



WCPSS Staff Compensation Recommendations

Board Work Session
December 7, 2021

WCPSS Staff Compensation Recommendations

Today

- New staff compensation recommendations beyond State legislation
- Review of staff compensation adjustments already approved by BOE
- Review of State-legislated staff compensation adjustments
- Timing of adjustments
- Adjustments positively impact all benefit-earning staff
- Review changes by employee group for staff awareness/understanding

WCPSS Staff Compensation Recommendations

Categories of Employees

- Principals
- Certified Teaching Staff & Instructional Support
- Occupational & Physical Therapists
- Assistant Principals
- Non-Certified Support Staff in Graded positions
- Non-Certified Support Staff in Banded positions

WCPSS Staff Compensation Recommendations

Principals

Base Pay

- 2.5% State-legislated increase to base pay effective July 1, 2021*
- **Recommend 2.5% increase to Local Supplement effective July 1, 2021***

*To be paid in January 24, 2022 paycheck. Retroactive amounts to be paid in February 2022.

WCPSS Staff Compensation Recommendations

Principals

Bonuses

- \$1,000 State-legislated bonus*
- \$1,800 State-legislated bonus*
- \$1,250 BOE-approved Retention & Recognition Bonus*
 - \$1,250 BOE approved Retention & Recognition Bonus paid November 2021
 - \$1,250 BOE approved Retention & Recognition Bonus – May 2022
 - \$1,250 BOE approved Retention & Recognition Bonus – November 2022

*To be paid in January 24, 2022 paycheck.

WCPSS Staff Compensation Recommendations

Certified Staff & Instructional Support

Base Pay

- State-legislated 1.3% increase to each step effective July 1, 2021*
- State-legislated step increase effective July 1, 2021*
- 1% increase to local salary supplement schedule effective July 1, 2021 - approved by BOE
- **Recommend additional 1.5% (total 2.5%) increase to Local Supplement effective July 1, 2021***

* The 1.3% increase combined with state-legislated step increases tied to years of experience totals a 2.5% average increase in state pay. Base increases will be paid in the January 24, 2022 paycheck with retroactive amounts to be paid in February 2022.

WCPSS Staff Compensation Recommendations

Certified Staff & Instructional Support

Bonuses

- \$1,000 State-legislated COVID Mitigation Training Bonus*
- \$1,000 State-legislated bonus & additional \$500 State-legislated bonus < \$75k*
- \$300 State-legislated bonus*
- AP/IB/CTE State-legislated bonuses*
- \$1,250 BOE-approved Retention & Recognition Bonus*
 - \$1,250 BOE approved Retention & Recognition Bonus paid November 2021
 - \$1,250 BOE approved Retention & Recognition Bonus – May 2022
 - \$1,250 BOE approved Retention & Recognition Bonus – November 2022

*To be paid in January 24, 2022 paycheck.

WCPSS Staff Compensation Recommendations

Instructional Support - Counselors, Speech Pathologists, Audiologists, Psychologists

Base Pay

- State-legislated annual increase of \$1,000 per year for Counselors*
- State-legislated annual increase of \$3,500 for Speech Pathologists, Audiologists, Psychologists*
- Increases are **in addition to** other base pay changes for Certified & Instructional Support staff

*To be paid in January 24, 2022 paycheck. Retroactive amounts to be paid in February 2022.

WCPSS Staff Compensation Recommendations

Occupational & Physical Therapists

Base Pay

- Maintain alignment with Speech Language Pathologists schedule
- Adjust scale overall to reflect:
 - 1% increase to SLP local salary supplement schedule effective July 1, 2021 - approved by BOE
 - Recommend additional 1.5% (2.5%) increase to SLP Local Supplement effective July 1, 2021*
 - Recommend additional .5% increase on the OT/PT scale at steps 10+
 - Overall 3% minimum increase for all in this employee group

*To be paid in January 24, 2022 paycheck. Retroactive amounts to be paid in February 2022.

WCPSS Staff Compensation Recommendations

Occupational & Physical Therapists

Bonuses

- \$1,000 State-legislated bonus & additional \$500 State-legislated bonus < \$75k*
- \$1,250 BOE approved Retention & Recognition Bonus**
 - \$1,250 BOE-approved Retention & Recognition Bonus paid November 2021
 - \$1,250 BOE-approved Retention & Recognition Bonus – May 2022
 - \$1,250 BOE-approved Retention & Recognition Bonus – November 2022
- To be paid in January 24, 2022 paycheck.

WCPSS Staff Compensation Recommendations

Assistant Principals

Base Pay

- State AP schedule based on Teacher Schedule A plus 19% differential
- State-legislated 1.3% increase to each step effective July 1, 2021*
- State-legislated step increase effective July 1, 2021*
- 1% increase to local salary supplement schedule effective July 1, 2021 - approved by BOE
- **Recommend additional 1.5% (total 2.5%) increase to Local Supplement effective July 1, 2021***

*To be paid in January 24, 2022 paycheck. Retroactive amounts to be paid in February 2022.

WCPSS Staff Compensation Recommendations

Assistant Principals

Bonuses

- \$1,000 State-legislated bonus & additional \$500 State-legislated bonus < \$75k*
- \$1,250 BOE-approved Retention & Recognition Bonus**
 - \$1,250 BOE-approved Retention & Recognition Bonus paid November 2021
 - \$1,250 BOE-approved Retention & Recognition Bonus – May 2022
 - \$1,250 BOE-approved Retention & Recognition Bonus – November 2022

*To be paid in January 24, 2022 paycheck.

WCPSS Staff Compensation Recommendations

Non-Certified Support Staff – Graded Positions

Base Pay - From July 1 – December 31, 2021 only

- State-legislated \$13 per hour minimum or 2.5% increase effective July 1, 2021*
- Recommend .5% locally funded increase beyond State 2.5%*
- Staff will see greater of 3% increase or \$13 per hour for this period

*To be paid in Jan. 24, 2022 paycheck. Retroactive amounts will be paid in February 2022.

