

Classified Pay Raise Calculations - Examples

Following are examples of how the District will calculate classified employee pay raises based on the 2018-19 Classified Compensation Plan.

Example 1 - John currently makes \$10.98/hr., was hired in 2015, and is in a position assigned to A12 on the new schedule of hourly rates.

Factor	Calculation	Result
Plan Raise	$\$10.98 + \$.60$	\$11.58/hr.
5% Raise	$\$10.98 \times 1.05$	\$11.53/hr.
Band/Grade Minimum		\$11.31/hr.

John's pay for the 2018-19 school year will be \$11.58/hr. because that is the greater of the two calculations and it is above the minimum pay for his position.

Example 2 - Mary currently makes \$15.22/hr., was hired in 2014, and is in a position assigned to B23 on the new schedule of hourly rates.

Factor	Calculation	Result
Plan Raise	$\$15.22 + \$.65$	\$15.87/hr.
5% Raise	$\$15.22 \times 1.05$	\$15.98/hr.
Band/Grade Minimum		\$14.86/hr.

Mary's pay for the 2018-19 school year will be \$15.98/hr. Because that is the greater of the two calculations and it is above the minimum pay for her position.

Example 3 - Samantha currently makes \$10.65/hr., was hired in 2016, and is in a position assigned to A13 on the new schedule of hourly rates.

Factor	Calculation	Result
Plan Raise	$\$10.65 + \$.55$	\$11.20/hr.
5% Raise	$\$10.65 \times 1.05$	\$11.18/hr.
Band/Grade Minimum		\$11.58/hr.

Samantha's pay for the 2018-19 school year will be \$11.58/hr. because the minimum pay for her position is greater than both of the plan calculations.

For the example calculations, refer to these tables:

Compression Raise

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

New Schedule of Hourly Rates

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