

# 2020-2021 Compensation Plan Overview

- Employees will receive a 2% of midpoint cost of living adjustment plus equity adjustments where applicable to bring employees to 90% of market.
- Teachers, Librarians, and Nurses (RN) will receive a \$1,200 cost of living adjustment. The starting salary will be adjusted to \$54,250 (+2,250 from 2019-2020). Teachers at steps 1-12 will receive adjustments to create equity with the starting pay for step zero to go from \$52,000 to \$54,250. Adjustments for this group of employees constitutes approximately 51% of all salary adjustments.
- The Board asked the administration to prioritize additional consideration for adjustments to our hourly employees. Employees on these salary schedules will receive an adjustment above the 2% (ranging from 4% to 5% to the starting pay). Starting salaries will increase and adjustments will be made to current employees based on that adjustment. Adjustments for this group of employees constitutes approximately 32% of all salary adjustments.
- In addition to salary and salary adjustments. Our employees receive additional compensation in benefits:
  - \$4,560 per employee per year for medical insurance (no increases to premiums)

