

Raise:

Highly Effective: 4.56%

Effective: 3.42%

Grandfathered: 3.65%

The grandfathered schedule is attached.

For Pay for Performance, the referendum chart based on years experience is:

years	
0	\$500.00
1-2	\$2,000.00
3-5	\$3,000.00
6-7	\$5,500.00
8-9	\$6,000.00
10	\$7,500.00
11-14	\$10,000.00
15+	\$12,000.00

Example: A highly effective teacher with a base salary of \$55,000 (plus referendum of \$5,000 – thus a total of \$60,000) and 11 years of experience would have a new base salary of \$57,508. Then add in the referendum amount of \$10,000 for a new total of \$67,508. This amounts to a percent increase of 12.5%.