20	19.76			1.42250
Step 21	19.76			1.42250
Step 22	19.76			1.42250
Step 23	19.76			1.42250
Step 24	19.76			1.42250
Step 25	20.21			1.45500
Step 26	20.21			1.45500
Step 27	20.21			1.45500
Step 28	20.21			1.45500
Step 29	20.21			1.45500
Step 30	20.66			1.48750

\*\* Head mechanic is paid 10% of base for supervision.

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Assistant Mechanic**

	<u>Hourly Rate</u>			
Step 1	10.53		-	
Step 2	10.87	Step =	3.25%	1.03250
Step 3	11.21			1.06500
Step 4	11.56			1.09750
Step 5	11.90			1.13000
Step 6	12.24			1.16250
Step 7	12.58			1.19500
Step 8	12.93			1.22750
Step 9	13.27			1.26000
Step 10	13.61			1.29250
Step 11	13.95			1.32500
Step 12	14.29			1.35750
Step 13	14.29			1.35750
Step 14	14.29			1.35750
Step 15	14.64			1.39000
Step 16	14.64			1.39000
Step 17	14.64			1.39000
Step 18	14.64			1.39000
Step 19	14.64			1.39000
Step 20	14.98			1.42250
Step 21	14.98			1.42250
Step 22	14.98			1.42250
Step 23	14.98			1.42250
Step 24	14.98			1.42250
Step 25	15.32			1.45500
Step 26	15.32			1.45500
Step 27	15.32			1.45500
Step 28	15.32			1.45500
Step 29	15.32			1.45500
Step 30	15.66			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Secretary**

	<u>Hourly Rate</u>			
Step 1	10.53		-	
Step 2	10.87	Step =	3.25%	1.03250
Step 3	11.21			1.06500
Step 4	11.56			1.09750
Step 5	11.90			1.13000
Step 6	12.24			1.16250
Step 7	12.58			1.19500
Step 8	12.93			1.22750
Step 9	13.27			1.26000
Step 10	13.61			1.29250
Step 11	13.95			1.32500
Step 12	14.29			1.35750
Step 13	14.29			1.35750
Step 14	14.29			1.35750
Step 15	14.64			1.39000
Step 16	14.64			1.39000
Step 17	14.64			1.39000
Step 18	14.64			1.39000
Step 19	14.64			1.39000
Step 20	14.98			1.42250
Step 21	14.98			1.42250
Step 22	14.98			1.42250
Step 23	14.98			1.42250
Step 24	14.98			1.42250
Step 25	15.32			1.45500
Step 26	15.32			1.45500
Step 27	15.32			1.45500
Step 28	15.32			1.45500
Step 29	15.32			1.45500
Step 30	15.66			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Administrative Secretary**

	<u>Hourly Rate</u>			
Step 1	11.25		-	
Step 2	11.61	Step =	3.25%	1.03250
Step 3	11.98			1.06500
Step 4	12.35			1.09750
Step 5	12.71			1.13000
Step 6	13.08			1.16250
Step 7	13.44			1.19500
Step 8	13.81			1.22750
Step 9	14.18			1.26000
Step 10	14.54			1.29250
Step 11	14.91			1.32500
Step 12	15.27			1.35750
Step 13	15.27			1.35750
Step 14	15.27			1.35750
Step 15	15.64			1.39000
Step 16	15.64			1.39000
Step 17	15.64			1.39000
Step 18	15.64			1.39000
Step 19	15.64			1.39000
Step 20	16.00			1.42250
Step 21	16.00			1.42250
Step 22	16.00			1.42250
Step 23	16.00			1.42250
Step 24	16.00			1.42250
Step 25	16.37			1.45500
Step 26	16.37			1.45500
Step 27	16.37			1.45500
Step 28	16.37			1.45500
Step 29	16.37			1.45500
Step 30	16.73			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Executive Secretary Assistant**

