



Summary of Compensation Adjustments 2014 -15 to 2018-19

School Year	Salary Schedule	One-Time	Retirement Contribution	Other
2014-2015	4 ½ percent		STRS District Increase	Increased Stipend Schedule
2015-2016	2 percent	\$550 one-time (per full-time employee)	STRS Employee Increase STRS/PERS District Increase	Increased Stipend Schedule Classified Longevity Increase
2016-2017	3 percent		STRS/PERS District Increase	
2017-2018	1 ½ percent	2 Month Premium Holiday	STRS/PERS District Increase	Stipends for Special Education Teachers
2018-2019	3 percent		STRS/PERS District Increase	Increased Daily Rate for Substitute Pay



Summary of Health Benefit Changes 2014-15 to 2018-19

School Year	Premiums	Deductibles	Co-Pay	Other
2014-2015	No Change	No Change	No Change	<ul style="list-style-type: none"> Eliminated pre-existing condition clause Eliminated lifetime maximum coverage
2015-2016	Increase Monthly Premiums: EE - by \$44 EE+1 - by \$83 EE+2+ - by \$99-\$121	No Change	No Change	District Increased Contribution \$3.2 million
2016-2017	Increase Monthly Premiums: EE - by \$20 EE+1 - by \$35 EE+2+ - by \$50	Implement \$300 Individual Deductible & \$600 Family Deductible	<ul style="list-style-type: none"> Start Urgent Care Co-pay of \$35 Emergency Room Co-pay Raised to \$150 	No Change
2017-2018	No Change	No Change	No Change	MiCare Clinic Opened - no copay treatments
2018-2019	No Change	No Change	No Change	No Change