

Project Equity Next Steps

1. Bring a recommendation to the Board on 10 May calling for:
 - a. No step or COLA increases in 2016-17 for all employees earning more than \$14 per hour.
 - b. Authorization from the Board to negotiate an x% increase for employees earning less than \$14 per hour for 2016-17.
2. Develop and present a plan to the Board on 24 May for the study of a performance-based pay system and market reconciliation for Certified Administrators and Classified Staff. Alternatives could include:
 - a. A Two Tier System similar to that of GE and Ford.
 - b. Freezing associates' pay when they reach the top of their range.

