Kenosha Unified School District

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Special School Board Meeting
Tuesday, June 13, 2017
ESC Boardroom
6:00 P.M.

AGENDA

I. Roll call of members

II. Views and comments by the public

III. Discussion/Possible Action – Teacher Salary Structure

IV. Adjournment

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Kenosha Unified School District

June 13, 2017

Teacher Salary Structure

Background

Over many decades, compensation for teachers has been determined through standard practices, commonly represented by a single salary structure. The salary structure was referred to as a step and lane salary schedule for teachers. While these practices served districts well in a number of respects, many argue that new forms of teacher pay could provide powerful leverage for improving student achievement by enhancing recruitment and retention efforts for effective educators.

Many Wisconsin school districts initiated their own teacher pay design and delivery models following the passage of Wisconsin Act 10 in 2011. (Beck, 2014; Mendez, 2014; Richards, 2012, August 19; Richards, 2012, November 22). Act 10 eliminated collective bargaining rights for many public employees, retained teacher compensation bargaining only for base pay increases, and limited that bargaining to the percent change in the consumer price index (Wisconsin Act 10, 2011). With this new flexibility, Wisconsin districts began moving away from the standard practices of compensation.

It is not a straightforward task to replace a simple, objective salary structure that has existed for nearly a century with another complex structure that is responsive to various district and staff needs and more dependent on judgment. In order for a new salary structure to work, a new model or approach must be sustainable, yet adaptable from year to year as school districts encounter demands such as state funding changes every two years. Unlike the step and lane salary structure, which used verifiable criteria to ensure that teachers are treated alike, any new model salary structure allows for considerable variation from individual to individual, as teachers develop in their career, move from tier to tier, and/or chose from the many opportunities for learning, growth, and increased responsibility that the salary structure provides. The credibility of the structure depends on two factors. The first is having a fair, open, and well-informed process for making key decisions, such as setting guidelines for initial salary placement, allocating resources from the budget, defining the selection criteria for growth and managing performance. The second is ensuring that over time that this structure supports student learning, career growth, professional learning, certification advancement, recruitment and retention and the like.

There is much yet to learn when developing new teacher compensation practices. As the team learned, the knowledge vacuum is very large; and at times challenging to process all of the information within a short timeline. However, districts have a broad opportunity and responsibility, and with that comes flexibility to review and reconfigure their compensation models in ways that might be more effective than those previously used.

Timeline

September 12, 2016, Special Board Meeting
Purpose: The purpose of this meeting was for Views and Comments by the Public, Discussion/Possible Action to Define the Base Wage for Teachers, Discussion/Possible Action to Set the Minimum Hiring Wage for Teachers Effective 7/1/17, and Possible Discussion Regarding Variables to be Considered While Developing a New Salary Structure for Teachers.

During the meeting, *"Dr. Savaglio-Jarvis indicated that the next step is for Administration to obtain staff input pertaining to a new salary structure."*
http://www.kusd.edu/sites/default/files/document-library/english/sm20160912.pdf

In the fall of 2016, Kenosha Unified began the process of gathering various forms of data and feedback with the goal of developing an updated and financially feasible salary structure for district employees. For example, several staff members, along with the Superintendent, attended a CESA 1 Superintendent meeting that focused on teacher salary presentations. These included compensation models from multiple school districts and their processes for gathering feedback from staff to building a salary structure. As noted during these presentations, the general timeline for developing and implementing these models covered a two to three-year period.

KUSD conducted a staff survey for those on a contract with the district. Staff in the teacher group make up approximately 75 percent of the overall organization. The goal of this KUSD survey was to capture as many teacher voices as possible; ensuring staff on a teacher contract had an opportunity to provide input. This survey was voluntary and anonymous. The survey was sent to 1,708 staff identified in the teacher group, of which, 1,361 responded within the window of October 27 through November 7, 2016.

As the largest employer in the county, KUSD is always looking to attract and retain quality employees for all positions. Representatives from the Office of Human Resources, Office of Educational Accountability, Communications Department, School Leadership and the Superintendent's office attended survey-planning meetings. During these meetings, draft inquiries were discussed. These discussions helped shape this interest based collection survey. Similar areas of feedback were aligned to questions and research obtained from a recent Kenosha Area Business Alliance (KABA) project. This resulted in the publication "Labor Market Analysis of the Kenosha, Wisconsin Region" from May 16, 2016.
(http://research.upjohn.org/cgi/viewcontent.cgi?article=1223&context=reports)

Since each question of the teacher survey was voluntary, the percentage of responses for respective selections will only be based on those staff that provided a response. The survey also had six questions that allowed staff to provide an individual text response. Those six questions produced nearly 5,000 comments that were reviewed and catalogued by 12 staff who were assigned to each read separate responses. A quick reference guide for the select response questions and summary points for the comments are provided with the attached presentation. http://kusd.edu/sites/default/files/document-library/english/121316rbmagenda.pdf (link to full board agenda, please click on the agenda item labeled "New Business: KUSD Teacher Salary Structure Survey". The presentation starts on page 41).

