

B. Multiplication rates for guiding average career equivalence

Grade	Assistants	Administrators
13	—	20%
12	—	25%
11	—	25%
10	20%	25%
9	20%	25%
8	25%	33%
7	25%	33%
6	25%	33%
5	25%	33%
4	33%	—
3	33%	—
2	33%	—
1	33%	—