

**Step Increase and Market Rate Adjustment  
Analysis by Pay Scale and Position Type  
All Staffed Positions as of September 8, 2017**

(Note: Any position with fewer than 3.0 FTE was categorized below as "All Other Positions in this Pay Scale.")		FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Pay Scale / Grade/ Position Type	FTE									
<b>Teacher: Bachelor's Scale</b>	<b>320.6</b>	<b>\$ 61,054</b>	<b>\$ 62,798</b>	<b>\$ 62,659</b>	<b>\$ 1,744</b>	<b>2.86%</b>	<b>\$ 1,606</b>	<b>2.63%</b>	<b>\$ (138)</b>	<b>-0.23%</b>
1ST GRADE TCHR	15.0	\$ 63,177	\$ 64,657	\$ 64,838	\$ 1,480	2.34%	\$ 1,662	2.63%	\$ 182	0.29%
2ND GRADE TCHR	21.0	\$ 59,988	\$ 61,821	\$ 61,565	\$ 1,833	3.06%	\$ 1,578	2.63%	\$ (256)	-0.43%
3RD GRADE DL TCHR	4.0	\$ 55,419	\$ 57,778	\$ 56,877	\$ 2,359	4.26%	\$ 1,458	2.63%	\$ (901)	-1.63%
3RD GRADE TCHR	15.0	\$ 60,145	\$ 61,788	\$ 61,726	\$ 1,644	2.73%	\$ 1,582	2.63%	\$ (62)	-0.10%
4TH GRADE TCHR	7.0	\$ 59,038	\$ 60,499	\$ 60,591	\$ 1,461	2.47%	\$ 1,553	2.63%	\$ 92	0.16%
5TH GRADE TCHR	12.0	\$ 64,582	\$ 66,389	\$ 66,280	\$ 1,807	2.80%	\$ 1,699	2.63%	\$ (109)	-0.17%
ART TCHR	13.0	\$ 63,732	\$ 65,466	\$ 65,408	\$ 1,734	2.72%	\$ 1,676	2.63%	\$ (58)	-0.09%
EL CORE CONTENT	3.0	\$ 50,309	\$ 51,981	\$ 51,632	\$ 1,672	3.32%	\$ 1,323	2.63%	\$ (349)	-0.69%
EL TCHR	20.0	\$ 56,986	\$ 58,884	\$ 58,485	\$ 1,897	3.33%	\$ 1,499	2.63%	\$ (399)	-0.70%
ENGLISH TCHR	7.0	\$ 58,171	\$ 60,425	\$ 59,701	\$ 2,254	3.87%	\$ 1,530	2.63%	\$ (724)	-1.24%
HEALTH OCC TCHR	3.6	\$ 63,402	\$ 65,142	\$ 65,069	\$ 1,741	2.75%	\$ 1,667	2.63%	\$ (73)	-0.12%
KINDER DL TCHR	3.0	\$ 69,823	\$ 71,828	\$ 71,659	\$ 2,005	2.87%	\$ 1,836	2.63%	\$ (169)	-0.24%
KINDERGARTEN TCHR	16.0	\$ 63,813	\$ 65,465	\$ 65,491	\$ 1,652	2.59%	\$ 1,678	2.63%	\$ 26	0.04%
MATHEMATICS TCHR	10.5	\$ 56,077	\$ 57,902	\$ 57,552	\$ 1,825	3.25%	\$ 1,475	2.63%	\$ (350)	-0.62%
MUSIC TCHR-INSTR	6.7	\$ 48,705	\$ 50,084	\$ 49,986	\$ 1,379	2.83%	\$ 1,281	2.63%	\$ (98)	-0.20%
MUSIC TCHR-VOCAL	8.3	\$ 49,866	\$ 51,135	\$ 51,177	\$ 1,270	2.55%	\$ 1,311	2.63%	\$ 42	0.08%
PHYSICAL ED TCHR	30.0	\$ 62,128	\$ 63,789	\$ 63,762	\$ 1,661	2.67%	\$ 1,634	2.63%	\$ (27)	-0.04%
SCHOOL NURSE	6.0	\$ 69,524	\$ 71,474	\$ 71,352	\$ 1,950	2.80%	\$ 1,828	2.63%	\$ (121)	-0.17%