November 15, 2016, Regular Board Meeting
Excerpt from the meeting *"Mr. Kunich moved to approve a one-time, non-base building, 2.4% stipend calculated on base salary for full-time equivalent staff based on the condition that the Board approve a new salary structure by May 2017, and that Administration sit down with any and all school board members over the next nine months to discuss any and all options regarding the salary structure. Mr. Wade seconded the motion. Motion carried. Ms. Stevens dissenting."*
http://www.kusd.edu/sites/default/files/document-library/english/rm20161115.pdf

December 13, 2016, Survey results were presented to the board
Excerpt from the meeting *"Dr. Savaglio-Jarvis introduced the KUSD Teacher Salary Structure Survey submitted by Mr. Kristopher Keckler, Chief Information Officer; Mrs. Annie Petering; Chief Human Resources Officer; and Dr. Savaglio-Jarvis…"*

A district committee was established shortly after this meeting to assist with the task of developing a salary structure model. A Google Doc was sent out to all instructional staff seeking volunteers (teachers on a contract). An email was sent outlining the time commitment and purpose of the meeting. The KUSD Salary Structure Design staff committee members are listed below:

Amanda Acosta	Teacher
Amanda Rossell	Teacher
Anne Knapp	Teacher
Annie Masters	Teacher
Jessica Kucher	Teacher
Johnathan Predaina	Teacher
Karen DuChene	Teacher
Kelley Wynstra	Social Worker
Kevin Aronin	Teacher
Melissa Jakubowski	Teacher
Melissa Thomas	Teacher
Mercilie Toney	Teacher
Michael Schroeder	Teacher
Pablo Ortiz	Teacher
Sarah Pederson	Instructional Coach
Shannon Higgins	Teacher
Steven Gorski Jr.	Teacher
Steven Wright	Teacher
Susan Hermann	Teacher
Terri Jensen	Teacher

The KUSD planning team is comprised of the following members:

Annie Petering	Chief Human Resource Officer
Judy Rogers	Coordinator of Human Resources
Kristopher Keckler	Chief Information Officer
Dr. Kurt Sinclair	Principal, Bradford High School
Martin Pitts	Regional Coordinator of Leadership and Learning - Elementary
Rade Dimitrijevic	Coordinator of Human Resources
Rena Somersan	Consultant, Newport Group
Stacey Cameron-Weigand	Coordinator of Human Resources
Tanya Ruder	Chief Communications Officer
Tarik Hamdan	Chief Financial Officer
William Haithcock	Principal, Harborside Academy
William Whyte	Senior Vice President of Operations, Gateway Technical College
Dr. Sue Savaglio-Jarvis	Superintendent of Schools

The Salary Structure Design Team met from 4:30-7 p.m. on the following dates:

- December 14, 2016
- January 11, 2017
- January 25, 2017
- February 8, 2017
- February 16, 2017
- March 8, 2017
- March 23, 2017
- April 5, 2017
- April 26, 2017
- May 10, 2017
- May 24, 2107

The following are links to each agenda for each noted meeting in the above list. The agendas were also emailed to the full board following each salary structure committee meeting.

- https://docs.google.com/document/d/1-CF8TSCYN9s-DmXsYP6Cs83Jrn17Nc91Y7lLIOd79DQ/edit?usp=sharing
- https://docs.google.com/document/d/1oJM4sPfST5ejzWMRF7Rt2OF4JvLzVjMraJsAsIbVo2w/edit?usp=sharing
- https://docs.google.com/document/d/1Sglq3nk07Lsh7UZdIi5o92IciidguEpUjSI_08S15ao/edit?usp=sharing
- https://docs.google.com/document/d/1z1FtyPW0-nF4P1OgwAXjTxlOSY00PJEmIqUMcWjo_-E/edit?usp=sharing
- https://docs.google.com/document/d/1_n2yWhKibPcgyKJxS0QimBgAqCvXWJiooOIgXqYy-4U/edit?usp=sharing
- https://docs.google.com/document/d/1OT3Q2PztWWQJ9JjUVbI_cS0Wt3YiO-u1d-rOLGf34Vg/edit?usp=sharing

- https://docs.google.com/document/d/1sgvdDg-tVJkYPdEGKnwks5SjwqbZQ_MWE64-zVdRKlk/edit?usp=sharing
- https://docs.google.com/document/d/18UseFdfDA4xity0e2fAprnZSdYrGF7ubpD4TLbhf020/edit?usp=sharing
- https://docs.google.com/document/d/1E5HdhnGmxTyjykHiW_ujW8ogpS3dlrXWg-Io11EcDYc/edit?usp=sharing
- https://docs.google.com/document/d/1KO-SJgbwZN0ckDZzNdmTx8ZCBk58zhkN0YZURMt8YS4/edit?usp=sharing
- https://docs.google.com/document/d/1pgtPm_La24J3QKg8TJHYrtBI5MrkQCPwKGCuOUVALNM/edit?usp=sharing

The following links are the PowerPoint presentations for each meeting noted above in the list. The PowerPoint presentations were also emailed to the full board following each salary structure committee meeting.

