

**Issue 1: Compensation  
Exhibit 1G**

| Certified Historical Raises |        |       |               |                |                 |   |                     |        |            |
|-----------------------------|--------|-------|---------------|----------------|-----------------|---|---------------------|--------|------------|
|                             | CPI    | Base  | Step          | Total Salary   | Stipend         | 1 | Professional Growth | Health | Total Cost |
| 14-15                       | -0.63% | 3.25% | 2.22% - 2.66% | 3.25% - 5.91%  | 0.00%           |   | 0.48%               | 0.00%  | 5.15%      |
| 15-16                       | 0.75%  | 0.00% | 2.22% - 2.66% | 0.00% - 2.66%  | 0.00%           |   | 0.44%               | 0.56%  | 2.33%      |
| 16-17                       | 2.18%  | 0.00% | 2.22% - 2.66% | 0.00% - 2.66%  | \$1,025/\$1,375 | 2 | 0.49%               | 0.18%  | 3.01%      |
| 17-18                       | 2.60%  | 4.00% | 2.22% - 2.66% | 4.00% - 6.66%  | 0.00%           | 3 | 0.52%               | 0.52%  | 6.41%      |
| 18-19                       | 1.58%  | 0.00% | 2.22% - 2.66% | 0.00% - 2.66%  | 1.00%           | 4 | 0.51%               | 0.00%  | 2.68%      |
| 19-20                       |        | 1.00% | 2.22% - 2.66% | 1.00% - 3.66%  | 0.00%           | 5 | 0.43%               | 0.47%  | 3.22%      |
| <b>Total</b>                |        | 8.25% |               | 8.25% - 24.21% |                 |   | 2.87%               | 1.73%  | 22.79%     |

<sup>1</sup> Stipends are one-time payments and cost do not carry forward on the certified schedule.

<sup>2</sup> Certified staff (masters or higher) received a \$1,375 stipend and bachelors received a \$1,025 stipend if they did not receive a step which equates to 0.88%.

<sup>3</sup> Steps 20 and 24 were eliminated on the certified schedule. This cost \$129,114 which equates to 0.12%.

<sup>4</sup> Certified staff received a 1% stipend if they did not receive an increase for step movement or are frozen. This cost \$593,309 which equates to 0.52%.

<sup>5</sup> District's one-year proposal.