

Salaries

Certified Nurses

- Currently they only have 10 steps with a max salary of \$84,857 in 2013-2014
- Proposal will add steps to 19 with a max salary of \$101,413 in 2014-2015
- This was necessary to keep their salaries competitive with certified nurses in other districts..

Non-Certified Nurses

- Currently they only have 4 steps with a max salary of \$54,528 in 2013-2014
- Proposal will add steps to 19 with a max salary of \$73,387 in 2014-2015
- This was necessary to keep their salaries competitive with non-certified nurses in other districts.

Teacher Assistants

- Currently they only have 17 steps with a max salary of \$37,379 in 2013-2014
- Proposal will add steps to 19 with a max salary of \$39,118 in 2014-2015
- Teacher assistants end of the year check will increase significantly. The increase is larger for those with more experience.
- Both of these proposals will make our salaries competitive with other districts in the area.

Salary Proposal

All Unit Members

Year	Raise	Minimum Base
2014-15	0% increase on the Base Salary and for those off the Schedule or TOP	No minimum
2015-16	0.2 (1/5) of the CPI on the Base Salary; 0.2 (1/5) of the CPI for those off the Schedule or TOP	.36
2016-17	0.25 (1/4) of the CPI on the Base Salary; 0.25 (1/4) of the CPI for those off the Schedule or TOP	.5
2017-18	0.4 (2/5) of the CPI on the Base Salary; 0.5 (1/2) of the CPI for those off Schedule or TOP	.8

- Base Raise applies to all salary schedules
- Raise for those “Off Schedule” is in addition to base and non-compounding
- Steps raises are in addition to the base raises

Historical Perspective

Contract Year	% Raise	Dec-Dec CPI	Raise W/Avg Step
02-03	1.60%	1.60%	5.38%
03-04	2.40%	2.40%	6.18%
04-05	1.90%	1.90%	5.68%
05-06	2.20%	3.30%	5.98%
06-07	2.00%	3.40%	5.78%
07-08	3.25%	2.50%	7.03%
08-09	5.30%	4.10%	9.08%
09-10	1.50%	0.10%	5.28%
10-11	2.70%	2.70%	6.48%
11-12	1.50%	1.50%	5.28%
12-13	3.00%	3.00%	6.78%
13-14	1.70%	1.70%	5.48%

	02-03	13-14
Starting Salary	\$40,632	\$51,908
Top Salary	\$99,009	\$126,486

- Total Base Raise From 2002 to 2014 was 27.8%
- Step raises range from 2.45% to 5%

Sample Raises Since 2002

Step in 02-03	Salary	Step in 14-15	Salary	Total Percent Raise
BA-0	\$40,632.00	MA+30 - 12	\$98,368.00	142%
MA-5	\$55,971.00	MA+30 - 17	\$113,291.00	124%
MA+30 - 15	\$84,007.00	MA+30+12 - 27	\$126,486.00	51%
MA+30 -19	\$95,049.00	MA+30+12 - 31	\$126,486.00	33%

Salary Comparisons 2013-2014

	Starting Salary	MA+30 -19	Top Salary 13-14	Steps to reach max
District 211	\$51,908.00	\$121,427.00	\$126,486.00	MA+42 - 25
District B	\$46,949.00	\$98,415.00	\$117,375.00	MA+45 - 20
District C - Old Schedule	\$53,005.00	\$121,892.00	\$126,244.00	MA+60 - 20
District C - New Schedule	\$53,005.00	\$102,861.00	\$126,244.00	MA+60 - 25
District D	\$53,779.00	\$110,172.00	\$128,107.00	MA+64 - 25
District E - Current Hires	\$50,927.00	\$120,552.00	\$128,371.00	MA+60 - 20
District E - New Hires	\$50,927.00	\$96,966.00	\$128,371.00	MA+60 - 36
District F - Current Hires	\$54,611.00	\$119,400.00	\$127,162.00	MA+60 - 20
District F - New Hires	\$55,376.00	\$96,997.00	\$129,823.00	MA+60 - 32
District G	\$52,298.00	\$118,403.00	\$122,848.00	MA+45 - 20

| District G: Raises for future years will be 50% of CPI, 55% of CPI, 60% of CPI, and 65% of CPI