

**Summary of the District's Total Compensation Offer (Base, Professional Development, "R" Compensation Schedules)
2018-19 Total Compensation Schedule**

| <u>Years of Service</u> | <u>BA</u> | <u>BA+15</u> | <u>BA+30</u> | <u>BA+45</u> | <u>MA</u> | <u>MA+45</u> | <u>MA+90 / Ph.D.</u> |
|-------------------------|-----------|--------------|--------------|--------------|-----------|--------------|----------------------|
| 0 | \$ 51,522 | \$ 52,873 | \$ 54,272 | \$ 55,677 | \$ 61,472 | \$ 65,973 | \$ 68,876 |
| 1 | \$ 52,196 | \$ 53,565 | \$ 54,983 | \$ 56,448 | \$ 62,139 | \$ 66,687 | \$ 69,569 |
| 2 | \$ 52,837 | \$ 54,221 | \$ 55,653 | \$ 57,229 | \$ 62,810 | \$ 67,345 | \$ 70,259 |
| 3 | \$ 53,499 | \$ 54,895 | \$ 56,342 | \$ 57,971 | \$ 63,446 | \$ 67,969 | \$ 70,956 |
| 4 | \$ 54,147 | \$ 55,604 | \$ 57,062 | \$ 58,744 | \$ 64,114 | \$ 68,667 | \$ 71,674 |
| 5 | \$ 54,816 | \$ 56,281 | \$ 57,752 | \$ 59,529 | \$ 64,792 | \$ 69,330 | \$ 72,395 |
| 6 | \$ 55,504 | \$ 56,936 | \$ 58,458 | \$ 60,325 | \$ 65,486 | \$ 70,002 | \$ 73,082 |
| 7 | \$ 56,715 | \$ 58,167 | \$ 59,708 | \$ 61,677 | \$ 66,787 | \$ 71,368 | \$ 74,537 |
| 8 | \$ 58,485 | \$ 60,018 | \$ 61,596 | \$ 63,726 | \$ 68,835 | \$ 73,479 | \$ 76,763 |
| 9 | | \$ 61,933 | \$ 63,590 | \$ 65,797 | \$ 70,904 | \$ 75,659 | \$ 79,055 |
| 10 | | | \$ 65,608 | \$ 67,974 | \$ 73,083 | \$ 77,901 | \$ 81,407 |
| 11 | | | | \$ 70,215 | \$ 75,324 | \$ 80,246 | \$ 83,824 |
| 12 | | | | \$ 72,385 | \$ 77,655 | \$ 82,654 | \$ 86,341 |
| 13 | | | | | \$ 80,065 | \$ 85,121 | \$ 88,918 |
| 14 | | | | | \$ 82,547 | \$ 87,764 | \$ 91,593 |
| 15.00 | | | | | \$ 84,654 | \$ 90,006 | \$ 93,934 |
| 16 or more | | | | | \$ 86,317 | \$ 91,776 | \$ 95,783 |

Note: This represents multiple forms of compensation, some fixed and some percentage-based, therefore actual percentage increases from 2017-18 compensation will vary across the cells.

WSD Salary Proposal, 9/3/18
 Approx. 10:30 a.m.

2018-19 Base Pay (180 days)

| Years of Service | BA | BA+15 | BA+30 | BA+45 | BA-90 / MA | MA+45 | MA+90 / Ph.D. |
|------------------|-----------|-----------|-----------|-----------|------------|-----------|---------------|
| 0 | \$ 47,108 | \$ 48,381 | \$ 49,699 | \$ 51,021 | \$ 56,479 | \$ 60,718 | \$ 63,452 |
| 1 | \$ 47,743 | \$ 49,033 | \$ 50,368 | \$ 51,747 | \$ 57,107 | \$ 61,391 | \$ 64,104 |
| 2 | \$ 48,347 | \$ 49,650 | \$ 50,999 | \$ 52,484 | \$ 57,739 | \$ 62,010 | \$ 64,754 |
| 3 | \$ 48,970 | \$ 50,285 | \$ 51,648 | \$ 53,182 | \$ 58,339 | \$ 62,598 | \$ 65,411 |
| 4 | \$ 49,580 | \$ 50,953 | \$ 52,326 | \$ 53,910 | \$ 58,967 | \$ 63,255 | \$ 66,087 |
| 5 | \$ 50,211 | \$ 51,590 | \$ 52,976 | \$ 54,650 | \$ 59,606 | \$ 63,879 | \$ 66,766 |
| 6 | \$ 50,859 | \$ 52,208 | \$ 53,641 | \$ 55,399 | \$ 60,259 | \$ 64,512 | \$ 67,413 |
| 7 | \$ 51,999 | \$ 53,367 | \$ 54,818 | \$ 56,672 | \$ 61,484 | \$ 65,799 | \$ 68,783 |
| 8 | \$ 53,666 | \$ 55,110 | \$ 56,596 | \$ 58,602 | \$ 63,413 | \$ 67,787 | \$ 70,879 |
| 9 | | \$ 56,913 | \$ 58,474 | \$ 60,552 | \$ 65,362 | \$ 69,840 | \$ 73,038 |
| 10 | | | \$ 60,374 | \$ 62,603 | \$ 67,414 | \$ 71,952 | \$ 75,253 |
| 11 | | | | \$ 64,713 | \$ 69,525 | \$ 74,160 | \$ 77,529 |
| 12 | | | | \$ 66,757 | \$ 71,720 | \$ 76,427 | \$ 79,900 |
| 13 | | | | | \$ 73,989 | \$ 78,751 | \$ 82,326 |
| 14 | | | | | \$ 76,327 | \$ 81,240 | \$ 84,846 |
| 15.00 | | | | | \$ 78,311 | \$ 83,351 | \$ 87,051 |
| 16 or more | | | | | \$ 79,877 | \$ 85,018 | \$ 88,792 |