SCIENCE TCHR	17.0	\$ 60,782	\$ 62,646	\$ 62,380	\$ 1,864	3.07%	\$ 1,599	2.63%	\$ (265)	-0.44%
SOCIAL STUDIES TCHR	10.0	\$ 61,031	\$ 62,939	\$ 62,636	\$ 1,909	3.13%	\$ 1,605	2.63%	\$ (304)	-0.50%
SPED TCHR	27.0	\$ 59,004	\$ 61,076	\$ 60,555	\$ 2,072	3.51%	\$ 1,552	2.63%	\$ (521)	-0.88%
SPED TCHR AUT	3.0	\$ 64,766	\$ 66,774	\$ 66,469	\$ 2,008	3.10%	\$ 1,703	2.63%	\$ (305)	-0.47%
SPED TCHR ID	4.0	\$ 56,657	\$ 58,489	\$ 58,147	\$ 1,833	3.23%	\$ 1,490	2.63%	\$ (343)	-0.60%
TAG TCHR	4.0	\$ 63,958	\$ 65,211	\$ 65,640	\$ 1,253	1.96%	\$ 1,682	2.63%	\$ 429	0.67%
TECHNOLOGY TCHR	6.0	\$ 66,350	\$ 68,090	\$ 68,095	\$ 1,741	2.62%	\$ 1,745	2.63%	\$ 4	0.01%
TRADES&INDSTRY TCHR	3.0	\$ 76,298	\$ 77,938	\$ 78,304	\$ 1,641	2.15%	\$ 2,007	2.63%	\$ 366	0.48%
WORLD LANG TCHR-FREN	3.0	\$ 53,341	\$ 54,983	\$ 54,744	\$ 1,642	3.08%	\$ 1,403	2.63%	\$ (240)	-0.45%
WORLD LANG TCHR-SPAN	8.0	\$ 63,131	\$ 64,582	\$ 64,791	\$ 1,451	2.30%	\$ 1,660	2.63%	\$ 209	0.33%
All Other Positions in this Pay Scale	34.5	\$ 66,163	\$ 67,797	\$ 67,903	\$ 1,634	2.47%	\$ 1,740	2.63%	\$ 106	0.16%
<b>Teacher: Master's Scale</b>	<b>907.9</b>	<b>\$ 76,318</b>	<b>\$ 78,497</b>	<b>\$ 78,325</b>	<b>\$ 2,179</b>	<b>2.86%</b>	<b>\$ 2,007</b>	<b>2.63%</b>	<b>\$ (172)</b>	<b>-0.23%</b>
1ST GRADE DL TCHR	6.0	\$ 80,074	\$ 82,244	\$ 82,179	\$ 2,170	2.71%	\$ 2,106	2.63%	\$ (64)	-0.08%
1ST GRADE TCHR	35.0	\$ 72,056	\$ 74,164	\$ 73,951	\$ 2,108	2.93%	\$ 1,895	2.63%	\$ (213)	-0.30%
2ND GRADE DL TCHR	5.0	\$ 81,643	\$ 84,033	\$ 83,790	\$ 2,390	2.93%	\$ 2,147	2.63%	\$ (243)	-0.30%
2ND GRADE TCHR	28.0	\$ 73,006	\$ 75,108	\$ 74,926	\$ 2,103	2.88%	\$ 1,920	2.63%	\$ (183)	-0.25%
3RD GRADE DL TCHR	3.0	\$ 80,632	\$ 82,368	\$ 82,753	\$ 1,735	2.15%	\$ 2,121	2.63%	\$ 385	0.48%

**Step Increase and Market Rate Adjustment  
Analysis by Pay Scale and Position Type  
All Staffed Positions as of September 8, 2017**

(Note: Any position with fewer than 3.0 FTE was categorized below as "All Other Positions in this Pay Scale.")		FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Pay Scale / Grade/ Position Type	FTE									
3RD GRADE TCHR	29.0	\$ 74,688	\$ 77,030	\$ 76,652	\$ 2,342	3.14%	\$ 1,964	2.63%	\$ (378)	-0.51%
4TH GRADE DL TCHR	5.0	\$ 79,999	\$ 82,479	\$ 82,103	\$ 2,480	3.10%	\$ 2,104	2.63%	\$ (376)	-0.47%
4TH GRADE TCHR	34.0	\$ 76,017	\$ 78,386	\$ 78,016	\$ 2,369	3.12%	\$ 1,999	2.63%	\$ (370)	-0.49%