WCPSS Staff Compensation Recommendations

Non-Certified Support Staff – Graded Positions

Base Pay - To be effective January 1, 2022

- Recommend \$15/hour minimum rate, using Local funding*
- Recommend addressing Graded Position Schedule Compression, using Local funding*:
 - 25 cent step differential built into new schedules (minimum)
 - 40 cent increase from grade to grade built into new schedules (minimum)
- Recommend Regular Ed Instructional Assistants & Bus Drivers to Grade 20*
- Recommend Special Ed Instructional Assistants & Driver Team Leads to Grade 21*
- Grades see increases averaging from 5.3% to 43% annually
- Staff currently receiving lowest hourly rates of pay will receive the highest percent increases

*To be paid in January 24 2022 paycheck.

WCPSS Staff Compensation Recommendations

Non-Certified Support Staff – Graded Positions

Bonuses

- \$1,000 State-legislated bonus & additional \$500 State-legislated bonus < \$75k*
- \$1,250 BOE-approved Retention & Recognition Bonus*
 - \$1,250 BOE approved Retention & Recognition Bonus paid November 2021
 - \$1,250 BOE approved Retention & Recognition Bonus – May 2022
 - \$1,250 BOE approved Retention & Recognition Bonus – November 2022

*To be paid in January 24, 2022 paycheck.

WCPSS Staff Compensation Recommendations

Non-Certified Support Staff – Admin, Tech, & SLT Bands

Base Pay

- State-legislated 2.5% increase effective July 1, 2021*
- Recommend .5% locally funded increase beyond State 2.5% to equal 3% effective July 1, 2021*
- Recommend 2% increase effective January 1, 2022
- Mitigates further compression given significant Non-Certified Graded position increases

*To be paid in January 24, 2022 paycheck. Retroactive amounts to be paid in February 2022.

WCPSS Staff Compensation Recommendations

Non-Certified Support Staff – Admin, Tech, & SLT Bands

Bonuses

- \$1,000 State-legislated bonus & additional \$500 State legislated bonus < \$75k*
- \$1,250 BOE-approved Retention & Recognition Bonus*
 - \$1,250 BOE approved Retention & Recognition Bonus paid November 2021
 - \$1,250 BOE approved Retention & Recognition Bonus – May 2022
 - \$1,250 BOE approved Retention & Recognition Bonus – November 2022

*To be paid in January 24, 2022 paycheck.

WCPSS Staff Compensation Recommendations

Non-Certified Substitute Teacher Daily Rate

- Recommend new Daily Rate of \$115
- Originally intended with recent change in Substitute Teacher Daily Rate changes
- Paused to respect Instructional Assistant effective hourly rates
- Upon approval, recommendation to become effective January 7, 2022

WCPSS Staff Compensation Recommendations

Budget Implications

- \$40.5 million Local funding available in Board's Approved 2021-22 Budget
- Based upon Local funding requests and current year savings moved to base budget
- \$60.6 million required to fund recommendations on a recurring basis
- Implementation of \$15/hour minimum, addressing compression, & related changes effective January 2022 reduces 2021-22 funding requirements to \$38.9 million

WCPSS Staff Compensation Recommendations

Budget Implications

- Implementing the \$15 per hour minimum & addressing compression will require future Local funding commitment
- If State moves forward with \$15/hour minimum in 2022-23, estimated \$13 million of additional Local funding required to maintain on an annual basis
- If state does not move forward with \$15/hour minimum in 2022-23 estimated \$21.7 million additional local funding required to maintain on an annual basis.

WCPSS Staff Compensation Recommendations

Next Steps & Q&A

- Board's consideration of approval, December 7, 2021, Board Meeting to meet targeted dates
- Targeted Staff communication plan to follow
- Q&A



WCPSS Staff Compensation Recommendations

Board Work Session
December 7, 2021



WCPSS Staff Compensation Recommendations

REFERENCE MATERIALS

WCPSS Staff Compensation Recommendations

Compensation Item	Eligibility
Principals	
2.5% increase to State Schedule	Must be employed on December 31, 2021
\$1,000 Bonus	Must be employed on December 1, 2021 & Permanent Employee
\$1,800 Bonus	Must be employed on January 1, 2022
2.5% increase to Local Supplement	Must be employed on December 31, 2021
\$1,250 R&R Bonus - November 2021	Must be employed on November 2, 2021 & Permanent Employee
\$1,250 R&R Bonus - January 2022	Must be employed on January 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - May 2022	Must be employed on May 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - November 2022	Must be employed on November 5, 2022 & Permanent Employee
Certified Staff & Instructional Support	
1.3% increase to schedules at each step	Must be employed on December 31, 2021
Step Increase	Must be employed on December 31, 2021
\$1,000 Bonus for attending COVID Mitigation Training	Must be employed on January 1 2022
\$300 Bonus	Must be employed on January 1 2022
\$1,000 Bonus	Must be employed on December 1, 2021 & Permanent Employee
\$500 Bonus if under \$75k	Must be employed on December 1, 2021 & Permanent Employee
CTE/AP/IB Bonuses	Must be employed on January 1, 2022 & Permanent Employee
1% increase to Local Supplement Schedule	None
1.5% increase to Local Supplement Schedule	None
\$1,250 R&R Bonus - November 2021	Must be employed on November 2, 2021 & Permanent Employee
\$1,250 R&R Bonus - January 2022	Must be employed on January 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - May 2022	Must be employed on May 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - November 2022	Must be employed on November 5, 2022 & Permanent Employee
\$1,000 increase for Counselors	None
\$3,500 increase for Audiologist, Speech Pathologists, Psychologists	None
Occupational & Physical Therapists	
OT/PT Provide 2.5% increase.	Must be employed on December 31, 2021
OT/PT - Provide 1.5% Local supplement increase.	Must be employed on December 31, 2021
1% increase to Local Supplement Schedule	None
\$1,000 Bonus	Must be employed on December 1, 2021 & Permanent Employee
\$500 Bonus if under \$75k	Must be employed on December 1, 2021 & Permanent Employee
\$1,250 R&R Bonus - November 2021	Must be employed on November 2, 2021 & Permanent Employee
\$1,250 R&R Bonus - January 2022	Must be employed on January 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - May 2022	Must be employed on May 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - November 2022	Must be employed on November 5, 2022 & Permanent Employee

