



## SALARY & BENEFIT HISTORY 2006-2011

### LICENSED EMPLOYEES (REA - Teachers)

	2006-2007	2007-2008	2008-2009**	2009-2010	2010-2011
<b>SALARIES</b>					
Cost of Living Increase from previous year	2%	2%	3%	0%	1%*
Received Step Increase (3.2% to 4.4%)	Yes	Yes	Yes	Yes	Yes
<b>Total Increase</b>	<b>2% to 6.4%</b>	<b>2% to 6.4%</b>	<b>-1.9% to 2.5%**</b>	<b>0% to 4.4%</b>	<b>1% to 5.4%</b>
Days Worked	185	185	176**	186	186
<b>BENEFITS</b>					
Based on FTE above .5	\$700.00	\$750.00 (+\$50/month)	\$800.00 (+\$50/month)	\$800.00	\$900.00 (+\$100/month)

\*1% increase effective with March pay period

\*\*2008-2009 – All employees had a mandatory reduction of 9 days. For licensed teachers, 9 cut days was the equivalent of a 4.9% decrease; much of this was offset by COLA and step raises. For teachers who did not receive step increases this equaled a 1.9% decrease in pay for the year. Teachers receiving step saw an overall pay increase between 1.7% and 2.5%. All teachers received an increase of \$50/month in benefits.

### CLASSIFIED EMPLOYEES (OSEA – Support Personnel)

	2006-2007	2007-2008	2008-2009**	2009-2010	2010-2011
<b>SALARIES</b>					
Cost of Living Increase from previous year	2%	2.5%	3%	3.25%	1% *One-time payout for employees not receiving step increase
Received Step Increase (1.5% to 10.9%)	Yes	Yes	Yes	Yes	Yes
<b>Total Increase</b>	<b>2% to 12.9%</b>	<b>2.5% to 13.4%</b>	<b>3% to 13.9% **</b>	<b>3.25% to 14.15%</b>	<b>1% to 10.9%</b>
<b>BENEFITS</b>					
12-month employees	\$719.32	\$776.86	\$839.00	\$897.73	\$897.73
Employees > 195 days	\$627.88	\$678.11	\$732.35	\$783.61	\$783.61
Employees <194 days	\$581.80	\$628.34	\$678.60	\$726.10	\$726.10

\*\*2008-2009 – All employees had a mandatory reduction of 9 days. Impact of these days is not included in the "Total Increase".