

Appendix	Public Policy and Procedure Manual Approving Authority: Morris Area Public Library District Board of Trustees
	FY26-27 Approved Pay Scale Reviewed and Revised: 05/11/2026

Pay Grades

All library positions are assigned to a **pay grade** based on the scope of responsibility, required skills, and level of independence. Each grade includes a defined minimum and maximum rate.

Grade placement is determined by the position itself, not the individual. Current pay grade assignments can be found in the Appendix.

Pay Steps

Each pay grade contains **five (5) steps**. Pay steps reflect an employee’s experience and growth **within their current position**.

- Step placement is based on **years of service in the current position (grade)**.
- Advancement through steps typically occurs **annually**, subject to satisfactory performance and continued funding.
- Step increases are not automatic and may be delayed due to performance concerns or budget constraints.

- Step 1** - <1 years of service
- Step 2** - 1-3 years of service
- Step 3** - 4-6 years of service
- Step 4** - 7-9 years of service
- Step 5** - 10+ years of service

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
6	\$15.00	\$15.45	\$16.07	\$16.87	\$17.71
5	\$16.00	\$16.48	\$17.14	\$18.00	\$18.90
4	\$18.50	\$19.06	\$19.82	\$20.81	\$21.85
3	\$23.50	\$24.21	\$25.17	\$26.43	\$27.75
2	\$30.00	\$30.90	\$32.14	\$33.74	\$35.43
1	\$39.42	\$40.60	\$42.23	\$44.34	\$46.55