Assistant Principals	
Increases as per State CS/IS Schedule	Must be employed on December 31, 2021
Increases as per Local Supplement 1% Increase	None
\$1,000 Bonus	Must be employed on December 1, 2021 & Permanent Employee
\$500 Bonus if under \$75k	Must be employed on December 1, 2021 & Permanent Employee
Increases as per Local Supplement 1.5% Increase	None
\$1,250 R&R Bonus - November 2021	Must be employed on November 2, 2021 & Permanent Employee
\$1,250 R&R Bonus - January 2022	Must be employed on January 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - May 2022	Must be employed on May 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - November 2022	Must be employed on November 5, 2022 & Permanent Employee
Non-Certified Support Staff - Graded Positions	
\$13 per hour minimum or 2.5% increase via BOE Action & State Leg	Must be employed on December 31, 2021
1/2% increase on top of State 2.5% bringing total increase to 3%	Must be employed on December 31, 2021
\$1,000 Bonus	Must be employed on December 1, 2021 & Permanent Employee
\$500 Bonus if under \$75k	Must be employed on December 1, 2021 & Permanent Employee
\$1,250 R&R Bonus - November 2021	Must be employed on November 2, 2021 & Permanent Employee
\$1,250 R&R Bonus - January 2022	Must be employed on January 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - May 2022	Must be employed on May 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - November 2022	Must be employed on November 5, 2022 & Permanent Employee
Non-Certified Support Staff - Graded Positions - Effective January 1, 2022 & not retroactive	
\$15 per hour minimum effective January 2022*	Must be employed as of January 1, 2022. Effective Jan 2022 so NO retro.
Regular Ed IA's & Bus Drivers to Grade 20	Must be employed as of January 1, 2022. Effective Jan 2022 so NO retro
Spec Ed IA's & Bus Driver Team Leads to Grade 21	Must be employed as of January 1, 2022. Effective Jan 2022 so NO retro
Non-Certified Support Staff - Admin Band, Tech Band, SLT	
2.5% increase effective July 1, 2021	Must be employed on December 31, 2021
1/2% increase on top of State 2.5% bringing total increase to 3%	Must be employed on December 31, 2021
\$1,000 Bonus	Must be employed on December 1, 2021 & Permanent Employee
\$500 Bonus if under \$75k	Must be employed on December 1, 2021 & Permanent Employee
\$1,250 R&R Bonus - November 2021	Must be employed on November 2, 2021 & Permanent Employee
\$1,250 R&R Bonus - January 2022	Must be employed on January 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - May 2022	Must be employed on May 5, 2022 & Permanent Employee
\$1,250 R&R Bonus - November 2022	Must be employed on November 5, 2022 & Permanent Employee
Non-Certified Support Staff - Admin Band, Tech Band, SLT - Effective January 1, 2022 and not retroactive	
2% increase effective January 2022***	Must be employed as of January 1, 2022.
Non-Certified Substitute Teachers	
Increase Daily rate from \$104 to \$115	Effective January 1, 2022

WCPSS Staff Compensation Recommendations

Non-Certified Support Staff – Graded Positions*

CNS Assistant		17
CNS Temporary - Hourly		17
Bus Safety Assistant		17
CNS Cashier/Assistant		17
CNS Floating Cashier/Assistant		17
CNS Temporary - Hourly		17
Clerical Assistant		18
CNS Assistant Manager		18
CNS Assistant Manager (multi-campus)		18
CNS Floating Assistant Manager		18
CNS Floating Transporter		18
CNS Manager Trainee		18
CNS Transporter		18
Custodian		18
Custodian Floater		18
Instructional Assistant		18

Bindery Clerk		19
CNS Manager (0-400 Participation)		19
Contract Transportation Clerk		19
Courier		19
Driver I		19
Mail Clerk		19
Receptionist - Central Office		19
Receptionist - High School		19
Receptionist - Middle School		19
School Secretary - High School		19
Audiology Assistant		20
Braillist		20
CNS Manager (401-800 Participation)		20
Custodian - Head		20
Customer Service Representative		20
Driver II		20
Parent Liaison		20
Receiving Clerk		20
Registrar		20
Technician		20
Transition Training Facilitator		20
Warehouse General		20

*Recommend Bus Drivers & Regular Ed Instructional Assistants move to Grade 20

*Recommend Bus Driver Team Leads and Special Ed Instructional Assistants move to Grade 21

WCPSS Staff Compensation Recommendations

Non-Certified Support Staff – Graded Positions*

Central Records Technician		21
CNS Manager (801-1000 Participation)		21
CNS Receiving Specialist		21
Craftsman - Environmental and Grounds		21
Mechanic I		21
Secretary (Administrator/Sr. Admin)		21
Technology Assistant		21
Webster Center Multipurpose Technician		21
Assessment Technician-CIE		22
Bookkeeper		22
CNS Eligibility Specialist		22
CNS Manager (1001-1400 Participation)		22
Data Manager		22
Data Processor/Student Assignment		22
Facilities Maintenance Technician		22
File Room Technician		22
Growth and Planning Technician		22
Secretary (Director)		22
Stud. Info. Data Mgr. - Sec. & Yr. Round (+4 steps)		22
Student Info. Data Manager - Elementary		22
Student Info. Data Manager - Secondary (+2 steps)		22
Student Info. Data Manager - Yr. Round (+2 steps)		22
Warehouse General II		22

