

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

Pay Scale / Pay Grade/ Step	FTE	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)
Teachers	1,517.4	\$ 75,052	\$ 77,116	\$ 77,026	\$ 2,064	2.75%	\$ 1,974	2.63%	\$ (90)	-0.12%
Teacher: Bachelor's Scale	320.6	\$ 61,054	\$ 62,798	\$ 62,659	\$ 1,744	2.86%	\$ 1,606	2.63%	\$ (138)	-0.23%
Teacher: Master's Scale	907.9	\$ 76,318	\$ 78,497	\$ 78,325	\$ 2,179	2.86%	\$ 2,007	2.63%	\$ (172)	-0.23%
Teacher: Master's + 30 Scale	288.9	\$ 86,603	\$ 88,662	\$ 88,881	\$ 2,059	2.38%	\$ 2,278	2.63%	\$ 219	0.25%
All Other Employees	871.1	\$ 47,942	\$ 49,048	\$ 49,203	\$ 1,106	2.31%	\$ 1,261	2.63%	\$ 155	0.32%
Support	734.1	\$ 35,716	\$ 36,548	\$ 36,655	\$ 833	2.33%	\$ 939	2.63%	\$ 107	0.30%
Licensed Administrative	86.0	\$ 118,034	\$ 120,642	\$ 121,138	\$ 2,608	2.21%	\$ 3,104	2.63%	\$ 496	0.42%
Support Administrative	51.0	\$ 113,615	\$ 116,300	\$ 116,604	\$ 2,684	2.36%	\$ 2,988	2.63%	\$ 304	0.27%
Grand Total	2,388.5	\$ 65,032	\$ 66,742	\$ 66,743	\$ 1,710	2.63%	\$ 1,710	2.63%	\$ 0	0.00%