	<u>Hourly Rate</u>			
Step 1	14.11		-	
Step 2	14.57	Step =	3.25%	1.03250
Step 3	15.03			1.06500
Step 4	15.49			1.09750
Step 5	15.94			1.13000
Step 6	16.40			1.16250
Step 7	16.86			1.19500
Step 8	17.32			1.22750
Step 9	17.78			1.26000
Step 10	18.24			1.29250
Step 11	18.70			1.32500
Step 12	19.15			1.35750
Step 13	19.15			1.35750
Step 14	19.15			1.35750
Step 15	19.61			1.39000
Step 16	19.61			1.39000
Step 17	19.61			1.39000
Step 18	19.61			1.39000
Step 19	19.61			1.39000
Step 20	20.07			1.42250
Step 21	20.07			1.42250
Step 22	20.07			1.42250
Step 23	20.07			1.42250
Step 24	20.07			1.42250
Step 25	20.53			1.45500
Step 26	20.53			1.45500
Step 27	20.53			1.45500
Step 28	20.53			1.45500
Step 29	20.53			1.45500
Step 30	20.99			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Executive Secretary**

	<u>Hourly Rate</u>			
Step 1	15.65		-	
Step 2	16.16	Step =	3.25%	1.03250
Step 3	16.67			1.06500
Step 4	17.18			1.09750
Step 5	17.68			1.13000
Step 6	18.19			1.16250
Step 7	18.70			1.19500
Step 8	19.21			1.22750
Step 9	19.72			1.26000
Step 10	20.23			1.29250
Step 11	20.74			1.32500
Step 12	21.24			1.35750
Step 13	21.24			1.35750
Step 14	21.24			1.35750
Step 15	21.75			1.39000
Step 16	21.75			1.39000
Step 17	21.75			1.39000
Step 18	21.75			1.39000
Step 19	21.75			1.39000
Step 20	22.26			1.42250
Step 21	22.26			1.42250
Step 22	22.26			1.42250
Step 23	22.26			1.42250
Step 24	22.26			1.42250
Step 25	22.77			1.45500
Step 26	22.77			1.45500
Step 27	22.77			1.45500
Step 28	22.77			1.45500
Step 29	22.77			1.45500
Step 30	23.28			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Nurse (LPN)**

	<u>Hourly Rate</u>			
Step 1	12.38		-	
Step 2	12.78	Step =	3.25%	1.03250
Step 3	13.18			1.06500
Step 4	13.59			1.09750
Step 5	13.99			1.13000
Step 6	14.39			1.16250
Step 7	14.79			1.19500
Step 8	15.20			1.22750
Step 9	15.60			1.26000
Step 10	16.00			1.29250
Step 11	16.40			1.32500
Step 12	16.81			1.35750
Step 13	16.81			1.35750
Step 14	16.81			1.35750
Step 15	17.21			1.39000
Step 16	17.21			1.39000
Step 17	17.21			1.39000
Step 18	17.21			1.39000
Step 19	17.21			1.39000
Step 20	17.61			1.42250
Step 21	17.61			1.42250
Step 22	17.61			1.42250
Step 23	17.61			1.42250
Step 24	17.61			1.42250
Step 25	18.01			1.45500
Step 26	18.01			1.45500
Step 27	18.01			1.45500
Step 28	18.01			1.45500
Step 29	18.01			1.45500
Step 30	18.42			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Nurse (RN)**

	<u>Hourly Rate</u>			
Step 1	19.04		-	
Step 2	19.66	Step =	3.25%	1.03250
Step 3	20.28			1.06500
Step 4	20.90			1.09750
Step 5	21.52			1.13000
Step 6	22.13			1.16250
Step 7	22.75			1.19500
Step 8	23.37			1.22750
Step 9	23.99			1.26000
Step 10	24.61			1.29250
Step 11	25.23			1.32500
Step 12	25.85			1.35750
Step 13	25.85			1.35750
Step 14	25.85			1.35750
Step 15	26.47			1.39000
Step 16	26.47			1.39000
Step 17	26.47			1.39000
Step 18	26.47			1.39000
Step 19	26.47			1.39000
Step 20	27.08			1.42250
Step 21	27.08			1.42250
Step 22	27.08			1.42250
Step 23	27.08			1.42250
Step 24	27.08			1.42250
Step 25	27.70			1.45500
Step 26	27.70			1.45500
Step 27	27.70			1.45500
Step 28	27.70			1.45500
Step 29	27.70			1.45500
Step 30	28.32			1.48750