Accounts Payable Processing Technician		23
Audiology Technician		23
Benefits Representative		23
CNS Manager (1401-1800 Participation)		23
Community Schools Technician		23
Craftsman - Automotive Repair		23
Craftsman - Locksmith		23
Craftsman - Plumbing		23
Custodial Supervisor		23
Interpreter / Transliterater		23
Language Services Technician		23
Lead School Secretary (Yr.-Round Multi-Track +2 steps)		23
Mechanic II		23
Office Manager		23
Payroll Technician		23
Print Specialist		23
Processing Technician		23
Secretary (Sr. Director)		23
TIMS Technician		23
CNS Manager (multi-campus)		24
CNS Support Specialist		24
Craftsman - Communications		24
Craftsman - Electrical		24
Craftsman - Integrated Pest Management		24
Custodial Field Supervisor		24
Interpreter / Transliterater		24
Lead HR Processing Technician		24
Maintenance Procurement Specialist		24
Master Craftsman - Automotive Repair		24
Master Craftsman - Environ. and Grounds		24
Master Craftsman - Locksmith		24
Mechanic III		24
Program Specialist - Title 1		24
Receiving Team Leader		24
Shipping Team Leader		24
Testing Technician		24
Warehouse Team Leader		24

WCPSS Staff Compensation Recommendations

Non-Certified Support Staff – Graded Positions

Central Records Technician		21
CNS Manager (801-1000 Participation)		21
CNS Receiving Specialist		21
Craftsman - Environmental and Grounds		21
Mechanic I		21
Secretary (Administrator/Sr. Admin)		21
Technology Assistant		21
Webster Center Multipurpose Technician		21
Assessment Technician-CIE		22
Bookkeeper		22
CNS Eligibility Specialist		22
CNS Manager (1001-1400 Participation)		22
Data Manager		22
Data Processor/Student Assignment		22
Facilities Maintenance Technician		22
File Room Technician		22
Growth and Planning Technician		22
Secretary (Director)		22
Stud. Info. Data Mgr. - Sec. & Yr. Round (+4 steps)		22
Student Info. Data Manager - Elementary		22
Student Info. Data Manager - Secondary (+2 steps)		22
Student Info. Data Manager - Yr. Round (+2 steps)		22
Warehouse General II		22

Accounts Payable Processing Technician		23
Audiology Technician		23
Benefits Representative		23
CNS Manager (1401-1800 Participation)		23
Community Schools Technician		23
Craftsman - Automotive Repair		23
Craftsman - Locksmith		23
Craftsman - Plumbing		23
Custodial Supervisor		23
Interpreter / Transliterater		23
Language Services Technician		23
Lead School Secretary (Yr.-Round Multi-Track +2 steps)		23
Mechanic II		23
Office Manager		23
Payroll Technician		23
Print Specialist		23
Processing Technician		23
Secretary (Sr. Director)		23
TIMS Technician		23
CNS Manager (multi-campus)		24
CNS Support Specialist		24
Craftsman - Communications		24
Craftsman - Electrical		24
Craftsman - Integrated Pest Management		24
Custodial Field Supervisor		24
Interpreter / Transliterater		24
Lead HR Processing Technician		24
Maintenance Procurement Specialist		24
Master Craftsman - Automotive Repair		24
Master Craftsman - Environ. and Grounds		24
Master Craftsman - Locksmith		24
Mechanic III		24
Program Specialist - Title 1		24
Receiving Team Leader		24
Shipping Team Leader		24
Testing Technician		24
Warehouse Team Leader		24

WCPSS Staff Compensation Recommendations

Non-Certified Support Staff – Graded Positions

Accounting Specialist	25
Bilingual Specialist - Interpreter	25
CNS Program Specialist	25
Communications Specialist	25
Compliance Reporting Specialist	25
Compliance Specialist	25
Craftsman - HVAC	25
Departmental Budget Analyst	25
Event Coordinator	25
Human Resources Specialist	25
Master Craftsman - Communications	25
Master Craftsman - Security	25
Secretary (Area Superintendent)	25
Secretary (Assistant Superintendent)	25
Security Technician	25
Training Specialist	25
Transportation Team Leader	25
Area Custodial Manager	26
Buyer I	26
Data Analyst	26
Data Analyst for Long Range Planning	26
Data Analyst for Student Assignment	26
Database/Network Manager (Non-IS)	26
Master Craftsman - Electrical	26
Master Craftsman - Integrated Pest Mgmt.	26
Master Craftsman - Plumbing	26
Nurse - Noncertified	26
Parent as Teacher - Project Enlightenment	26
Payroll Rating Specialist	26
Payroll Team Leader	26
School Accounting Specialist	26
Secretary (Chief Officer)	26
Team Leader - Benefits	26

Asst. Coordinator, Community Use	27
Budget Analyst	27
Departmental Budget Analyst Team Leader	27
CNS Catering Manager	27
CNS Master Craftsman - Refrigeration	27
Craftsman - Energy Management	27
Executive Assistant to the Superintendent	27
Master Craftsman - HVAC	27
Master Craftsman - Waste Water and Water Quality	27
Project Specialist	27
Regional Custodial Manager	27
Team Leader - Maintenance	27
Accountant	28
Area Facilities Manager	28
Assistant Supervisor	28
Benefits Coordinator	28
Buyer II	28
Communications Coordinator	28
Coordinator - Lifelong Learning	28
Facility Bond Analyst	28
Graphic Designer	28
Graphic Design Manager	28
Maintenance Planner	28
Master Craftsman - Energy Management	28
Payroll Coordinator	28
Return to Work Coordinator	28
Security Technician Manager	28
Warehouse Operations Manager	28

WCPSS Staff Compensation Recommendations

Non-Certified Support Staff – Graded Positions

CNS Network Administrator (Non IS)		29
Geographic Info System Data Manager		29
Maximo Network Administrator (Non IS)		29
Regional Facilities Manager		29
Routing Specialist		29
Transportation Operations Manager		29
Transportation Technology Specialist		29
Benefits Manager		30
M & O Supervisor		30
Master Mechanic		30
Network Administrator (Non IS)		30
Payroll Operation Specialist		30
Senior Budget Analyst		30
Technical Specialist - Boiler		30
Technical Specialist - Chiller Mechanic		30
Technical Specialist - Elevator Mechanic		30
Technical Specialist - Energy Management		30
Transportation Safety and Recruitment Officer		30

