



# Our Core Values



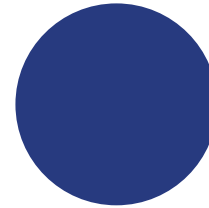
EQUITY



EXCELLENCE



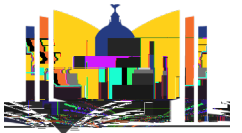
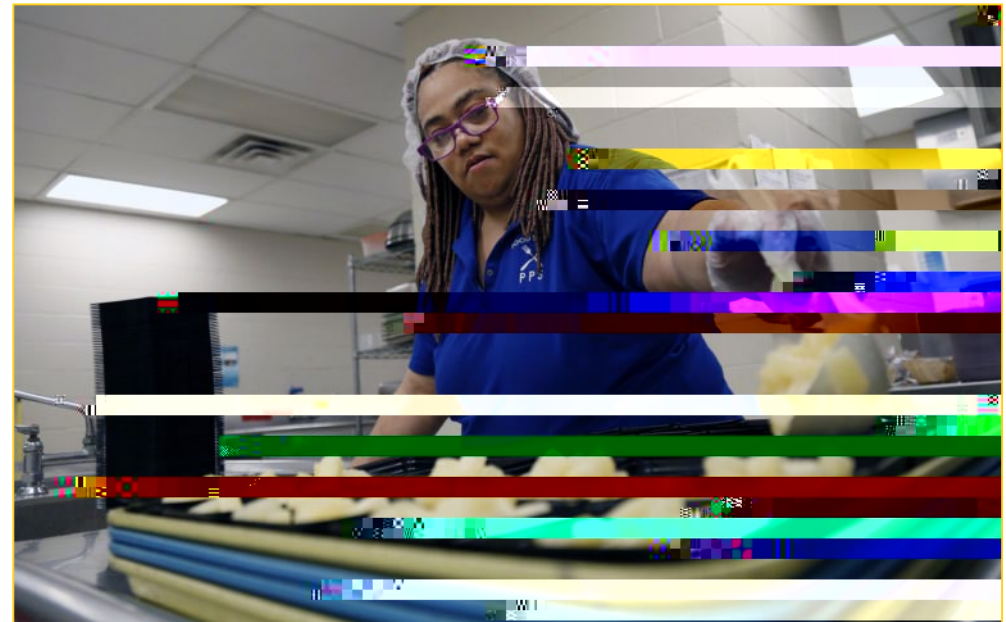
GROWTH  
MINDSET



# Rationale for Salary Changes

JPS salaries are not currently competitive with peer districts or other comparable private employers.

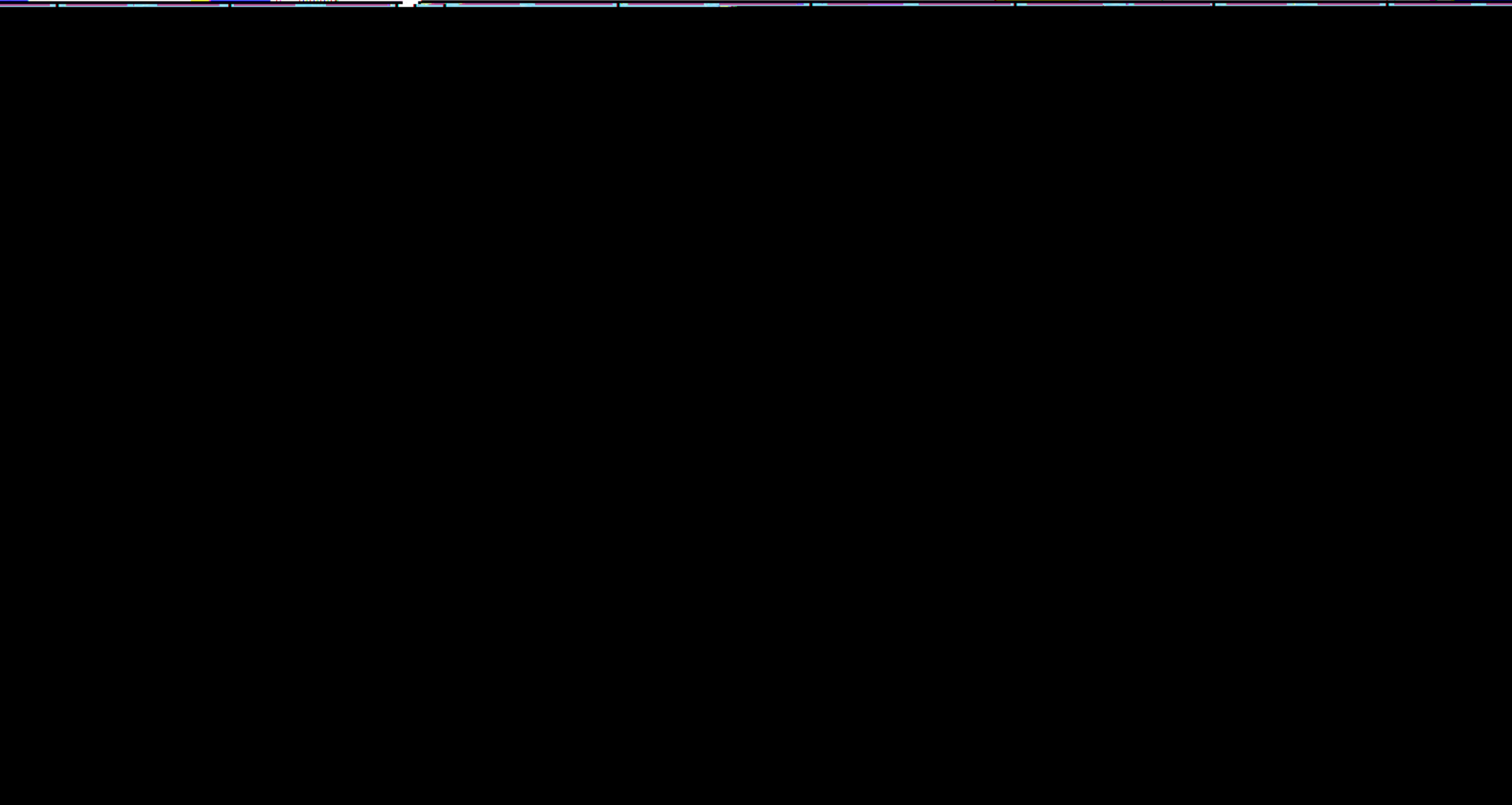
More competitive salaries will help to retain more of our high-performing team members and represent the true cost of doing business.







- Pay Bands Unchanged
  - Position Types reduced
  - Operations positions consolidated to common Bands where appropriate
- Pay Steps Increased to meet the 2023 Exempt Status Salary Threshold
  - Step levels under Band A increased from \$27,200 to \$35,600
  - Step levels under Band B increased from \$32,200 to \$36,000
  - Increases between Steps remain unchanged
-









# Questions & Answers