

Warwick School District

**All Staff Program
July 1, 2019 through June 30, 2020
Salary Increase Guidelines**

Performance Level	Position in Range		
	Lower Third	Middle Third	Upper Third
Exceeds Expectations	3.5%	3.0%	2.5%
Meets Expectations	2.5%	2.0%	1.5%
Skill Building	0%	0%	0%
Needs Improvement/Unsatisfactory	0%	0%	0%

Superintendent has discretion to recommend a salary increase for an Administrator up to 2% based on performance in a unique, extraordinary situation.

Legend

- Lower Third ⇒ Range Point of 0.0% - 33.3%
- Middle Third ⇒ Range Point of 33.4% - 66.6%
- Upper Third ⇒ Range Point of 66.7% - 100.0%

Employees above Maximum
July 1, 2019 through June 30, 2020
Salary Increase Guidelines

Performance Level	Salary Increase
Exceeds Expectations	1.5%
Meets Expectations	1.0%
Skill Building	0%
Needs Improvement/Unsatisfactory	0%

If an employee is above the position SRI range, the increase amount above will be provided.