Non-Certified Graded Positions

Classified Salary Schedule	17			18			19			20			21			22			23		
	Current	New	Increase	Current	New	Increase	Current	New	Increase	Current	New	Increase	Current	New	Increase	Current	New	Increase	Current	New	Increase
0	11.58	15.00	-	11.80	15.40	-	12.43	15.80	-	13.20	16.20	-	13.95	16.60	-	14.75	17.00	-	15.61	17.40	-
1	11.58	15.25	31.69%	11.80	15.65	32.64%	12.43	16.05	29.12%	13.20	16.45	24.64%	13.95	16.85	20.79%	14.75	17.25	16.93%	15.61	17.65	13.08%
2	11.93	15.50	33.85%	12.15	15.90	34.76%	12.80	16.30	31.13%	13.59	16.70	26.53%	14.37	17.10	22.58%	15.19	17.50	18.63%	16.08	17.90	14.68%
3	12.42	15.75	32.02%	12.75	16.15	32.89%	13.40	16.55	29.26%	14.19	16.95	24.69%	14.96	17.35	20.75%	15.79	17.75	16.82%	16.67	18.15	12.90%
4	12.92	16.00	28.82%	13.24	16.40	28.66%	13.89	16.80	25.40%	14.68	17.20	21.23%	15.46	17.60	17.63%	16.28	18.00	14.00%	17.17	18.40	10.37%
5	13.28	16.25	25.77%	13.61	16.65	25.74%	14.28	17.05	22.73%	15.09	17.45	18.84%	15.89	17.85	14.8%	16.74	18.25	12.07%	17.65	18.65	8.64%
6	13.28	16.50	24.25%	13.61	16.90	24.21%	14.28	17.30	21.18%	15.09	17.70	17.29%	15.89	18.10	13.9%	16.74	18.50	10.51%	17.65	18.90	7.09%
7	13.28	16.75	26.13%	13.61	17.15	26.04%	14.28	17.55	22.93%	15.09	17.95	18.94%	15.89	18.35	15.49%	16.74	18.75	12.01%	17.65	19.15	8.51%
8	13.28	17.00	28.01%	13.61	17.40	27.88%	14.28	17.80	24.68%	15.09	18.20	20.60%	15.89	18.60	17.07%	16.74	19.00	13.50%	17.65	19.40	9.92%
9	13.28	17.25	29.89%	13.61	17.65	29.72%	14.28	18.05	26.42%	15.09	18.45	22.26%	15.89	18.85	18.64%	16.74	19.25	14.99%	17.65	19.65	11.34%
10	13.28	17.50	31.78%	13.61	17.90	31.55%	14.28	18.30	28.18%	15.09	18.70	23.91%	15.89	19.10	20.21%	16.74	19.50	16.49%	17.65	19.90	12.76%
11	13.43	17.75	33.66%	13.73	18.15	33.39%	14.43	18.55	29.93%	15.26	18.95	25.77%	16.06	19.35	21.79%	16.92	19.75	17.98%	17.84	20.15	14.17%
12	13.57	18.00	34.03%	13.88	18.40	34.03%	14.59	18.80	30.27%	15.42	19.20	25.86%	16.24	19.60	22.02%	17.11	20.00	18.18%	18.04	20.40	14.33%
13	13.70	18.25	34.49%	14.03	18.65	34.41%	14.75	19.05	30.59%	15.59	19.41	26.12%	16.42	19.85	22.24%	17.30	20.25	18.35%	18.24	20.65	14.46%
14	13.86	18.50	35.04%	14.17	18.90	34.76%	14.90	19.30	30.89%	15.75	19.70	23.36%	16.59	20.10	22.44%	17.48	20.50	18.51%	18.43	20.90	14.58%
15	14.00	18.75	35.28%	14.31	19.15	35.16%	15.05	19.55	31.23%	15.92	19.95	26.65%	16.76	20.30	22.68%	17.67	20.75	18.70%	18.63	21.15	14.73%
16	14.15	19.00	35.71%	14.46	19.40	35.54%	15.21	19.80	31.55%	16.08	20.20	26.92%	16.94	20.60	22.90%	17.85	21.00	18.88%	18.83	21.40	14.87%
17	14.29	19.25	36.04%	14.60	19.65	35.90%	15.36	20.05	31.85%	16.24	20.45	27.17%	17.11	20.85	23.10%	18.03	21.25	19.03%	19.02	21.65	14.99%
18	14.41	19.50	36.46%	14.74	19.90	36.30%	15.50	20.30	32.19%	16.39	20.70	27.45%	17.27	21.10	23.33%	18.21	21.50	19.22%	19.21	21.90	15.13%
19	14.54	19.75	37.06%	14.87	20.15	36.74%	15.65	20.55	32.57%	16.55	20.95	27.78%	17.44	21.35	23.61%	18.38	21.75	19.45%	19.40	22.15	15.32%
20	14.67	20.00	37.55%	15.01	20.40	37.16%	15.80	20.80	32.95%	16.71	21.20	28.10%	17.60	21.60	23.87%	18.56	22.00	19.66%	19.59	22.40	15.49%
21	14.81	20.25	38.04%	15.15	20.65	37.55%	15.95	21.05	33.26%	16.87	21.45	28.39%	17.77	21.85	24.12%	18.74	22.25	19.86%	19.78	22.65	15.64%
22	14.95	20.50	38.42%	15.30	20.90	37.92%	16.10	21.30	33.57%	17.03	21.70	28.67%	17.95	22.10	24.34%	18.93	22.50	20.04%	19.98	22.90	15.77%
23	15.07	20.75	38.80%	15.44	21.15	38.27%	16.24	21.55	33.88%	17.19	21.95	28.92%	18.12	22.35	24.54%	19.11	22.75	20.19%	20.17	23.15	15.89%
24	15.20	21.00	39.35%	15.59	21.40	38.60%	16.41	21.80	34.13%	17.35	22.20	29.16%	18.29	22.60	24.73%	19.30	23.00	20.34%	20.37	23.40	15.99%
25	15.35	21.25	39.80%	15.73	21.65	38.91%	16.57	22.05	34.38%	17.52	22.45	29.37%	18.47	22.85	24.90%	19.49	23.25	20.46%	20.58	23.65	16.08%
26	15.48	21.50	40.07%	15.88	21.90	39.19%	16.73	22.30	34.61%	17.69	22.70	29.57%	18.65	23.10	25.05%	19.68	23.50	20.57%	20.78	23.90	16.15%
27	15.64	21.75	40.50%	16.03	22.15	39.46%	16.89	22.55	34.82%	17.86	22.95	29.75%	18.83	23.35	25.19%	19.88	23.75	20.67%	20.99	24.15	16.21%
28	15.77	22.00	40.66%	16.19	22.40	39.70%	17.05	22.80	35.01%	18.03	23.20	29.91%	19.02	23.60	25.31%	20.07	24.00	20.75%	21.20	24.40	16.25%
29	15.92	22.25	41.09%	16.34	22.65	39.92%	17.22	23.05	35.18%	18.19	23.45	30.06%	19.20	23.85	25.41%	20.27	24.25	20.81%	21.41	24.65	16.28%
30	16.06	22.50	41.33%	16.50	22.90	40.12%	17.38	23.30	35.34%	18.38	23.70	30.18%	19.39	24.10	25.49%	20.47	24.50	20.86%	21.63	24.90	16.29%
31	16.21	22.75	41.66%	16.66	23.15	40.31%	17.55	23.55	35.47%	18.56	23.95	30.29%	19.58	24.35	25.56%	20.68	24.75	20.89%	21.84	25.15	16.29%
32+	16.37	23.00	41.89%	16.82	23.40	40.47%	17.72	23.80	35.59%	18.74	24.20	30.39%	19.78	24.60	25.61%	20.88	25.00	20.91%	22.06	25.40	16.28%
32N	16.37	23.00	40.50%	16.82	23.40	39.13%	17.72	23.80	34.27%	18.74	24.20	29.13%	19.78	24.60	24.39%	20.88	25.00	19.71%	22.06	25.40	15.12%

