**2019-2020 Proposed Dues – 19 Annual Conference**

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|  **Dues Step** | **Monthly** | **Annual** | **Salary** |  |
| **5** | **100%** | **$32.33**  | **$388**  | **$43,214**  | **or higher** |
| **4** | **80%** | **$25.87**  | **$310**  | **$34,571**  | **$43,213**  |
| **3** | **60%** | **$19.40**  | **$233**  | **$25,928** | **$34,570**  |
| **2** | **40%** | **$12.93**  | **$155**  | **$17,286**  | **$25,927** |
| **1** | **20%** | **$6.47**  |  **$78**  | **Lower**  | **$17,285**  |