5TH GRADE DL TCHR	5.0	\$ 71,281	\$ 73,764	\$ 73,156	\$ 2,483	3.48%	\$ 1,875	2.63%	\$ (608)	-0.85%
5TH GRADE TCHR	32.0	\$ 75,830	\$ 78,063	\$ 77,824	\$ 2,233	2.95%	\$ 1,994	2.63%	\$ (239)	-0.32%
ART TCHR	11.2	\$ 75,287	\$ 77,200	\$ 77,267	\$ 1,913	2.54%	\$ 1,980	2.63%	\$ 67	0.09%
AVID TCHR	5.5	\$ 72,548	\$ 74,863	\$ 74,456	\$ 2,315	3.19%	\$ 1,908	2.63%	\$ (407)	-0.56%
BRD CERT BEHAVIORSPC	3.0	\$ 77,225	\$ 80,000	\$ 79,256	\$ 2,775	3.59%	\$ 2,031	2.63%	\$ (744)	-0.96%
BUSINESS TCHR	7.0	\$ 86,853	\$ 89,106	\$ 89,138	\$ 2,253	2.59%	\$ 2,284	2.63%	\$ 31	0.04%
EL CORE CONTENT	15.0	\$ 67,429	\$ 69,872	\$ 69,202	\$ 2,443	3.62%	\$ 1,773	2.63%	\$ (669)	-0.99%
EL SCHOOL COUNSELOR	4.0	\$ 60,951	\$ 62,939	\$ 62,554	\$ 1,988	3.26%	\$ 1,603	2.63%	\$ (385)	-0.63%
EL TCHR	97.0	\$ 70,762	\$ 72,954	\$ 72,623	\$ 2,193	3.10%	\$ 1,861	2.63%	\$ (332)	-0.47%
ENGLISH TCHR	35.0	\$ 75,612	\$ 78,019	\$ 77,600	\$ 2,408	3.18%	\$ 1,989	2.63%	\$ (419)	-0.55%
FAM&CONSMR TCHR	3.0	\$ 85,072	\$ 86,814	\$ 87,310	\$ 1,741	2.05%	\$ 2,237	2.63%	\$ 496	0.58%
INSTRCOACH-MATH	5.0	\$ 82,674	\$ 85,195	\$ 84,848	\$ 2,521	3.05%	\$ 2,174	2.63%	\$ (347)	-0.42%
INTERVENTIONIST	3.0	\$ 72,941	\$ 75,367	\$ 74,859	\$ 2,426	3.33%	\$ 1,918	2.63%	\$ (507)	-0.70%
INTERVENTIONIST-DATA	3.0	\$ 86,134	\$ 88,616	\$ 88,399	\$ 2,483	2.88%	\$ 2,265	2.63%	\$ (217)	-0.25%
KINDER DL TCHR	5.0	\$ 64,779	\$ 67,195	\$ 66,483	\$ 2,416	3.73%	\$ 1,704	2.63%	\$ (712)	-1.10%
KINDERGARTEN TCHR	37.0	\$ 81,300	\$ 83,141	\$ 83,438	\$ 1,841	2.26%	\$ 2,138	2.63%	\$ 297	0.37%
LIBRARY MEDIA SPEC	13.0	\$ 83,131	\$ 84,794	\$ 85,317	\$ 1,663	2.00%	\$ 2,186	2.63%	\$ 524	0.63%
MARKETING ED TCHR	3.0	\$ 86,687	\$ 89,128	\$ 88,967	\$ 2,442	2.82%	\$ 2,280	2.63%	\$ (162)	-0.19%
MATHEMATICS TCHR	41.0	\$ 77,029	\$ 79,413	\$ 79,055	\$ 2,383	3.09%	\$ 2,026	2.63%	\$ (357)	-0.46%
MUSIC TCHR-INSTR	9.0	\$ 68,256	\$ 69,444	\$ 70,051	\$ 1,188	1.74%	\$ 1,795	2.63%	\$ 607	0.89%
MUSIC TCHR-VOCAL	10.5	\$ 72,950	\$ 74,435	\$ 74,868	\$ 1,485	2.04%	\$ 1,919	2.63%	\$ 433	0.59%
PHYSICAL ED TCHR	32.6	\$ 77,303	\$ 79,624	\$ 79,336	\$ 2,321	3.00%	\$ 2,033	2.63%	\$ (288)	-0.37%
PRE-SCHOOL TCHR	10.0	\$ 76,382	\$ 78,566	\$ 78,391	\$ 2,183	2.86%	\$ 2,009	2.63%	\$ (175)	-0.23%