WCPSS Staff Compensation Recommendations

Non-Certified Graded Positions

Classified Salary Schedule	24						25				26			27			28			29			30		
	Current	Current	New	New	% Inc	Increase	Current	Current	New	Increase	Current	New	Increase	Current	New	Increase	Current	New	Increase	Current	New	Increase	Current	New	Increase
0	2,864.15	16.52	17.80	3,085.33	7.72%	-	3,033.45	17.50	18.20	-	18.54	18.60	-	19.00	19.75	-	20.85	20.90	-	22.12	22.30	-	23.47	23.70	-
1	2,864.15	16.52	18.05	3,128.67	9.24%	9.24%	3,033.45	17.50	18.45	5.42%	18.54	19.00	3.00%	19.66	20.25	3.02%	20.85	21.65	3.86%	22.12	22.80	3.10%	23.47	24.20	3.11%
2	2,950.07	17.02	18.30	3,172.00	7.52%	10.75%	3,124.45	18.03	18.70	6.85%	19.10	19.35	4.35%	20.25	20.50	4.29%	21.47	21.90	5.06%	22.78	23.05	4.23%	24.17	24.45	4.17%
3	3,053.07	17.61	18.55	3,215.33	5.31%	8.99%	3,227.45	18.62	18.95	5.13%	19.69	19.85	3.93%	20.84	21.00	3.72%	22.07	22.15	3.16%	23.37	23.55	3.39%	24.77	24.95	3.21%
4	3,138.90	18.11	18.80	3,258.67	3.82%	6.73%	3,313.28	19.12	19.20	3.12%	20.10	20.35	3.33%	21.34	21.50	3.16%	22.56	22.90	3.78%	23.87	24.30	3.97%	25.26	25.70	3.76%
5	3,227.41	18.62	19.05	3,302.00	2.31%	5.20%	3,407.02	19.66	19.70	3.06%	20.76	20.85	3.27%	21.94	22.00	3.11%	23.20	23.40	3.72%	24.55	24.80	3.90%	25.99	26.20	3.71%
6	3,227.41	18.62	19.30	3,345.33	3.65%	3.65%	3,407.02	19.66	20.45	4.04%	20.76	21.50	3.55%	21.94	22.75	3.8%	23.20	24.15	4.07%	24.55	25.30	3.05%	25.99	26.95	3.70%
7	3,227.41	18.62	19.55	3,388.67	5.00%	5.00%	3,407.02	19.66	20.70	5.31%	20.76	21.75	4.76%	21.94	23.00	4.82%	23.20	24.40	5.15%	24.55	25.55	4.07%	25.99	27.20	4.66%
8	3,227.41	18.62	19.80	3,432.00	6.34%	6.34%	3,407.02	19.66	20.95	6.57%	20.76	22.00	5.96%	21.94	23.25	5.95%	23.20	24.65	6.23%	24.55	25.80	5.09%	25.99	27.45	5.62%
9	3,227.41	18.62	20.05	3,475.33	7.68%	7.68%	3,407.02	19.66	21.20	8.86%	20.76	22.25	7.17%	21.94	23.50	7.09%	23.20	24.90	7.31%	24.55	26.05	6.10%	25.99	27.70	6.58%
10	3,227.41	18.62	20.30	3,518.67	9.02%	9.02%	3,407.02	19.66	21.45	9.13%	20.76	22.50	8.37%	21.94	23.75	8.23%	23.20	25.15	8.38%	24.55	26.30	7.12%	25.99	27.95	7.55%
11	3,263.22	18.83	20.55	3,562.00	9.16%	10.37%	3,444.98	19.87	21.70	10.40%	20.99	22.75	9.57%	22.19	24.00	9.37%	23.47	25.40	9.46%	24.83	26.55	8.14%	26.28	28.20	8.51%
12	3,299.45	19.04	20.80	3,605.33	9.27%	10.48%	3,483.40	20.10	21.95	10.44%	21.23	23.00	9.55%	22.44	24.25	9.28%	23.73	25.65	9.30%	25.11	26.80	7.94%	26.58	28.45	8.24%
13	3,336.12	19.25	21.05	3,648.67	9.37%	10.58%	3,522.28	20.32	22.20	10.47%	21.47	23.25	9.52%	22.69	24.50	9.18%	24.00	25.90	9.14%	25.39	27.05	7.72%	26.88	28.70	7.97%
14	3,371.78	19.45	21.30	3,692.00	9.50%	10.67%	3,560.16	20.50	22.45	10.48%	21.70	23.50	9.47%	22.94	24.75	9.07%	24.26	26.15	8.96%	25.67	27.30	7.50%	27.18	28.95	7.68%
15	3,407.86	19.66	21.55	3,735.33	9.61%	10.78%	3,598.49	20.76	22.70	10.52%	21.93	23.75	9.45%	23.19	25.00	8.99%	24.53	26.40	8.81%	25.96	27.55	7.31%	27.48	29.20	7.42%