- https://docs.google.com/presentation/d/1hEh3TWR3nCGvzcZ_p6Oc-RHrIc2946Pwtn1eCmVvJtU/edit?usp=sharing
- https://docs.google.com/presentation/d/1M3g7QuJTl4Oub3n92PRDU-I3ntiVQgITEkUza10GOMA/edit?usp=sharing
- https://docs.google.com/presentation/d/1ZIJibsL7Ez4fYkg9S8zXCd-1LhgJuh7jpBIeRdPnDyo/edit?usp=sharing
- https://docs.google.com/presentation/d/1cqBeVv1BBeQ8AW-plmT1Vlw7XSGNm0r2rvlxH1qnZoY/edit?usp=sharing
- https://docs.google.com/presentation/d/1afT73-GLTkOf9tYYhFAp9SRPQtC7YxAMLW0Q8SqWWMQ/edit?usp=sharing
- https://docs.google.com/presentation/d/10yXRLktKkF6C2Uq2PtIdycCDdNh2LNC1ztdDGwWHh1A/edit?usp=sharing
- https://docs.google.com/presentation/d/10ggxu8naLfW0Zg4NloImM842kwHqYMHJyvHHoTiRQ14/edit?usp=sharing
- https://docs.google.com/presentation/d/1-iGu2nW-w16FShK3Rm0_7dq-8ChkFLWBT_3HtXZSd2U/edit?usp=sharing
- https://docs.google.com/presentation/d/1fb4fer3M3PMRCsXTnvJUPCdBciVACgX_WQBk5xX9y3Q/edit?usp=sharing
- https://docs.google.com/presentation/d/1a-FprLSMseUdFi_C5tdglbWcKwnQqGndrGkMWLBc01c/edit?usp=sharing
- https://docs.google.com/presentation/d/1Run8K1tzGxAtGlALY8Dr3Ym_ks_oFqax8JjbdUBxLNo/edit?usp=sharing
- https://docs.google.com/presentation/d/1GPEFCxF-yxw2CeMPulXg_PhGcoAie3X62NMMenT2LYo/edit?usp=sharing

Key Dates

On March 6 the Board of Education approved the Philosophical Statement developed by the salary structure team. It reads, "*The Kenosha Unified School District believes in recruiting and retaining highly qualified, diverse staff to ensure the success of every student. This requires that we honor applicable experience, professional growth, advanced degrees and*

certifications through a competitive compensation structure that is consistent, transparent, and sustainable."

On April 5 the committee's task was to come prepared to present their own version of a salary structure model incorporating the district data, philosophical statement, their own committee learning and knowledge and research done. Four groups presented salary structure models created by their own group. After each group presented, a summary was provided and the planning team noted similar characteristics from each salary structure. The task was for the planning team to come back on April 26 with some framework of a salary structure for the committee to digest.

On April 26, Chief Financial Officer Tarik Hamdan presented a framework that captures the main elements. The framework presented had one element yet to be finalized – professional learning was yet to be defined by the group. After Mr. Hamdan presented, and after several consensus-building strategies, the committee recommended that they accept the notion of developing a solid salary structure model in two phases.

On May 10, Chief Financial Officer Tarik Hamdan presented the results of applying the agreed upon draft salary structure to the actual teaching staff data accessible by the District. The results were positive and proved that the team was on track as the estimated costs were reasonably close to the target amount of $3.3 MM identified by the Board of Education on March 6, 2017, for teacher compensation. Great conversation ensued as the salary design team began digging into the details of applying the salary structure. These details include rules defining initial placement of current staff as the District converts to a new structure and the rules to be applied in the future for movement between tiers and levels.

On May 24, the salary structure design team reached consensus on a revised structure presented by Chief Financial Officer Tarik Hamdan. Recommendations that came as of result of the May 10 meeting demonstrated continued tweaking needed to be done. As a result of the committee's recommendations, the final salary structure for placement onto the new schedule and movement was presented. The committee reached consensus on the final model. Complex changes do not result necessarily in desired outcomes without an evaluation process. Also, complex changes done too quickly do not result in good implementation plans. Therefore, understanding these two components go hand in hand. In addition the team recommended continued work that covers two phases to avoid any unintended consequences.