PSYCHOLOGIST	4.0	\$ 63,749	\$ 66,014	\$ 65,426	\$ 2,264	3.55%	\$ 1,677	2.63%	\$ (588)	-0.92%
READING SPEC-MS	3.0	\$ 94,082	\$ 96,410	\$ 96,556	\$ 2,328	2.47%	\$ 2,474	2.63%	\$ 146	0.16%
READING TCHR	14.5	\$ 84,035	\$ 85,779	\$ 86,245	\$ 1,744	2.08%	\$ 2,210	2.63%	\$ 466	0.55%
SCHOOL COUNSELOR	37.4	\$ 75,104	\$ 76,939	\$ 77,079	\$ 1,835	2.44%	\$ 1,975	2.63%	\$ 140	0.19%
SCHOOL NURSE	11.0	\$ 94,530	\$ 95,926	\$ 97,017	\$ 1,395	1.48%	\$ 2,486	2.63%	\$ 1,091	1.15%
SCIENCE TCHR	34.0	\$ 75,360	\$ 77,436	\$ 77,342	\$ 2,076	2.75%	\$ 1,982	2.63%	\$ (94)	-0.12%
SOCIAL STUDIES TCHR	43.0	\$ 73,479	\$ 75,731	\$ 75,412	\$ 2,252	3.06%	\$ 1,933	2.63%	\$ (319)	-0.43%
SOCIAL WORKER	14.5	\$ 78,728	\$ 81,142	\$ 80,799	\$ 2,414	3.07%	\$ 2,071	2.63%	\$ (343)	-0.44%
SPED TCHR	58.0	\$ 78,412	\$ 80,675	\$ 80,474	\$ 2,263	2.89%	\$ 2,062	2.63%	\$ (201)	-0.26%
SPED TCHR AUT	6.0	\$ 64,143	\$ 66,350	\$ 65,830	\$ 2,207	3.44%	\$ 1,687	2.63%	\$ (520)	-0.81%

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Pay Scale / Grade/ Position Type	FTE									
SPED TCHR ECSE	12.6	\$ 68,843	\$ 70,850	\$ 70,654	\$ 2,007	2.91%	\$ 1,811	2.63%	\$ (196)	-0.28%
SPED TCHR ED	5.0	\$ 74,031	\$ 76,521	\$ 75,978	\$ 2,490	3.36%	\$ 1,947	2.63%	\$ (543)	-0.73%
SPED TCHR ID	3.0	\$ 70,173	\$ 72,645	\$ 72,019	\$ 2,472	3.52%	\$ 1,846	2.63%	\$ (627)	-0.89%
SPEECH LANGUAGE PATH	21.0	\$ 75,902	\$ 77,922	\$ 77,898	\$ 2,020	2.66%	\$ 1,996	2.63%	\$ (23)	-0.03%
TAG TCHR	12.6	\$ 78,063	\$ 80,512	\$ 80,117	\$ 2,449	3.14%	\$ 2,053	2.63%	\$ (396)	-0.51%
TECH INTEG SPECIALST	12.0	\$ 83,971	\$ 86,571	\$ 86,180	\$ 2,599	3.10%	\$ 2,208	2.63%	\$ (391)	-0.47%
TRADES&INDSTRY TCHR	4.0	\$ 85,931	\$ 87,837	\$ 88,191	\$ 1,906	2.22%	\$ 2,260	2.63%	\$ 354	0.41%
WORLD LANG TCHR-CHIN	3.0	\$ 67,016	\$ 69,602	\$ 68,778	\$ 2,586	3.86%	\$ 1,763	2.63%	\$ (823)	-1.23%
WORLD LANG TCHR-SPAN	9.0	\$ 77,842	\$ 80,287	\$ 79,889	\$ 2,445	3.14%	\$ 2,047	2.63%	\$ (398)	-0.51%
All Other Positions in this Pay Scale	65.5	\$ 84,136	\$ 86,452	\$ 86,348	\$ 2,317	2.75%	\$ 2,213	2.63%	\$ (104)	-0.12%
<b>Teacher: Master's + 30 Scale</b>	<b>288.9</b>	<b>\$ 86,603</b>	<b>\$ 88,662</b>	<b>\$ 88,881</b>	<b>\$ 2,059</b>	<b>2.38%</b>	<b>\$ 2,278</b>	<b>2.63%</b>	<b>\$ 219</b>	<b>0.25%</b>
1ST GRADE TCHR	6.0	\$ 95,237	\$ 96,406	\$ 97,742	\$ 1,168	1.23%	\$ 2,505	2.63%	\$ 1,336	1.40%
