1. **Salary Steps**
The Salary Schedule will realign EBR School District Teachers and Bus Operators’ salary step to their years of experience.

2. **Frozen Steps**
One, two, or three years of frozen salaries have been restored to affected employees. Frozen years were: 2011-2012, 2012-2013, and 2014-2015.

3. **Effective Ratings**
If an Act I employee (teachers, administrators, etc.) received a step increase in the past based on effectiveness, the employees’ new step will maintain that increase over and above the years of experience.

4. **Where do we find the 2018-2019 Salary Schedule**

5. **Proposition 3 Supplement**
A teacher must have a total experience of 21 years or greater to move to the TI Schedule which gives a teacher $1,000 each year. Movement to the TI Schedule is strictly based on total years of experience and not effective rating steps.

6. **Employees Other than Teachers/Bus Operators**
These employees will receive a salary increase for the one/two/three frozen years.

7. **Salary Cap**
Superintendent Warren Drake dedicated funds to ensure that a salary cap would not be needed.