

**METRO VARIABLE HOUR  
NON-REP EMPLOYEE PAY SCHEDULE  
(Instructors I, II and III and ZAP Educator)**

<b>Pay Range</b>	<b>Job Code</b>	<b>Job Classification</b>	<b>Starting Rate</b>	<b>1st year/season*</b>	<b>2nd year/ season</b>	<b>3rd year/season</b>
201	2514	Instructor I	16.54	17.37	18.25	19.16
201	2516	Instructor II	17.60	18.48	19.40	20.37
201	2522	Instructor III	18.65	19.58	20.56	21.58
201	2510	Educator I	15.49	16.27	17.09	17.93

\* A year/ season is defined as a 12 month period from the hire anniversary date in which a minimum of 100 hours of work has been completed. If the amount of work is less than 100 hours in that 12 month period then that year will not count towards a step increase.