2ND GRADE TCHR	5.0	\$ 78,869	\$ 81,186	\$ 80,943	\$ 2,317	2.94%	\$ 2,074	2.63%	\$ (243)	-0.31%
3RD GRADE TCHR	6.0	\$ 78,252	\$ 80,184	\$ 80,310	\$ 1,932	2.47%	\$ 2,058	2.63%	\$ 126	0.16%
4TH GRADE TCHR	6.0	\$ 94,796	\$ 96,165	\$ 97,289	\$ 1,369	1.44%	\$ 2,493	2.63%	\$ 1,124	1.19%
5TH GRADE TCHR	4.0	\$ 80,743	\$ 83,463	\$ 82,867	\$ 2,720	3.37%	\$ 2,124	2.63%	\$ (596)	-0.74%
BUSINESS TCHR	4.0	\$ 83,350	\$ 85,998	\$ 85,542	\$ 2,649	3.18%	\$ 2,192	2.63%	\$ (456)	-0.55%
EL CORE CONTENT	4.0	\$ 72,238	\$ 74,910	\$ 74,138	\$ 2,671	3.70%	\$ 1,900	2.63%	\$ (772)	-1.07%
EL TCHR	24.0	\$ 84,691	\$ 87,013	\$ 86,918	\$ 2,322	2.74%	\$ 2,227	2.63%	\$ (95)	-0.11%
ENGLISH TCHR	13.0	\$ 86,648	\$ 88,822	\$ 88,927	\$ 2,174	2.51%	\$ 2,279	2.63%	\$ 105	0.12%
INSTRCOACH-LITERACY	5.0	\$ 89,759	\$ 91,913	\$ 92,120	\$ 2,154	2.40%	\$ 2,361	2.63%	\$ 207	0.23%
KINDERGARTEN TCHR	6.0	\$ 81,553	\$ 84,015	\$ 83,698	\$ 2,462	3.02%	\$ 2,145	2.63%	\$ (317)	-0.39%
LIBRARY MEDIA SPEC	5.0	\$ 82,706	\$ 85,159	\$ 84,881	\$ 2,453	2.97%	\$ 2,175	2.63%	\$ (278)	-0.34%
MATHEMATICS TCHR	15.0	\$ 85,675	\$ 87,674	\$ 87,928	\$ 1,999	2.33%	\$ 2,253	2.63%	\$ 255	0.30%
MUSIC TCHR-INSTR	4.5	\$ 82,222	\$ 83,763	\$ 84,384	\$ 1,541	1.87%	\$ 2,162	2.63%	\$ 622	0.76%
PHYSICAL ED TCHR	5.4	\$ 71,149	\$ 73,356	\$ 73,020	\$ 2,207	3.10%	\$ 1,871	2.63%	\$ (336)	-0.47%
PSYCHOLOGIST	14.2	\$ 73,233	\$ 75,045	\$ 75,159	\$ 1,812	2.47%	\$ 1,926	2.63%	\$ 114	0.16%
READING TCHR	7.0	\$ 87,456	\$ 88,731	\$ 89,756	\$ 1,275	1.46%	\$ 2,300	2.63%	\$ 1,025	1.17%
SCHOOL COUNSELOR	13.0	\$ 84,306	\$ 86,281	\$ 86,523	\$ 1,975	2.34%	\$ 2,217	2.63%	\$ 242	0.29%
SCIENCE TCHR	10.6	\$ 85,921	\$ 87,850	\$ 88,181	\$ 1,929	2.24%	\$ 2,260	2.63%	\$ 331	0.39%
SOCIAL STUDIES TCHR	8.0	\$ 88,021	\$ 90,322	\$ 90,336	\$ 2,301	2.61%	\$ 2,315	2.63%	\$ 14	0.02%
SOCIAL WORKER	7.0	\$ 106,658	\$ 106,658	\$ 109,463	\$ -	0.00%	\$ 2,805	2.63%	\$ 2,805	2.63%
SPED TCHR	18.0	\$ 84,701	\$ 86,945	\$ 86,929	\$ 2,244	2.65%	\$ 2,228	2.63%	\$ (17)	-0.02%
SPED TCHR AUT	4.0	\$ 68,156	\$ 70,581	\$ 69,948	\$ 2,426	3.56%	\$ 1,792	2.63%	\$ (633)	-0.93%
SPED TCHR ECSE	3.0	\$ 77,309	\$ 80,102	\$ 79,342	\$ 2,793	3.61%	\$ 2,033	2.63%	\$ (760)	-0.98%
SPED TCHR ID	3.0	\$ 79,530	\$ 82,144	\$ 81,622	\$ 2,614	3.29%	\$ 2,092	2.63%	\$ (522)	-0.66%