Documented & Demonstrated

[Optional Days - 25 hours District PD Directed Days AND \$1500 PD Incentive]

| Years of Service | BA | BA+15 | BA+30 | BA+45 | BA-90 / MA | MA+45 | MA+90 / Ph.D. |
|------------------|----------|----------|----------|----------|------------|----------|---------------|
| 0 | \$ 2,435 | \$ 2,460 | \$ 2,486 | \$ 2,512 | \$ 2,621 | \$ 2,705 | \$ 2,759 |
| 1 | \$ 2,447 | \$ 2,473 | \$ 2,499 | \$ 2,527 | \$ 2,633 | \$ 2,718 | \$ 2,772 |
| 2 | \$ 2,459 | \$ 2,485 | \$ 2,512 | \$ 2,541 | \$ 2,646 | \$ 2,730 | \$ 2,785 |
| 3 | \$ 2,472 | \$ 2,498 | \$ 2,525 | \$ 2,555 | \$ 2,658 | \$ 2,742 | \$ 2,798 |
| 4 | \$ 2,484 | \$ 2,511 | \$ 2,538 | \$ 2,570 | \$ 2,670 | \$ 2,755 | \$ 2,811 |
| 5 | \$ 2,496 | \$ 2,524 | \$ 2,551 | \$ 2,584 | \$ 2,683 | \$ 2,767 | \$ 2,825 |
| 6 | \$ 2,509 | \$ 2,536 | \$ 2,564 | \$ 2,599 | \$ 2,696 | \$ 2,780 | \$ 2,838 |
| 7 | \$ 2,532 | \$ 2,559 | \$ 2,588 | \$ 2,624 | \$ 2,720 | \$ 2,806 | \$ 2,865 |
| 8 | \$ 2,565 | \$ 2,593 | \$ 2,623 | \$ 2,663 | \$ 2,758 | \$ 2,845 | \$ 2,906 |
| 9 | | \$ 2,629 | \$ 2,660 | \$ 2,701 | \$ 2,797 | \$ 2,886 | \$ 2,949 |
| 10 | | | \$ 2,698 | \$ 2,742 | \$ 2,838 | \$ 2,928 | \$ 2,993 |
| 11 | | | | \$ 2,784 | \$ 2,879 | \$ 2,971 | \$ 3,038 |
| 12 | | | | \$ 2,825 | \$ 2,923 | \$ 3,016 | \$ 3,085 |
| 13 | | | | | \$ 2,968 | \$ 3,063 | \$ 3,133 |
| 14 | | | | | \$ 3,014 | \$ 3,112 | \$ 3,183 |
| 15.00 | | | | | \$ 3,054 | \$ 3,154 | \$ 3,227 |
| 16 or more | | | | | \$ 3,085 | \$ 3,187 | \$ 3,262 |

