Grandfathered

2014-15 Salary = (Current Salary) times 1.03

2015-16 Salary = (2014-15 Salary) times 1.0218

Performance Pay

2014-15 Salary

Highly Effective = (Current Salary) times 1.04

Effective = (Current Salary) times 1.03

2015-16 Salary

Highly Effective = (2014-15 Salary) times 1.0291

Effective = (2014-15 Salary) times 1.0218