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Pay Scale / Grade/ Position Type	FTE									
SPEECH LANGUAGE PATH	5.0	\$ 82,843	\$ 84,909	\$ 85,022	\$ 2,065	2.49%	\$ 2,179	2.63%	\$ 113	0.14%
TAG TCHR	4.0	\$ 81,174	\$ 83,592	\$ 83,309	\$ 2,418	2.98%	\$ 2,135	2.63%	\$ (283)	-0.35%
TECH INTEG SPECIALST	3.0	\$ 104,814	\$ 105,738	\$ 107,571	\$ 924	0.88%	\$ 2,757	2.63%	\$ 1,833	1.75%
TECHNOLOGY TCHR	3.0	\$ 90,853	\$ 93,414	\$ 93,242	\$ 2,561	2.82%	\$ 2,389	2.63%	\$ (172)	-0.19%
WORLD LANG TCHR-SPAN	6.0	\$ 81,571	\$ 83,837	\$ 83,716	\$ 2,266	2.78%	\$ 2,145	2.63%	\$ (120)	-0.15%
All Other Positions in this Pay Scale	67.2	\$ 94,276	\$ 96,434	\$ 96,755	\$ 2,158	2.29%	\$ 2,479	2.63%	\$ 321	0.34%
<b>Support</b>	<b>734.1</b>	<b>\$ 35,716</b>	<b>\$ 36,548</b>	<b>\$ 36,655</b>	<b>\$ 833</b>	<b>2.33%</b>	<b>\$ 939</b>	<b>2.63%</b>	<b>\$ 107</b>	<b>0.30%</b>
ADMIN ASSISTANT I	34.0	\$ 49,908	\$ 51,044	\$ 51,221	\$ 1,135	2.27%	\$ 1,313	2.63%	\$ 177	0.36%
ADMIN ASSISTANT II	7.0	\$ 60,745	\$ 61,925	\$ 62,342	\$ 1,180	1.94%	\$ 1,598	2.63%	\$ 417	0.69%
ADMIN SPECIALIST	3.0	\$ 52,698	\$ 54,278	\$ 54,084	\$ 1,581	3.00%	\$ 1,386	2.63%	\$ (195)	-0.37%
APP SUPP SPECIALIST	4.0	\$ 88,013	\$ 89,712	\$ 90,328	\$ 1,699	1.93%	\$ 2,315	2.63%	\$ 616	0.70%
AUTO/EQUIP MECH II	5.0	\$ 65,171	\$ 66,290	\$ 66,885	\$ 1,119	1.72%	\$ 1,714	2.63%	\$ 595	0.91%
BUILDING ENGINEER I	6.0	\$ 50,683	\$ 51,626	\$ 52,016	\$ 943	1.86%	\$ 1,333	2.63%	\$ 390	0.77%
BUILDING ENGINEER II	5.0	\$ 54,130	\$ 55,748	\$ 55,554	\$ 1,618	2.99%	\$ 1,424	2.63%	\$ (195)	-0.36%
BUS DRIVER	103.0	\$ 29,709	\$ 30,447	\$ 30,490	\$ 738	2.48%	\$ 781	2.63%	\$ 43	0.15%
BUS MONITOR	28.0	\$ 22,402	\$ 22,976	\$ 22,992	\$ 574	2.56%	\$ 589	2.63%	\$ 15	0.07%
CAFETERIA AIDE	13.1	\$ 14,666	\$ 15,036	\$ 15,051	\$ 370	2.52%	\$ 386	2.63%	\$ 16	0.11%
CLINIC ASSISTANT	3.0	\$ 28,018	\$ 28,862	\$ 28,755	\$ 844	3.01%	\$ 737	2.63%	\$ (107)	-0.38%
CUSTODIAN	35.0	\$ 37,066	\$ 37,948	\$ 38,041	\$ 882	2.38%	\$ 975	2.63%	\$ 93	0.25%
FINANCE TECHNICIAN	3.0	\$ 50,566	\$ 51,526	\$ 51,896	\$ 960	1.90%	\$ 1,330	2.63%	\$ 370	0.73%
GENERAL MAINT WRKR	3.0	\$ 38,390	\$ 39,541	\$ 39,400	\$ 1,151	3.00%	\$ 1,010	2.63%	\$ (141)	-0.37%
HEAD CUST I	6.0	\$ 46,249	\$ 47,057	\$ 47,465	\$ 808	1.75%	\$ 1,216	2.63%	\$ 409	0.88%
HEAD CUST II	3.0	\$ 46,266	\$ 47,112	\$ 47,483	\$ 846	1.83%	\$ 1,217	2.63%	\$ 371	0.80%
