## Licensed Staff
### Estimated Pay Increase Information Based on Actual/Current Salaries

### CURRENT PAY

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>3%</th>
<th>2.5%</th>
<th>1.5%</th>
<th>1%</th>
</tr>
</thead>
<tbody>
<tr>
<td>$&lt;43,125</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$43,125 - $51,749</td>
<td>1.5%</td>
<td>4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$51,750 - $63,250</td>
<td>11.6%</td>
<td>7.8%</td>
<td>1.3%</td>
<td></td>
</tr>
<tr>
<td>$63,251 - $102,700</td>
<td>29.8%</td>
<td>1.5%</td>
<td>1%</td>
<td></td>
</tr>
</tbody>
</table>

### GENERAL

- **Hired on Salary Schedule**
  - 1.5% of employees in range

- **Hired 2012/13 - 2016/17**
  - 12.5% of employees in range

- **Estimated Pay Increase**
  - 6%
  - 5%
  - 3%

- **Total**
  - 19.3% of employees in range

### HARD TO HIRE

- **Hired on Salary Schedule**
  - 1.2% of employees in range

- **Hired 2012/13 - 2016/17**
  - 11.8% of employees in range

- **Estimated Pay Increase**
  - 6%
  - 5%
  - 3%

- **Total**
  - 19% of employees in range

### SPECIALIST

- **Hired on Salary Schedule**
  - 1.6% of employees in range

- **Hired 2012/13 - 2016/17**
  - 9.9% of employees in range

- **Estimated Pay Increase**
  - 6%
  - 5%
  - 3%

- **Total**
  - 18.1% of employees in range

- **Note:** 91.4% recently received 4.8% pay freeze increase in 2018-19

- **Note:** 98.6% recently received 4.8% pay freeze increase in 2018-19