16	3,444.36	19.87	21.80	3,778.67	9.71%	10.88%	3,637.30	20.98	22.95	10.55%	22.17	24.00	9.41%	23.44	25.25	8.89%	24.80	26.65	8.65%	26.24	27.80	7.10%	27.79	29.45	7.16%
17	3,480.03	20.08	22.05	3,822.00	9.83%	10.96%	3,675.29	21.20	23.20	10.56%	22.41	24.25	9.37%	23.69	25.50	8.78%	25.06	26.90	8.48%	26.53	28.05	6.88%	28.10	29.70	6.88%
18	3,514.54	20.28	22.30	3,865.33	9.98%	11.07%	3,712.11	21.42	23.45	10.57%	22.63	24.50	9.34%	23.90	25.75	8.69%	25.32	27.15	8.33%	26.80	28.30	6.69%	28.40	29.95	6.59%
19	3,549.43	20.48	22.55	3,908.67	10.12%	11.21%	3,749.39	21.63	23.70	10.60%	22.85	24.75	9.35%	24.10	26.00	8.64%	25.58	27.40	8.21%	27.08	28.55	6.52%	28.71	30.20	6.34%
20	3,584.75	20.68	22.80	3,952.00	10.24%	11.34%	3,787.09	21.85	23.95	10.72%	23.10	25.00	9.35%	24.43	26.25	8.57%	25.85	27.65	8.08%	27.36	28.80	6.35%	29.02	30.45	6.07%
21	3,620.51	20.89	23.05	3,995.33	10.35%	11.45%	3,825.26	22.07	24.20	10.76%	23.33	25.25	9.33%	24.68	26.50	8.49%	26.11	27.90	7.94%	27.65	29.05	6.16%	29.33	30.70	5.80%
22	3,656.65	21.10	23.30	4,038.67	10.45%	11.55%	3,863.88	22.29	24.45	10.79%	23.57	25.50	9.30%	24.93	26.75	8.40%	26.39	28.15	7.79%	27.94	29.30	5.97%	29.65	30.95	5.52%
23	3,693.28	21.31	23.55	4,082.00	10.53%	11.63%	3,902.20	22.52	24.70	10.80%	23.81	25.75	9.26%	25.19	27.00	8.30%	26.66	28.40	7.63%	28.25	29.55	5.74%	29.97	31.20	5.23%
24	3,730.30	21.52	23.80	4,125.33	10.59%	11.70%	3,942.51	22.75	24.95	10.81%	24.05	26.00	9.20%	25.45	27.25	8.19%	26.94	28.65	7.46%	28.55	29.80	5.50%	30.30	31.45	4.94%
25	3,767.77	21.74	24.05	4,168.67	10.64%	11.75%	3,982.53	22.98	25.20	10.79%	24.30	26.25	9.14%	25.71	27.50	8.07%	27.22	28.90	7.28%	28.86	30.05	5.25%	30.63	31.70	4.64%
26	3,805.72	21.96	24.30	4,212.00	10.68%	11.79%	4,023.03	23.21	25.45	10.77%	24.55	26.50	9.06%	25.98	27.75	7.93%	27.50	29.15	7.09%	29.17	30.30	5.00%	30.97	31.95	4.31%
27	3,844.11	22.18	24.55	4,255.33	10.70%	11.81%	4,064.01	23.45	25.70	10.73%	24.80	26.75	8.97%	26.25	28.00	7.79%	27.79	29.40	6.90%	29.49	30.55	4.73%	31.31	32.20	3.97%
28	3,882.95	22.40	24.80	4,298.67	10.71%	11.82%	4,105.48	23.69	25.95	10.68%	25.06	27.00	8.87%	26.52	28.25	7.63%	28.09	29.65	6.68%	29.81	30.80	4.46%	31.66	32.45	3.63%
29	3,922.26	22.63	25.05	4,342.00	10.70%	11.82%	4,147.46	23.93	26.20	10.62%	25.27	27.25	8.76%	26.80	28.50	7.47%	28.39	29.90	6.44%	30.13	31.05	4.18%	32.01	32.70	3.28%
30	3,962.04	22.86	25.30	4,385.33	10.68%	11.81%	4,189.92	24.17	26.45	10.54%	25.48	27.50	8.63%	27.07	28.75	7.29%	28.70	30.15	6.18%	30.46	31.30	3.89%	32.37	33.20	3.70%
31	4,002.29	23.09	25.55	4,428.67	10.65%	11.78%	4,232.91	24.42	26.70	10.46%	25.84	27.75	8.50%	27.36	29.00	7.11%	29.01	30.40	5.92%	30.80	31.55	3.58%	32.74	33.45	3.34%
32+	4,043.02	23.33	25.80	4,472.00	10.61%	11.74%	4,276.41	24.67	26.95	10.36%	26.11	28.00	8.36%	27.64	29.25	6.92%	29.32	30.65	5.65%	31.14	31.80	3.26%	33.11	33.95	3.70%
32N	4,043.02	23.33	25.80	4,472.00	10.61%	10.61%	4,276.41	24.67	26.95	9.23%	26.11	28.00	7.24%	27.64	29.25	5.81%	29.32	30.65	4.52%	31.14	32.30	3.73%	33.11	34.20	3.29%