JOB COACH	3.0	\$ 34,424	\$ 34,729	\$ 35,330	\$ 305	0.88%	\$ 905	2.63%	\$ 601	1.75%
LIBRARY MEDIA ASSIST	11.8	\$ 26,416	\$ 27,091	\$ 27,111	\$ 675	2.55%	\$ 695	2.63%	\$ 20	0.08%
PARA II	38.0	\$ 30,915	\$ 31,412	\$ 31,728	\$ 497	1.61%	\$ 813	2.63%	\$ 316	1.02%
PARA II AUT	27.0	\$ 28,595	\$ 29,252	\$ 29,347	\$ 656	2.30%	\$ 752	2.63%	\$ 96	0.33%
PARA II ECSE	8.0	\$ 32,529	\$ 32,960	\$ 33,385	\$ 431	1.32%	\$ 856	2.63%	\$ 425	1.31%
PARA II ED	10.0	\$ 28,851	\$ 29,388	\$ 29,610	\$ 537	1.86%	\$ 759	2.63%	\$ 222	0.77%
PARA II ID	13.0	\$ 31,192	\$ 31,796	\$ 32,012	\$ 605	1.94%	\$ 820	2.63%	\$ 216	0.69%
PARA II MD	5.0	\$ 34,604	\$ 34,771	\$ 35,514	\$ 167	0.48%	\$ 910	2.63%	\$ 743	2.15%
PARAPROFESSIONAL I	111.0	\$ 29,083	\$ 29,686	\$ 29,848	\$ 603	2.07%	\$ 765	2.63%	\$ 162	0.56%
PARAPROFESSIONAL II	3.0	\$ 32,488	\$ 33,101	\$ 33,342	\$ 614	1.89%	\$ 854	2.63%	\$ 241	0.74%
PARAPROFESSIONAL III	5.0	\$ 29,031	\$ 29,898	\$ 29,795	\$ 867	2.99%	\$ 764	2.63%	\$ (103)	-0.36%
PARENT LIAISON-BILIN	8.0	\$ 33,565	\$ 34,231	\$ 34,448	\$ 666	1.98%	\$ 883	2.63%	\$ 217	0.65%
REGISTRAR I	17.0	\$ 46,383	\$ 47,632	\$ 47,603	\$ 1,249	2.69%	\$ 1,220	2.63%	\$ (29)	-0.06%

**Step Increase and Market Rate Adjustment  
Analysis by Pay Scale and Position Type  
All Staffed Positions as of September 8, 2017**

(Note: Any position with fewer than 3.0 FTE was categorized below as "All Other Positions in this Pay Scale.")		FY 2018 (Current) Average Annual Salary	FY 2019 Average Annual Salary w/Step	FY 2019 Average Annual Salary w/ 2.63% MRA	Average Step Increase (\$)	Average Step Increase (%)	Average 2.63% MRA Increase (\$)	Average 2.63% MRA Increase (%)	\$ Difference: Step vs. MRA (Positive Means MRA is Higher)	% Difference: Step vs. MRA (Positive Means MRA is Higher)
Pay Scale / Grade/ Position Type	FTE									
SCH SECURITY OFFICER	3.0	\$ 31,022	\$ 31,531	\$ 31,838	\$ 509	1.64%	\$ 816	2.63%	\$ 307	0.99%
SCHL NTRTN ASST I	39.8	\$ 16,570	\$ 17,070	\$ 17,006	\$ 500	3.02%	\$ 436	2.63%	\$ (64)	-0.39%
SCHL NTRTN ASST II	8.9	\$ 20,780	\$ 21,403	\$ 21,327	\$ 623	3.00%	\$ 547	2.63%	\$ (76)	-0.37%
SCHL NTRTN ASST MGR	3.7	\$ 22,903	\$ 23,591	\$ 23,505	\$ 689	3.01%	\$ 602	2.63%	\$ (86)	-0.38%
SCHL NTRTN MGR I	10.8	\$ 28,102	\$ 28,941	\$ 28,841	\$ 840	2.99%	\$ 739	2.63%	\$ (101)	-0.36%
