

Exhibit A

2018-19 Employee Compensation Plan

All adjustments will be made with reference to the 2017-18 Employee Compensation Plan.

Certificated Employees (MEA Group)

Certificated Employees are teachers, counselors, media specialists, student advisors, social workers, nurses, audiologists, occupational therapists, physical therapists, speech and language pathologists (SLPs), department specialists, and dean of students/team leaders.

The District proposes to increase salaries of the Certificated Employees by 10%. No change to the hourly rate for Certificated Employees is recommended. Additionally, the District proposes to increase the base salaries for New Hires in the Hiring Guidelines for Certificated Employees as follows:

- Certificated Employees (other than SLPs and psychologists) – \$41,850
- SLPs – \$58,900
- Psychologists – \$61,100

Classified Employees (MESPA Group)

Classified Employees are employees who hold a classified position other than a supervisor or administrator position. The District proposes to increase hourly rates for all Classified Employees by the greater of (i) 5% or (ii) the result of application of the recommended 2018 Classified Compensation Plan.

Three factors comprise the proposed Plan.

- A. Compression Raise – All Classified Employees will receive a raise in their hourly rate based on years of service according to the following table:

Year Hired	Hourly Raise
2018 or 2017	\$.50
2016	\$.55
2015	\$.60
2014	\$.65
2013	\$.70
2012	\$.75
2011 or earlier	\$.80

- B. Minimum Raise – If the application of the first factor of the Plan does not result in at least a 5% raise in hourly rate, the hourly rate will be adjusted to reflect a 5% increase in hourly rate.
- C. Adoption of New Schedule of Hourly Rates – The District proposes to implement the Decision Band Method for determining entry level compensation for Classified Employees. The bands and grades associated with the Decision Band Method will replace the current range system associated with the Job Title and Range Listing outlined in the Working Conditions and Benefits for Classified Employees. Existing positions will be assigned to a band and grade based on the compensation study procured last year and the District’s assessment of the recommendations of the study. If an hourly rate is below the entry level of the assigned band and grade after the first two factors of the Plan are applied, the hourly rate will be raised to the minimum hourly rate for the assigned band and grade. The proposed minimum hourly rates for the bands and grades are:

Band/Grade (letter/number)	Hourly Rate
A11	\$10.50
A12	\$11.03
A13	\$11.58
B21	\$12.74
B22	\$13.37
B23	\$14.86
B24	\$16.05
B25	\$17.33
B26	\$18.72
B31	\$17.33
B32	\$18.72
C41	\$20.97
C42	\$22.64
C51	\$22.64

Classified Supervisors (MACS Group)

Classified Supervisors are supervisors who hold classified positions. The District proposes to increase salaries for Classified Supervisors by 5%. Additionally, the District proposes to increase the base salaries for New Hires for each of the ranges defined in the Hiring Guidelines for Classified Supervisors to the following amounts:

12-Month Range	Base Salary
1	\$ 32,330
2	\$ 34,272
3	\$ 36,211
4	\$ 38,153
5	\$ 40,093
6	\$ 42,037
7	\$ 43,978
8	\$ 45,922
9	\$ 47,861
10	\$ 49,801
11	\$ 51,744
12	\$ 53,684
13	\$ 55,628
14	\$ 57,567
15	\$ 59,508
16	\$ 61,452
17	\$ 63,392
18	\$ 65,333
19	\$ 67,274
20	\$ 69,215
21	\$ 71,160
22	\$ 73,101

Administrators (MASA Group)

Administrators are certificated administrators and classified administrators, other than dean of students/team leaders. The District proposes to increase salaries for Administrators by 5%. Additionally, the District proposes to increase base salaries for New Hires for each of the ranges defined in the Working Conditions and Benefits for Administrators to the following amounts:

Position	Base Salary
Certificated Administrators	
Certified Director II	\$ 67,750
Certified Director III	\$ 71,950
Assistant Principal	\$ 74,050
Success School Principal	\$ 74,050
Elementary Principal	\$ 80,350
Junior High Principal	\$ 83,500
High School Principal	\$ 86,650
Classified Administrators	
Classified Director 1	\$ 67,750
Classified Director 2	\$ 71,950
Classified Director 3	\$ 75,100
Classified Director 4	\$ 79,300
Classified Director 5	\$ 83,500

Substitute Pay

The District proposes to raise the daily rate for each of the first four tiers of substitute pay by \$5 per day. The proposed tiers are:

Tier 1 – 0.5 to 45 days	\$ 95/day
Tier 2 – 45.5 to 90 days	\$ 100/day
Tier 3 – 90.5 to 135 days	\$ 105/day
Tier 4 – 135.5 or more days	\$ 110/day