\*\* Director of Nursing Services is compensated 10% of base for supervision.

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Nurse (BSN)**

	<u>Hourly Rate</u>			
Step 1	19.91		-	
Step 2	20.56	Step =	3.25%	1.03250
Step 3	21.20			1.06500
Step 4	21.85			1.09750
Step 5	22.50			1.13000
Step 6	23.15			1.16250
Step 7	23.79			1.19500
Step 8	24.44			1.22750
Step 9	25.09			1.26000
Step 10	25.73			1.29250
Step 11	26.38			1.32500
Step 12	27.03			1.35750
Step 13	27.03			1.35750
Step 14	27.03			1.35750
Step 15	27.67			1.39000
Step 16	27.67			1.39000
Step 17	27.67			1.39000
Step 18	27.67			1.39000
Step 19	27.67			1.39000
Step 20	28.32			1.42250
Step 21	28.32			1.42250
Step 22	28.32			1.42250
Step 23	28.32			1.42250
Step 24	28.32			1.42250
Step 25	28.97			1.45500
Step 26	28.97			1.45500
Step 27	28.97			1.45500
Step 28	28.97			1.45500
Step 29	28.97			1.45500
Step 30	29.62			1.48750

\*\* Director of Nursing Services is compensated 10% of base for supervision.

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Teacher Clerk**

	<u>Hourly Rate</u>			
Step 1	9.70		-	
Step 2	10.01	Step =	3.25%	1.03250
Step 3	10.33			1.06500
Step 4	10.65			1.09750
Step 5	10.96			1.13000
Step 6	11.28			1.16250
Step 7	11.59			1.19500
Step 8	11.91			1.22750
Step 9	12.22			1.26000
Step 10	12.54			1.29250
Step 11	12.85			1.32500
Step 12	13.17			1.35750
Step 13	13.17			1.35750
Step 14	13.17			1.35750
Step 15	13.48			1.39000
Step 16	13.48			1.39000
Step 17	13.48			1.39000
Step 18	13.48			1.39000
Step 19	13.48			1.39000
Step 20	13.80			1.42250
Step 21	13.80			1.42250
Step 22	13.80			1.42250
Step 23	13.80			1.42250
Step 24	13.80			1.42250
Step 25	14.11			1.45500
Step 26	14.11			1.45500
Step 27	14.11			1.45500
Step 28	14.11			1.45500
Step 29	14.11			1.45500
Step 30	14.43			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Teacher Aide (60 hours +)**

	<u>Hourly Rate</u>			
Step 1	9.90		-	
Step 2	10.22	Step =	3.25%	1.03250
Step 3	10.54			1.06500
Step 4	10.87			1.09750
Step 5	11.19			1.13000
Step 6	11.51			1.16250
Step 7	11.83			1.19500
Step 8	12.15			1.22750
Step 9	12.47			1.26000
Step 10	12.80			1.29250
Step 11	13.12			1.32500
Step 12	13.44			1.35750
Step 13	13.44			1.35750
Step 14	13.44			1.35750
Step 15	13.76			1.39000
Step 16	13.76			1.39000
Step 17	13.76			1.39000
Step 18	13.76			1.39000
Step 19	13.76			1.39000
Step 20	14.08			1.42250
Step 21	14.08			1.42250
Step 22	14.08			1.42250
Step 23	14.08			1.42250
Step 24	14.08			1.42250
Step 25	14.40			1.45500
Step 26	14.40			1.45500
Step 27	14.40			1.45500
Step 28	14.40			1.45500
Step 29	14.40			1.45500
Step 30	14.73			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Computer Technician**