"R" Compensation

| Years of Service | BA | BA+15 | BA+30 | BA+45 | BA-90 / MA | MA+45 | MA+90 / Ph.D. |
|------------------|----------|----------|----------|----------|------------|----------|---------------|
| 0 | \$ 1,979 | \$ 2,032 | \$ 2,087 | \$ 2,143 | \$ 2,372 | \$ 2,550 | \$ 2,665 |
| 1 | \$ 2,005 | \$ 2,059 | \$ 2,115 | \$ 2,173 | \$ 2,399 | \$ 2,578 | \$ 2,692 |
| 2 | \$ 2,031 | \$ 2,085 | \$ 2,142 | \$ 2,204 | \$ 2,425 | \$ 2,604 | \$ 2,720 |
| 3 | \$ 2,057 | \$ 2,112 | \$ 2,169 | \$ 2,234 | \$ 2,450 | \$ 2,629 | \$ 2,747 |
| 4 | \$ 2,082 | \$ 2,140 | \$ 2,198 | \$ 2,264 | \$ 2,477 | \$ 2,657 | \$ 2,776 |
| 5 | \$ 2,109 | \$ 2,167 | \$ 2,225 | \$ 2,295 | \$ 2,503 | \$ 2,683 | \$ 2,804 |
| 6 | \$ 2,136 | \$ 2,193 | \$ 2,253 | \$ 2,327 | \$ 2,531 | \$ 2,710 | \$ 2,831 |
| 7 | \$ 2,184 | \$ 2,241 | \$ 2,302 | \$ 2,380 | \$ 2,582 | \$ 2,764 | \$ 2,889 |
| 8 | \$ 2,254 | \$ 2,315 | \$ 2,377 | \$ 2,461 | \$ 2,663 | \$ 2,847 | \$ 2,977 |
| 9 | | \$ 2,390 | \$ 2,456 | \$ 2,543 | \$ 2,745 | \$ 2,933 | \$ 3,068 |
| 10 | | | \$ 2,536 | \$ 2,629 | \$ 2,831 | \$ 3,022 | \$ 3,161 |
| 11 | | | | \$ 2,718 | \$ 2,920 | \$ 3,115 | \$ 3,256 |
| 12 | | | | \$ 2,804 | \$ 3,012 | \$ 3,210 | \$ 3,356 |
| 13 | | | | | \$ 3,108 | \$ 3,308 | \$ 3,458 |
| 14 | | | | | \$ 3,206 | \$ 3,412 | \$ 3,564 |
| 15.00 | | | | | \$ 3,289 | \$ 3,501 | \$ 3,656 |
| 16 or more | | | | | \$ 3,355 | \$ 3,571 | \$ 3,729 |

2018-19 Base Pay (180 days)

| Step | BA | BA+15 | BA+30 | BA+45 | BA-90/MA | MA+45 | MA+90,DOC |
|------|----------|----------|----------|----------|----------|----------|-----------|
| 0 | \$50,795 | \$52,167 | \$53,588 | \$55,013 | \$60,899 | \$65,470 | \$68,417 |
| 1 | \$51,479 | \$52,870 | \$54,309 | \$55,796 | \$61,576 | \$66,195 | \$69,121 |
| 2 | \$52,130 | \$53,534 | \$54,989 | \$56,591 | \$62,257 | \$66,863 | \$69,822 |
| 3 | \$52,801 | \$54,219 | \$55,690 | \$57,343 | \$62,904 | \$67,497 | \$70,529 |
| 4 | \$53,460 | \$54,940 | \$56,419 | \$58,129 | \$63,581 | \$68,205 | \$71,258 |
| 5 | \$55,875 | \$56,498 | \$57,121 | \$58,926 | \$64,269 | \$68,878 | \$71,991 |
| 6 | \$56,576 | \$57,207 | \$57,838 | \$59,733 | \$64,974 | \$69,560 | \$72,688 |
| 7 | \$57,819 | \$58,464 | \$59,109 | \$61,107 | \$66,296 | \$70,947 | \$74,165 |
| 8 | \$59,692 | \$60,358 | \$61,024 | \$63,188 | \$68,375 | \$73,092 | \$76,425 |
| 9 | | \$62,361 | \$63,049 | \$65,291 | \$70,477 | \$75,305 | \$78,753 |
| 10 | | | \$65,098 | \$67,502 | \$72,690 | \$77,581 | \$81,142 |
| 11 | | | | \$69,778 | \$74,965 | \$79,963 | \$83,595 |
| 12 | | | | \$71,981 | \$77,330 | \$82,408 | \$86,152 |
| 13 | | | | | \$79,779 | \$84,914 | \$88,767 |
| 14 | | | | | \$82,299 | \$87,597 | \$91,484 |
| 15 | | | | | \$84,438 | \$89,874 | \$93,863 |
| 16 | | | | | \$86,127 | \$91,671 | \$95,740 |

| Assumptions | |
|-------------|-----------------|
| Base Pay | \$ 50,795 |
| Reg. Factor | 6% |
| TRI Days | 4.00 |
| TRI % | 2.23% |
| Cost | \$15,700,766.00 |

