

Effective Date: 6/12/12	400-11 Staff Anniversary Salary Increase
Revision Date: 10/15/19	Approved by: DPISA Board

### **Staff Anniversary Salary Increase**

On the occasions of their fifth, tenth, fifteen, twentieth anniversaries (and any five year anniversaries beyond this) teaching and professional staff will receive a \$500 increase in their base salary. Base salary increase goes into effect in sixth, eleventh, sixteen and twenty first years (and to be followed in a similar pattern for 25<sup>th</sup> anniversary and beyond).

Special education staff (teachers and professional staff) is already at a Duluth market rate well above the other staff and professional staff salaries and are not eligible for this increase.

Staff who do not meet the categories above (para professionals, custodians, office managers, and so forth) and who meet the anniversary requirements will receive a \$500 bonus in their anniversary year. The bonus will be prorated based on their FTE.

These salary increases and bonuses would be in addition to any approved teacher or staff salary increases the Board provides as part of their annual budget work.