

**Charter Oak State
PROFESSIONAL
UNION PAY RANGES**

Salary Ranges	FY 22		FY 23		FY 24		FY 25	
	GWI 2.5% 6/18/2021		GWI 2.5% 7/1/2022		GWI 2.5% 6/30/2023		GWI 2.5 % 6/28/2024	
	Min	Max	Min	Max	Min	Max	Min	Max
Director 2	\$101,262	\$135,061	\$103,794	\$138,438	\$106,389	\$141,899	\$ 109,049	\$ 145,446
	\$3,879.78	\$5,174.76	\$3,976.79	\$5,304.14	\$4,076.21	\$5,436.37	\$ 4,178.13	\$ 5,572.65
	\$48.4973	\$64.6845	\$49.7099	\$66.3018	\$50.9527	\$67.9574	\$ 52.23	\$ 69.70
Director 1	\$88,098	\$119,562	\$90,301	\$122,552	\$92,559	\$125,616	\$ 94,873	\$ 128,756
	\$3,375.41	\$4,580.92	\$3,459.81	\$4,695.48	\$3,546.33	\$4,812.88	\$ 3,634.99	\$ 4,933.19
	\$42.1968	\$57.2615	\$43.2477	\$58.6935	\$44.3292	\$60.1610	\$ 45.44	\$ 61.67
Associate Director	\$75,517	\$100,684	\$77,405	\$103,202	\$79,341	\$105,783	\$ 81,325	\$ 108,428
	\$2,893.38	\$3,857.63	\$2,965.71	\$3,954.10	\$3,039.89	\$4,052.99	\$ 3,115.91	\$ 4,154.33
	\$36.1673	\$48.2204	\$37.0714	\$49.4263	\$37.9987	\$50.6624	\$ 38.95	\$ 51.93
Assistant Director	\$69,223	\$94,391	\$70,954	\$96,751	\$72,728	\$99,170	\$ 74,546	\$ 101,649
	\$2,652.23	\$3,616.52	\$2,718.55	\$3,706.94	\$2,786.52	\$3,799.62	\$ 2,856.17	\$ 3,894.60
	\$33.1529	\$45.2065	\$33.9819	\$46.3368	\$34.8315	\$47.4953	\$ 35.71	\$ 48.69
Senior Associate	\$66,077	\$89,672	\$67,729	\$91,914	\$69,423	\$94,212	\$ 71,159	\$ 96,567
	\$2,531.69	\$3,435.71	\$2,594.99	\$3,521.61	\$2,659.89	\$3,609.66	\$ 2,726.40	\$ 3,699.89
	\$31.6462	\$42.9464	\$32.4374	\$44.0202	\$33.2487	\$45.1208	\$ 34.08	\$ 46.25
Associate 2	\$58,211	\$80,235	\$59,667	\$82,241	\$61,159	\$84,298	\$ 62,688	\$ 86,405
	\$2,230.31	\$3,074.14	\$2,286.10	\$3,151.00	\$2,343.26	\$3,229.81	\$ 2,401.84	\$ 3,310.54
	\$27.8789	\$38.4268	\$28.5763	\$39.3875	\$29.2908	\$40.3727	\$ 30.03	\$ 41.39
Associate 1	\$51,051	\$69,966	\$52,328	\$71,716	\$53,637	\$73,509	\$ 54,978	\$ 75,347
	\$1,955.98	\$2,680.69	\$2,004.91	\$2,747.74	\$2,055.06	\$2,816.44	\$ 2,106.44	\$ 2,886.86
	\$24.4498	\$33.5087	\$25.0614	\$34.3468	\$25.6883	\$35.2055	\$ 26.34	\$ 36.09
Assistant 2	\$44,055	\$59,783	\$45,157	\$61,278	\$46,286	\$62,810	\$ 47,443	\$ 64,380
	\$1,687.94	\$2,290.54	\$1,730.16	\$2,347.82	\$1,773.41	\$2,406.52	\$ 1,817.74	\$ 2,466.67
	\$21.0993	\$28.6318	\$21.6270	\$29.3478	\$22.1677	\$30.0815	\$ 22.73	\$ 30.84