

SRLSD Item #1
11/05/14

Grandfathered and Performance Pay Placement Schedule proposal

Emp. Class	1.89%	GF	Performance	
			Highly Eff.	Eff.
0,1,2	34278	554	739	554
3	35131	565	753	565
4	36000	582	775	582
5	36895	580	773	580
6	37787	597	796	597
7	38706	608	811	608
8	39641	619	826	619
9	40594	631	842	631
10	41565	644	858	644
11	42555	656	874	656
12	43564	668	890	668
13	44591	681	908	681
14	45639	694	926	694
15	46707	694	926	694
16	47775	736	981	736
17	48907	736	981	736
18	50039	751	1001	751
19	51194	766	1021	766
20	52372	781	1042	781
21	53574	797	1063	797
22	54800	813	1084	813
23	56051	829	1106	829
24	57327	847	1129	847
25	58630	863	1151	863
26	59958	870	1160	870
27	61297	883	1177	883
28	62655	899	1199	899
29	64038	899	1199	899

S.R.C.S.D. Item #2
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Grandfathered and Performance Pay Placement Schedule proposal

Emp. Class	2.04%	GF	Performance	
			Highly Eff.	Eff.
0,1,2	34278	597	796	597
3	35131	608	811	608
4	36000	627	835	627
5	36895	624	832	624
6	37787	643	858	643
7	38706	655	873	655
8	39641	667	890	667
9	40594	680	907	680
10	41565	693	924	693
11	42555	706	942	706
12	43564	719	958	719
13	44591	734	978	734
14	45639	748	997	748
15	46707	748	997	748
16	47775	792	1056	792
17	48907	792	1056	792
18	50039	809	1078	809
19	51194	825	1100	825
20	52372	841	1122	841
21	53574	858	1145	858
22	54800	876	1168	876
23	56051	893	1191	893
24	57327	912	1216	912
25	58630	930	1240	930
26	59958	937	1250	937
27	61297	951	1268	951
28	62655	968	1291	968
29	64038	968	1291	968

S.R.L.S.D. Item #3
11/05/14

Grandfathered and Performance Pay Placement Schedule proposal

Emp. Class	2.18%	GF	Performance	
			Highly Eff.	Eff.
0,1,2	34278	640	853	640
3	35131	652	869	652
4	36000	671	895	671
5	36895	669	892	669
6	37787	689	919	689
7	38706	701	935	701
8	39641	715	953	715
9	40594	728	971	728
10	41565	743	990	743
11	42555	757	1009	757
12	43564	770	1027	770
13	44591	786	1048	786
14	45639	801	1068	801
15	46707	801	1068	801
16	47775	849	1132	849
17	48907	849	1132	849
18	50039	866	1155	866
19	51194	884	1178	884
20	52372	902	1202	902
21	53574	920	1226	920
22	54800	938	1251	938
23	56051	957	1276	957
24	57327	977	1303	977
25	58630	996	1328	996
26	59958	1004	1339	1004
27	61297	1019	1358	1019
28	62655	1037	1383	1037
29	64038	1037	1383	1037

Month-Year	Number of Employees	Total Salaries	Average Salary
May-14	1,790	81,649,301	45,614
Oct-14	1,854	83,099,054	44,821

The average annual instructional salary has decreased \$793 from last school year to this school year.

$$\$793 \times 1854 \text{ employees} = \$1,470,222$$

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An employee hired prior to July 1, 2014 and that is currently at classification 0 to 27 will move forward two classifications.

An employee hired prior to July 1, 2014 and that is currently at classification 28 will move forward one classification and receive a \$1383 cost of living salary improvement.

An employee hired prior to July 1, 2014 and is currently at classification 29 will receive a \$1383 cost of living salary improvement.

Grandfathered Salary Structure

Employee Classification	Bachelor's Placement	HE or E Raise
0	34,278	284
1	34,562	284
2	34,846	285
3	35,131	869
4	36,000	895
5	36,895	892
6	37,787	919
7	38,706	935
8	39,641	953
9	40,594	971
10	41,565	990
11	42,555	1,009
12	43,564	1,027
13	44,591	1,048
14	45,639	1,068
15	46,707	1,068
16	47,775	1,132
17	48,907	1,132
18	50,039	1,155
19	51,194	1,178
20	52,372	1,202
21	53,574	1,226
22	54,800	1,251
23	56,051	1,276
24	57,327	1,303
25	58,630	1,328
26	59,958	1,339
27	61,297	1,358
28	62,655	1,383
29	64,038	1,383

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An employee hired after July 1, 2014 will be placed on Performance Pay.

An employee hired prior to July 1, 2014 will be initially placed one level higher than their current classification and will earn an additional raise amount based on their evaluation.

Performance Pay Salary Structure

Employee Classification	Bachelor's Placement	H. Effective Raise	Effective Raise
0	34,278	326	243
1	34,562	326	243
2	34,846	326	244
3	35,131	993	745
4	36,000	1023	767
5	36,895	1019	765
6	37,787	1050	788
7	38,706	1069	801
8	39,641	1089	817
9	40,594	1110	832
10	41,565	1131	849
11	42,555	1153	865
12	43,564	1174	880
13	44,591	1198	898
14	45,639	1221	915
15	46,707	1221	915
16	47,775	1294	970
17	48,907	1294	970
18	50,039	1320	990
19	51,194	1346	1010
20	52,372	1374	1030
21	53,574	1401	1051
22	54,800	1430	1072
23	56,051	1458	1094
24	57,327	1489	1,117
25	58,630	1518	1,138
26	59,958	1530	1,148
27	61,297	1552	1,164
28	62,655	1581	1,185
29	64,038	1581	1,185