

## Salary Equity Stipends

### Leadership Salary Equity Stipend

Employment Term	0-3 yrs	4-8 yrs	9-14 yrs	15+ yrs
Stipend as percentage of adjusted base	0.46	0.48	0.5	0.52

Positions included: Deputy Superintendent Operations, Deputy Superintendent Instruction, Chief Human Resources Officer, JC Board of Education General Counsel, Treasurer/Chief Finance Officer

### Tier I Salary Equity Stipend

Employment Term	0-3 yrs	4-8 yrs	9-14 yrs	15+ yrs
Stipend as percentage of adjusted base	0.20	0.22	0.24	0.25

Positions included: Directors

### Tier II Salary Equity Stipend

Employment Term	0-3 yrs	4-8 yrs	9-14 yrs	15+ yrs
Stipend as percentage of adjusted base	0.15	0.17	0.19	0.20

Positions included: Senior Accountants, Coordinators, Public Information Officer, Network Architect, Specialist, Supervisor (Maintenance, Transportation, Payroll)

### Tier III Salary Equity Stipend

Employment Term	0-3 yrs	4-8 yrs	9-14 yrs	15+ yrs
Stipend as percentage of adjusted base	0.10	0.12	0.14	0.16

Positions included: Facilitators, High School Athletic Directors, Accountant III

### Special Education - Medical/Mental Health Salary Equity Stipend

\$8,000 annual recruitment/retention
\$2,000 annual lead

Positions included: Occupational Therapist, Physical Therapist, Speech/Language Pathologist, Board Certified Behavioral Analyst, Psychologist, Lead Occupational Therapist, Lead Speech Pathologist