BA0
 \$50,795
 \$ 1,129
 \$ 1,130

 \$53,054 starting

4 Optional Days

| Step | BA | BA+15 | BA+30 | BA+45 | BA-90/MA | MA+45 | MA+90,DOC |
|------|---------|---------|---------|---------|----------|---------|-----------|
| 0 | \$1,129 | \$1,159 | \$1,191 | \$1,223 | \$1,353 | \$1,455 | \$1,520 |
| 1 | \$1,144 | \$1,175 | \$1,207 | \$1,240 | \$1,368 | \$1,471 | \$1,536 |
| 2 | \$1,158 | \$1,190 | \$1,222 | \$1,258 | \$1,383 | \$1,486 | \$1,552 |
| 3 | \$1,173 | \$1,205 | \$1,238 | \$1,274 | \$1,398 | \$1,500 | \$1,567 |
| 4 | \$1,188 | \$1,221 | \$1,254 | \$1,292 | \$1,413 | \$1,516 | \$1,584 |
| 5 | \$1,242 | \$1,256 | \$1,269 | \$1,309 | \$1,428 | \$1,531 | \$1,600 |
| 6 | \$1,257 | \$1,271 | \$1,285 | \$1,327 | \$1,444 | \$1,546 | \$1,615 |
| 7 | \$1,285 | \$1,299 | \$1,314 | \$1,358 | \$1,473 | \$1,577 | \$1,648 |
| 8 | \$1,326 | \$1,341 | \$1,356 | \$1,404 | \$1,519 | \$1,624 | \$1,698 |
| 9 | | \$1,386 | \$1,401 | \$1,451 | \$1,566 | \$1,673 | \$1,750 |
| 10 | | | \$1,447 | \$1,500 | \$1,615 | \$1,724 | \$1,803 |
| 11 | | | | \$1,551 | \$1,666 | \$1,777 | \$1,858 |
| 12 | | | | \$1,600 | \$1,718 | \$1,831 | \$1,914 |
| 13 | | | | | \$1,773 | \$1,887 | \$1,973 |
| 14 | | | | | \$1,829 | \$1,947 | \$2,033 |
| 15 | | | | | \$1,876 | \$1,997 | \$2,086 |
| 16 | | | | | \$1,914 | \$2,037 | \$2,128 |

MA+90/16
 \$95,740
 \$ 2,128
 \$ 2,131

 \$99,999 top number

"R" Compensation at 2.23% (180 days)

| Step | BA | BA+15 | BA+30 | BA+45 | BA-90/MA | MA+45 | MA+90,DOC |
|------|---------|---------|---------|---------|----------|---------|-----------|
| 0 | \$1,130 | \$1,161 | \$1,193 | \$1,224 | \$1,355 | \$1,457 | \$1,523 |
| 1 | \$1,146 | \$1,177 | \$1,209 | \$1,242 | \$1,370 | \$1,473 | \$1,538 |
| 2 | \$1,160 | \$1,191 | \$1,224 | \$1,259 | \$1,386 | \$1,488 | \$1,554 |
| 3 | \$1,175 | \$1,207 | \$1,239 | \$1,276 | \$1,400 | \$1,502 | \$1,570 |
| 4 | \$1,190 | \$1,223 | \$1,256 | \$1,294 | \$1,415 | \$1,518 | \$1,586 |
| 5 | \$1,243 | \$1,257 | \$1,271 | \$1,311 | \$1,430 | \$1,533 | \$1,602 |
| 6 | \$1,259 | \$1,273 | \$1,287 | \$1,329 | \$1,446 | \$1,548 | \$1,618 |
| 7 | \$1,287 | \$1,301 | \$1,315 | \$1,360 | \$1,475 | \$1,579 | \$1,651 |
| 8 | \$1,328 | \$1,343 | \$1,358 | \$1,406 | \$1,522 | \$1,627 | \$1,701 |
| 9 | \$0 | \$1,388 | \$1,403 | \$1,453 | \$1,568 | \$1,676 | \$1,753 |
| 10 | \$0 | \$0 | \$1,449 | \$1,502 | \$1,618 | \$1,727 | \$1,806 |
| 11 | \$0 | \$0 | \$0 | \$1,553 | \$1,668 | \$1,780 | \$1,860 |
| 12 | \$0 | \$0 | \$0 | \$1,602 | \$1,721 | \$1,834 | \$1,917 |
| 13 | \$0 | \$0 | \$0 | \$0 | \$1,775 | \$1,890 | \$1,976 |
| 14 | \$0 | \$0 | \$0 | \$0 | \$1,832 | \$1,949 | \$2,036 |
| 15 | \$0 | \$0 | \$0 | \$0 | \$1,879 | \$2,000 | \$2,089 |
| 16 | \$0 | \$0 | \$0 | \$0 | \$1,917 | \$2,040 | \$2,131 |