

Placement into the new licensed compensation system for employees who earn less than \$40,000 on a 1.0 FTE contract in the 16/17 school year

All staff will be placed into the new licensed compensation system. Employees who earn less than \$40,000 on a 1.0 FTE contract in the 16/17 school year will be moved to \$40,000. If the move to \$40,000 results in an increase less than the value of the scheduled step on the old system and 4 days at per diem, then the employee will be placed at the value of the scheduled step on the old system and 4 days at per diem. Salary movement for the 18/19 school year is subject to the terms of the new compensation system.

Employees will not increase less than the scheduled step on the old system and 4 days at per diem.

Placement into the new licensed compensation system for employees who earn \$40,000 or more on a 1.0 FTE contract in the 16/17 school year

All staff will be placed into the new licensed compensation system. The same method will be used to place employees who earn \$40,000 or more on a 1.0 FTE contract in the 16/17 school year however there will be a cap of \$2500 on the move into the new system. If the move into the new system would exceed \$2500, then the move will be capped at \$2500.

If the move into the new system results in an increase less than the value of the scheduled step on the old system and 4 days at per diem, then the employee will be placed at the value of the scheduled step on the old system and 4 days at per diem.

When the value of the scheduled step on the old system and 4 days at per diem results in an employee being seated into Phase II, less than \$1000 away from the next cell within Phase II, the employee will receive an additional increase to seat them in the next cell; that additional increase will not exceed \$999.*

Salary movement for the 18/19 school year is subject to the terms of the new compensation system.

Employees will not increase less than the scheduled step on the old system and 4 days at per diem.

*Example: Placement using scheduled step on the old system and 4 days at per diem results in an employee who was earning \$61,700.00 in 16/17 being placed at \$64,748.63. An additional \$251.37 is awarded to seat the employee at \$65,000. This was done so that an accumulated point increase of 100 points did not result in receiving a significantly smaller salary increase. This was not applied to employees who were seated into Phase I.