	<u>Hourly Rate</u>			
Step 1	17.43			
Step 2	17.99	Step =	3.25%	1.03250
Step 3	18.56			1.06500
Step 4	19.13			1.09750
Step 5	19.70			1.13000
Step 6	20.26			1.16250
Step 7	20.83			1.19500
Step 8	21.40			1.22750
Step 9	21.96			1.26000
Step 10	22.53			1.29250
Step 11	23.09			1.32500
Step 12	23.66			1.35750
Step 13	23.66			1.35750
Step 14	23.66			1.35750
Step 15	24.23			1.39000
Step 16	24.23			1.39000
Step 17	24.23			1.39000
Step 18	24.23			1.39000
Step 19	24.23			1.39000
Step 20	24.79			1.42250
Step 21	24.79			1.42250
Step 22	24.79			1.42250
Step 23	24.79			1.42250
Step 24	24.79			1.42250
Step 25	25.36			1.45500
Step 26	25.36			1.45500
Step 27	25.36			1.45500
Step 28	25.36			1.45500
Step 29	25.36			1.45500
Step 30	25.93			1.48750

\*\* Network administrator position is compensated an additional 15% of the base salary in the appropriately certificated column.

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

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**Head Custodian**

	<u>Elem</u>	<u>MS,JH,RTI, RTC</u>	<u>HS</u>			
Step 1	11.88	12.60	13.18			
Step 2	12.26	13.01	13.61	Step =	3.25%	1.03250
Step 3	12.65	13.42	14.04			1.06500
Step 4	13.04	13.83	14.47			1.09750
Step 5	13.42	14.24	14.89			1.13000
Step 6	13.81	14.65	15.32			1.16250
Step 7	14.20	15.06	15.75			1.19500
Step 8	14.58	15.47	16.18			1.22750
Step 9	14.97	15.88	16.61			1.26000
Step 10	15.35	16.29	17.04			1.29250
Step 11	15.74	16.70	17.46			1.32500
Step 12	16.13	17.10	17.89			1.35750
Step 13	16.13	17.10	17.89			1.35750
Step 14	16.13	17.10	17.89			1.35750
Step 15	16.51	17.51	18.32			1.39000
Step 16	16.51	17.51	18.32			1.39000
Step 17	16.51	17.51	18.32			1.39000
Step 18	16.51	17.51	18.32			1.39000
Step 19	16.51	17.51	18.32			1.39000
Step 20	16.90	17.92	18.75			1.42250
Step 21	16.90	17.92	18.75			1.42250
Step 22	16.90	17.92	18.75			1.42250
Step 23	16.90	17.92	18.75			1.42250
Step 24	16.90	17.92	18.75			1.42250
Step 25	17.29	18.33	19.18			1.45500
Step 26	17.29	18.33	19.18			1.45500
Step 27	17.29	18.33	19.18			1.45500
Step 28	17.29	18.33	19.18			1.45500
Step 29	17.29	18.33	19.18			1.45500
Step 30	17.67	18.74	19.61			1.48750

Experience may be given up to five years for head custodians for employees new to district or district employees transferring to the custodial services. Current custodians will maintain their current salary step when moving to head custodian positions.