WCPSS Staff Compensation Recommendations

Non-Certified Graded Positions

Classified Salary Schedule	Bus Driver (Gr 20)			Bus Team Lead (Gr 21)		
	Current	New	Increase	Current	New	Increase
0	15.00	16.20	-	15.50	16.60	-
1	15.00	16.45	9.67%	15.50	16.85	8.71%
2	15.27	16.70	11.33%	15.77	17.10	10.32%
3	15.54	16.95	11.00%	16.04	17.35	10.02%
4	15.81	17.20	10.68%	16.31	17.60	9.73%
5	16.08	17.45	10.37%	16.58	17.85	9.44%
6	16.35	17.70	10.07%	16.85	18.10	9.17%
7	16.62	17.95	9.79%	17.12	18.35	8.90%
8	16.89	18.20	9.51%	17.39	18.60	8.64%
9	17.16	18.45	9.24%	17.66	18.85	8.40%
10	17.43	18.70	8.97%	17.93	19.10	8.15%
11	17.70	18.95	8.72%	18.20	19.35	7.92%
12	17.97	19.20	8.47%	18.47	19.60	7.69%
13	18.24	19.45	8.24%	18.74	19.85	7.47%
14	18.51	19.70	8.00%	19.01	20.10	7.26%
15	18.78	19.95	7.78%	19.28	20.35	7.05%
16	19.05	20.20	7.56%	19.55	20.60	6.85%
17	19.32	20.45	7.35%	19.82	20.85	6.65%
18	19.59	20.70	7.14%	20.09	21.10	6.46%
19	19.86	20.95	6.94%	20.36	21.35	6.27%
20	20.13	21.20	6.75%	20.63	21.60	6.09%
21	20.40	21.45	6.56%	20.90	21.85	5.91%
22	20.67	21.70	6.37%	21.17	22.10	5.74%
23	20.94	21.95	6.19%	21.44	22.35	5.57%
24	21.21	22.20	6.02%	21.71	22.60	5.41%
25	21.48	22.45	5.85%	21.98	22.85	5.25%
26	21.75	22.70	5.68%	22.25	23.10	5.10%
27	22.02	22.95	5.52%	22.52	23.35	4.94%
28	22.29	23.20	5.36%	22.79	23.60	4.80%
29	22.56	23.45	5.20%	23.06	23.85	4.65%
30	22.83	23.70	5.05%	23.33	24.10	4.51%
31	23.10	23.95	4.91%	23.60	24.35	4.37%
32+	23.37	24.20	4.76%	23.87	24.60	4.24%
32N	23.37	24.20	3.55%	23.87	24.60	3.06%



WCPSS Staff Compensation Recommendations

Non-Certified Graded Positions

Classified Salary Schedule	Regular Ed IA (GR 20)			Special Ed IA (GR 21)		
	Current	New	Increase	Current	New	Increase
0	11.80	16.20	-	11.80	16.60	-
1	11.80	16.45	39.42%	11.80	16.85	42.81%
2	12.15	16.70	41.54%	12.15	17.10	44.93%
3	12.75	16.95	39.48%	12.75	17.35	42.77%
4	13.24	17.20	34.94%	13.24	17.60	38.07%
5	13.61	17.45	31.78%	13.61	17.85	34.80%
6	13.61	17.70	30.08%	13.61	18.10	33.02%
7	13.61	17.95	31.92%	13.61	18.35	34.86%
8	13.61	18.20	33.76%	13.61	18.60	36.70%
9	13.61	18.45	35.60%	13.61	18.85	38.54%
10	13.61	18.70	37.43%	13.61	19.10	40.37%
11	13.73	18.95	39.27%	13.73	19.35	42.21%
12	13.88	19.20	39.86%	13.88	19.60	42.78%
13	14.03	19.45	40.17%	14.03	19.85	43.06%
14	14.17	19.70	40.46%	14.17	20.10	43.31%
15	14.31	19.95	40.81%	14.31	20.35	43.62%
16	14.46	20.20	41.13%	14.46	20.60	43.93%
17	14.60	20.45	41.43%	14.60	20.85	44.19%
18	14.74	20.70	41.78%	14.74	21.10	44.52%
19	14.87	20.95	42.17%	14.87	21.35	44.88%
20	15.01	21.20	42.54%	15.01	21.60	45.22%
21	15.15	21.45	42.88%	15.15	21.85	45.54%
22	15.30	21.70	43.20%	15.30	22.10	45.84%
23	15.44	21.95	43.50%	15.44	22.35	46.12%
24	15.59	22.20	43.78%	15.59	22.60	46.37%
25	15.73	22.45	44.04%	15.73	22.85	46.61%
26	15.88	22.70	44.28%	15.88	23.10	46.84%
27	16.03	22.95	44.49%	16.03	23.35	47.01%
28	16.19	23.20	44.69%	16.19	23.60	47.18%
29	16.34	23.45	44.86%	16.34	23.85	47.34%
30	16.50	23.70	45.02%	16.50	24.10	47.47%
31	16.66	23.95	45.16%	16.66	24.35	47.58%
32+	16.82	24.20	45.27%	16.82	24.60	47.67%
32N	16.82	24.20	43.88%	16.82	24.60	46.26%

