

Years of Service	# of Employees	Pay for Performance HE	TSIA Portion	District Funded	25-26 Millage	26-27 Millage Proposal	Total 2026-2027 Compensation Proposal
0 Years (NTSIA*)	70	\$0		\$0	\$4,500	\$5,000	\$5,000
1-5 Years (NTSIA*)	790	\$100		\$900	\$4,500	\$5,000	\$6,000
6-9 Years (NTSIA*)	535	\$100		\$900	\$5,555	\$6,300	\$7,300
10 Years (NTSIA*)	59	\$100		\$900	\$5,555	\$7,055	\$8,055
10 Years	65	\$100	\$2,400		\$5,555	\$5,555	\$8,055
11-15 Years (NTSIA*)	262	\$100		\$900	\$6,666	\$8,166	\$9,166
11-15 Years	336	\$100	\$2,400		\$6,666	\$6,666	\$9,166
16-20 Years (NTSIA*)	188	\$100		\$900	\$7,777	\$9,277	\$10,277
16-20 Years	305	\$100	\$2,400		\$7,777	\$7,777	\$10,277
21+ (NTSIA*)	249	\$100		\$900	\$8,888	\$10,388	\$11,388
21+ Years	516	\$100	\$2,400		\$8,888	\$8,888	\$11,388

Cost to District	Cost to TSIA	Cost to Millage
\$2,205,200	\$2,932,800	\$23,765,969

NTSIA: Non-TSIA eligible employees