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

ROLLA PUBLIC SCHOOLS  
SUPPORT STAFF SALARY SCHEDULES  
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**Cafeteria Supervisor**

	<u>Elementary</u>	<u>Middle</u>	<u>Jr. High</u>	<u>High</u>			
Step 1	11.44	12.35	11.89	13.15			
Step 2	11.81	12.75	12.28	13.58	Step =	3.25%	1.03250
Step 3	12.18	13.15	12.66	14.00			1.06500
Step 4	12.56	13.55	13.05	14.43			1.09750
Step 5	12.93	13.96	13.44	14.86			1.13000
Step 6	13.30	14.36	13.82	15.29			1.16250
Step 7	13.67	14.76	14.21	15.71			1.19500
Step 8	14.04	15.16	14.60	16.14			1.22750
Step 9	14.41	15.56	14.98	16.57			1.26000
Step 10	14.79	15.96	15.37	17.00			1.29250
Step 11	15.16	16.36	15.75	17.42			1.32500
Step 12	15.53	16.77	16.14	17.85			1.35750
Step 13	15.53	16.77	16.14	17.85			1.35750
Step 14	15.53	16.77	16.14	17.85			1.35750
Step 15	15.90	17.17	16.53	18.28			1.39000
Step 16	15.90	17.17	16.53	18.28			1.39000
Step 17	15.90	17.17	16.53	18.28			1.39000
Step 18	15.90	17.17	16.53	18.28			1.39000
Step 19	15.90	17.17	16.53	18.28			1.39000
Step 20	16.27	17.57	16.91	18.71			1.42250
Step 21	16.27	17.57	16.91	18.71			1.42250
Step 22	16.27	17.57	16.91	18.71			1.42250
Step 23	16.27	17.57	16.91	18.71			1.42250
Step 24	16.27	17.57	16.91	18.71			1.42250
Step 25	16.65	17.97	17.30	19.13			1.45500
Step 26	16.65	17.97	17.30	19.13			1.45500
Step 27	16.65	17.97	17.30	19.13			1.45500
Step 28	16.65	17.97	17.30	19.13			1.45500
Step 29	16.65	17.97	17.30	19.13			1.45500
Step 30	17.02	18.37	17.69	19.56			1.48750

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

ROLLA PUBLIC SCHOOLS  
SUPPORT STAFF SALARY SCHEDULES  
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**Maintenance**

	<u>W1</u>	<u>W2</u>	<u>W3</u>	<u>W4</u>		
Step 1	10.33	11.36	13.64	16.53		
Step 2	10.74	11.78	14.05	16.94	Step =	4.00%
Step 3	11.16	12.19	14.46	17.35		1.04000
Step 4	11.57	12.60	14.88	17.77		1.08000
Step 5	11.98	13.02	15.29	18.18		1.12000
Step 6	12.40	13.43	15.70	18.59		1.16000
Step 7	12.81	13.84	16.11	19.01		1.20000
Step 8	13.22	14.26	16.53	19.42		1.24000
Step 9	13.64	14.67	16.94	19.83		1.28000
Step 10	14.05	15.08	17.35	20.25		1.32000
Step 11	14.46	15.50	17.77	20.66		1.36000
Step 12	14.88	15.91	18.18	21.07		1.40000
Step 13	15.29	16.32	18.59	21.49		1.44000
Step 14	15.70	16.73	19.01	21.90		1.48000
Step 15	16.11	17.15	19.42	22.31		1.52000

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.

ROLLA PUBLIC SCHOOLS  
SUPPORT STAFF SALARY SCHEDULES  
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**Directors of Maintenance, Transportation, Food Service**

	<u>Salary</u>
Step 1	46,948
Step 2	48,473
Step 3	49,999
Step 4	51,525
Step 5	53,052
Step 6	54,577
Step 7	56,103
Step 8	57,630
Step 9	59,154
Step 10	60,680
Step 11	62,207
Step 12	63,731
Step 13	63,731
Step 14	63,731
Step 15	65,258
Step 16	65,258
Step 17	65,258
Step 18	65,258
Step 19	65,258
Step 20	66,784
Step 21	66,784
Step 22	66,784
Step 23	66,784
Step 24	66,784
Step 25	68,309
Step 26	68,309
Step 27	68,309
Step 28	68,309
Step 29	68,309
Step 30	69,835

New employees will be employed at the hourly rate established in Step 1 unless previous experience warrants beginning the hourly rate on Step 2.