

## Significant changes in the 2024-25 Salary Schedules

- Cost of Living increases of 2% added to salary schedules that get adjusted. This is the largest change and affects most JCPS employees. This raise follows 4% and 5% raises in the past two years (pages 1, 2, 4-13, 15, 16 full-time position only, 17, 19-23).
- Longevity Pay has been increased significantly and employees will qualify for longevity pay earlier in their career. The new longevity pay rates have been standardized across all schedules that have longevity pay. This was a priority to recognize the importance of our dedicated employees (pages 5-11).
- Shift Differential has been more than doubled (pages 6, 10, 11).
- The \$6.00 stipend has been added to the salary schedules for Bus Drivers and Special Needs Transportation Assistants as a permanent base hourly rate and eliminated as an add-on stipend. These positions now have their own salary schedule with the \$6 hourly rate increase and the 2% COLA (page 8).
- Job Family II grade 3 has changed from salary exempt (paid a daily rate and doesn't earn overtime) to hourly non-exempt (paid hourly and earns overtime). This was necessitated by Federal employment rule changes. Those changes also necessitate no longer using grade 5 step 0, and grade 4 steps 0-3 (page 5).
- New Hire Bus Driver Commercial Drivers License incentives, where a new bus driver with a basic CDL will receive a \$2,000 stipend after completing their 90-day probation, and a new bus driver with a CDL and school bus endorsement will receive a \$4,000 stipend after completing probation (page 8).
- Increase Bus Driver Referral incentive from \$200 to \$500 and made the incentive available to all employees instead of just classified staff (page 27).
- New Operations Employee License Stipend - \$7200 per year for who pull permits for JCPS jobs (page 27).
- Event Security Overtime rates have been added to the salary schedule (page 27).
- Mechanics Critical Need Differential Pay increased from \$3.50 to \$6.50 to more closely reflect market wages for an employee group we are struggling to keep staffed (page 30).