

DCSD 12 Block Compensation Increase Plan

	Highly Effective					Effective					Partially Effective					Ineffective				
Below Market	7.0%	1.0%	0.9%	0.3%	9.2%	3.0%	2.0%	0.9%	0.3%	6.2%	1.5%	1.0%	0.9%	0.3%	3.7%	0.0%	0.0%	0.9%	0.3%	1.2%
At Market	5.5%	1.0%	0.9%	0.3%	7.7%	2.0%	2.0%	0.9%	0.3%	5.2%	1.0%	0.5%	0.9%	0.3%	2.7%	0.0%	0.0%	0.9%	0.3%	1.2%
Above Market	4.5%	1.0%	0.9%	0.3%	6.7%	1.5%	2.0%	0.9%	0.3%	4.7%	0.0%	1.5%	0.9%	0.3%	2.7%	0.0%	0.0%	0.9%	0.3%	1.2%

On-going increase to base pay percent
 Lump Sum percent paid in September
 PERA increase amount covered by DCSD
 Employee only benefits increase covered
 Total