SECURITY MONITOR	16.0	\$ 29,622	\$ 29,999	\$ 30,401	\$ 377	1.27%	\$ 779	2.63%	\$ 402	1.36%
SKILLED MAINT WRKR	8.0	\$ 56,074	\$ 57,595	\$ 57,549	\$ 1,521	2.71%	\$ 1,475	2.63%	\$ (46)	-0.08%
SUPPORT SPECIALIST I	11.0	\$ 38,548	\$ 39,438	\$ 39,562	\$ 890	2.31%	\$ 1,014	2.63%	\$ 124	0.32%
SUPPORT SPECIALISTII	14.0	\$ 44,728	\$ 45,841	\$ 45,905	\$ 1,113	2.49%	\$ 1,176	2.63%	\$ 63	0.14%
TECHNICIAN I	9.0	\$ 47,678	\$ 48,905	\$ 48,932	\$ 1,227	2.57%	\$ 1,254	2.63%	\$ 27	0.06%
TECHNICIAN IV	4.0	\$ 81,158	\$ 83,592	\$ 83,293	\$ 2,434	3.00%	\$ 2,134	2.63%	\$ (299)	-0.37%
All Other Positions in this Pay Scale	84.9	\$ 60,906	\$ 62,469	\$ 62,508	\$ 1,563	2.57%	\$ 1,602	2.63%	\$ 39	0.06%
<b>Licensed Administrative</b>	<b>86.0</b>	<b>\$ 118,034</b>	<b>\$ 120,642</b>	<b>\$ 121,138</b>	<b>\$ 2,608</b>	<b>2.21%</b>	<b>\$ 3,104</b>	<b>2.63%</b>	<b>\$ 496</b>	<b>0.42%</b>
ACADEMIC PRINCIPAL	6.0	\$ 104,688	\$ 107,742	\$ 107,441	\$ 3,054	2.92%	\$ 2,753	2.63%	\$ (301)	-0.29%
ADMIN INSTR&STDT SUP	10.0	\$ 112,683	\$ 115,867	\$ 115,647	\$ 3,184	2.83%	\$ 2,964	2.63%	\$ (220)	-0.20%
ASST PRINCIPAL	21.0	\$ 99,192	\$ 101,448	\$ 101,801	\$ 2,257	2.27%	\$ 2,609	2.63%	\$ 352	0.36%
DEAN OF STUDENTS	4.0	\$ 99,337	\$ 101,293	\$ 101,950	\$ 1,957	1.97%	\$ 2,613	2.63%	\$ 656	0.66%
LEAD ADMN FOR OPERTN	3.0	\$ 132,048	\$ 135,446	\$ 135,521	\$ 3,398	2.57%	\$ 3,473	2.63%	\$ 74	0.06%
PRINCIPAL-ELEMENTARY	13.0	\$ 132,603	\$ 134,664	\$ 136,091	\$ 2,061	1.55%	\$ 3,487	2.63%	\$ 1,426	1.08%
All Other Positions in this Pay Scale	29.0	\$ 130,883	\$ 133,708	\$ 134,326	\$ 2,825	2.16%	\$ 3,442	2.63%	\$ 617	0.47%
<b>Support Administrative</b>	<b>51.0</b>	<b>\$ 113,615</b>	<b>\$ 116,300</b>	<b>\$ 116,604</b>	<b>\$ 2,684</b>	<b>2.36%</b>	<b>\$ 2,988</b>	<b>2.63%</b>	<b>\$ 304</b>	<b>0.27%</b>
EVAL ASSESS ANLYST	3.0	\$ 95,438	\$ 99,255	\$ 97,948	\$ 3,818	4.00%	\$ 2,510	2.63%	\$ (1,308)	-1.37%
PROG MGR	3.0	\$ 90,117	\$ 93,721	\$ 92,487	\$ 3,604	4.00%	\$ 2,370	2.63%	\$ (1,234)	-1.37%
All Other Positions in this Pay Scale	45.0	\$ 116,394	\$ 118,941	\$ 119,455	\$ 2,547	2.19%	\$ 3,061	2.63%	\$ 514	0.44%
<b>Grand Total</b>	<b>2,388.5</b>	<b>\$ 65,032</b>	<b>\$ 66,742</b>	<b>\$ 66,743</b>	<b>\$ 1,710</b>	<b>2.63%</b>	<b>\$ 1,710</b>	<b>2.63%</b>	<b>\$ 0</b>	<b>0.00%</b>