

## How School Districts Plan to Use Prop 123 Funds for Staff Raises

<b>DISTRICTS</b>	<b>EMPLOYEE RAISES WITH 123</b>
<b>Alhambra</b>	2% Base
<b>Amphi</b>	<p>FY 16--Employees receive one-time 3% calculated on current base pay;</p> <p>Contingency language includes the possible distribution of additional unrestricted monies.</p> <p>FY17-(assumes CYF is postponed and no deseg loss):</p> <ul style="list-style-type: none"> <li>• Increase steps on all schedules by 1.6%</li> <li>• Move all eligible staff up one step</li> <li>• increase District share of medical coverage by \$396.60</li> </ul> <p><i>(Additional scenarios include settlements changed by the implementation of CYF and/or loss of deseg dollars)</i></p>
<b>Apache Junction</b>	2% on the base (no negotiations)
<b>Balsz</b>	\$829 on base for FY17 2% increase for all teachers hired prior to 2009-10 school year
<b>Buckeye Elementary</b>	All staff one-time 4.9% stipend for current year 3% permanent to base
<b>Cartwright</b>	6% COLA/paid Nov 2016 4% of the 6% will go to base for 2017-2018
<b>Casa Grande Elementary</b>	4.5%+ Base
<b>Chandler</b>	<p>5% Stipend FY16; 2% and \$1500 Base FY17 (3.94% to 6% increase)</p> <p><b>\$500 bonus</b> from Governing Board for achieving strategic plan goals</p> <p><b>\$500 annual stipend</b> to elementary</p>

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	<p>teachers for limited prep time.</p> <p><b>Admin: 4.5%</b> through the schedule— top frozen/balance as a stipend, off the schedule</p>
<b>Chandler ESP</b>	<p><b>5% Stipend</b> FY16: <b>5% Base</b> (no freezing at top) <b>\$500 bonus</b> from Governing Board for achieving strategic plan goals</p>
<b>Clarkdale-Jerome</b>	<p>8% Base for all employees Contingency language included</p>
<b>Crane</b>	<p><b>Certs:</b> 4.5% up to 12.5% COLA (Steps move from \$300 to \$500 dependent on education /years of service <b>Classified:</b> 2.25% up to 17.5% COLA District will cover increased health care costs (17%)</p>
<b>Flagstaff</b>	<p><b>Total 3.7%</b> raise Tentative: 2.5% FY16 + \$100/year for freeze years (\$400 max) 1.5% for FY17</p>
<b>Glendale Elementary</b>	<p><b>FY16:</b> 2-5% Base /Years of Service Increase <b>FY17</b>—still negotiating Used contingency language to get FY16 payment.</p>
<b>Littleton</b>	<p>1% all employees, plus: 0-1 yr: 2.35% 2-3 yr: 2.85% 4-6 yr: 3.35% 7-9 yr: 3.85% 9 yr +: 4.35%</p> <p>Also: one-time check equal to the longevity band listed above</p>
<b>Madison</b>	<p>1% raise to all employees</p>

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<b>Marana</b>	<p style="text-align: center;">4% Base <b>FY16</b>; 3.5% Base <b>FY17</b> Contingency Language included</p>
<b>Maricopa</b>	<p style="text-align: center;">4% Base; New Hiring</p>
<b>Mesa Unified School Dist.</b>	<ul style="list-style-type: none"> <li>· 3.5% onetime stipend to ALL MPS employees 15-16             <ul style="list-style-type: none"> <li>o If worked during the 2015/2016 school year paid on 7/7.</li> </ul> </li> <li>· \$2,500 increase to the base salary of every certified teacher for 16/17.             <ul style="list-style-type: none"> <li>· \$2,000 increase in the new teacher starting salary from \$36,500 to \$38,500.</li> </ul> </li> <li>· 5% increase to the base for all classified employees</li> <li>· Extra factor pay schedule changed to a flat rate regardless of years of experience.</li> <li>· Instructional Assistant position hours increased from 29-35 hours in some areas.</li> </ul>
<b>Mingus</b>	<p style="text-align: center;">3% <b>FY16</b> (one-time) 4% <b>FY17</b> Base Issue new contracts if Prop 123 passes</p>
<b>Paradise Valley</b>	<p style="text-align: center;">Flat \$788 to Base Increased Priority Service Credit: from \$292 to \$1012 (Compensation package increases equal 3.6%) <i>Addenda of 5% or more on the base paid in October 2016</i> Contingency Language included</p>
<b>Phoenix Union Teachers</b>	<p style="text-align: center;">1.5% Base/non-admin certs 1 loyalty step/ non-admin certs Prof Growth/Longevity One-time payment 3% of 15-16 salary (all returning employees) Contingency Language included</p>
<b>Phoenix Union Classified</b>	<p style="text-align: center;">3% Stipend FY16; 2.5% Base FY17 Contingency Language included</p>

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<b>Sahuarita</b>	5% Base
<b>Sunnyside</b>	<p style="text-align: center;">New Salary Schedule (\$2K-\$5K) Equalization—placed in proper boxes based on years of experience &amp; education) Contingency Language in Contracts</p>
<b>Tempe EI</b>	<p><b>Teachers:</b> Base increase \$3257, plus 1%</p> <p><b>Social Services:</b> Base increase \$3036 Plus 1%</p> <p><b>Health Services:</b> Base increase \$4422.50, plus 1%</p> <p><b>Admin, specialists &amp; classified:</b> 2%</p> <p><b>Counselors:</b> Base increase \$650, plus 1%</p> <p><b>Psychs:</b> Base increase \$914, plus 1%</p> <p>Returning employees 2% stipend in August/September 2016 District will pay health insurance increase of 4.6%</p> <p>Miscellaneous rate increases from \$0.50 to \$2.60/hour</p>
<b>Tolleson</b>	5.9%+ Base Pay
<b>Tucson Unified</b>	<ul style="list-style-type: none"> <li>• \$2,000 teacher salary increase</li> <li>• 2% increase for ESP</li> </ul>