

Employed for 2014-15 School Year**1. Instructional**

Grandfathered Schedule	13-14 Evaluation Rating (HE, E)	3% increase
Performance Pay	13-14 Evaluation Rating (E) or transferring in with qualified years of service	3% increase
	13-14 Evaluation Rating (HE)	4% increase
	14-15 New Hire (no qualified years of service)	Base salary \$34,278.00

****Performance Pay Calculation** $G(HE, E), PP(E) = x\% \text{ increase}, PP(HE) = x/0.75\% \text{ increase}$

2. Educational Support Personnel

13-14 Evaluation Rating (HE, E) or transfer into district with qualified years of service	3% increase
14-15 New Hire (no qualified years of service)	Base salary

***Accept Educational Support Personnel Salary Placement Schedule as proposed**

**** All Instructional Personnel at level 29 will receive a one-time longevity bonus valued at \$1424.00 (2.22%) along with a level improvement of \$497.00 (.78%).**

*****All new hires as of July 1, 2014 must be placed on the Performance Pay Schedule. Any employee wishing to change from Grandfather Schedule (Professional Services Contract, Continuing Contract, Annual prior to July 1, 2014) to Performance Pay (Annual Contract) must complete the appropriate form indicating a change from Grandfather Schedule to Performance Pay Schedule. Once an employee moves from PSC or CC, they may not return to PSC or CC status at any time during their employment.**

******All salary increases for the 2014-15 school year are retroactive to July 1, 2014**

Employed 2015-16 School Year**1. Instructional**

Grandfathered Schedule	14-15 Evaluation Rating (HE, E)	2.18% increase
Performance Pay	14-15 Evaluation Rating (E) or transferring in with qualified years of service	2.18% increase
	14-15 Evaluation Rating (HE)	2.91% increase
	15-16 New Hire (no qualified years of service)	Base salary \$35025.00

2. Educational Support Personnel

14-15 Evaluation Rating (HE, E) or transfer into district with qualified years of service	2.18% increase
15-16 New Hire (no qualified years of service)	Base salary

***All salary increases for the 2015-16 school year are retroactive to July 1, 2015.**

****IP Bachelor salary amount for any pay level may not exceed 90% of the current rate for an Elementary/Middle School Principal base salary level. Calculations for advanced degrees, supplements, or monies above the base amount will not be subject to the cap. Improvement in the form of a one-time longevity bonus may be negotiated for employees that have reached this cap.**

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