Phase I

The first step in implementing a new salary structure involves a conversion process in which current teachers are assigned new salaries which align with the amounts in the new structure. With the directive in place that salaries will not go down as a result of the new structure, salaries will be assigned as the closest possible cell in the appropriate tier without being less than the previous base salary. Within this framework, we are also able to recognize teachers who have earned their master's degrees or 30 approved credits beyond their master's degrees after 2012-13; which was the last year where educational lane advancement was applied in KUSD.

Page 1 of the attached reference document shows the previous teacher salary schedule in KUSD along with a side-by-side comparison demonstrating increases in both starting and maximum salaries at all three tiers.

On page 2 of the reference document is Schedule A showing the proposed new structure for 2017-18. The salary amounts in these cells will become the new salaries of our teachers as we initially place existing staff. In the conversion year of 2017-18, initial placement will be the closest possible salary in the appropriate tier, except for those teachers who have earned their master's degrees or 30 approved credits beyond their master's degrees after 2012-13. For those teachers, we will apply the same rule for tier movement that will be applicable in future years. The rule for movement for those who have earned a master's degree since 2012-13 is *the closest salary in the new tier without decreasing, plus 2 levels, not to exceed $5,000, with an exception for tier minimums and maximums.* The application of this rule will be demonstrated during the special meeting on June 13, 2017.

Keeping in mind that as long as there is a certified union representing employees of the District, the Board must continue to negotiate for teacher base wage increases up to the maximum Consumer Price Index (CPI) change. Schedule B on page three of the reference document demonstrates the application of the maximum increase allowable, which is set at 1.26% for the 2017-18 fiscal year. In order to project potential future costs in 2018-19, another schedule (Schedule C) was created with a hypothetical CPI increase amount, which can be found on page four of the reference document.

Phase II

The salary structure design team reached consensus to move Phase II in the fall of 2017. They agreed to a projected date of completion by April 2018 to bring their work around professional learning, hard to fill positions, additional certifications and the earning of points for salary advancement before the Board of Education. There is much research to be done during Phase II. For example, the team will need to discuss the pros and cons of a professional learning point system, identify ways different staff groups can work towards a point system and set values for each area that equates with movement for recognition. Areas to consider include National Board Certification, AP training, workshops in content areas, hard to fill positions identified by the district and other types of certifications.

The core of Phase I and Phase II begins to identify a tiered type of pay and career/professional development structure design for KUSD to improve the instructional capacity and performance of all teachers in all schools for student success. Having this type of structure assists with the fundamental change needed to recruit, compensate and retain quality educators. This type of model appears to balance certainty with opportunity.

Administration Recommendations

Consensus reached by the salary structure design team on May 24, 2017, allows administration to recommend that the Board of Education accept Phase I as presented by Mr. Tarik Hamdan, chief financial officer, and Ms. Annie Petering, chief human resource officer at the June 13, 2017, special board meeting. NOTE: The teacher salary structure was developed on the premise that the state's biennial budget will provide additional funds to KUSD, which KUSD will use to support salary structures. If the estimated amount in the state's biennial budget changes, the board must approve administration reducing operational and/or school budgets to support any board-approved salary structures.

Based on the consensus reached by the team in May 2017, the administration also recommends that Phase II begins in the fall of 2017, for professional learning, hard to fill positions, additional credentials and other pertinent areas.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Ms. Annie Petering
Chief Human Resource Officer

Mr. Tarik Hamdan
Chief Financial Officer

Teacher Salary Structure

KUSD Mission: Provide excellent, challenging learning opportunities and experiences that prepare each student for success.

June 13, 2017
Special School Board Meeting

Background

- Over many decades compensation for teachers has been represented by a single salary structure.
- The salary structure was referred to as a steps and lanes schedule.
- The passage of Act 10 (2011) allowed for Wisconsin school districts to initiate their own teacher pay designs.
- Many districts ventured into new salary design models.

Background

- This new flexibility allowed for districts to move away from the standard single salary structure noted as a step and lane.

- It is not a straight forward task to replace one that existed for years with a new design model.

- The new models allow for considerable variation from individual to individual, as teachers develop their careers, move from tier to tier, and/or chose from the many opportunities for learning, growth and increased responsibilities.

KUSD's Journey-Collection of Transcripts

Timeline:

- September 2016 - November 2016
  - Office of Human Resources sent an email to all teachers asking them to submit updated credits and transcripts.
    - The purpose of this was to collect accurate data for potential salary movement.
    - As of today, HR continues to accept transcripts.
    - Teachers continue to submit transcripts on a daily basis.

KUSD's Journey-District Survey

Timeline:

- October 2016 - November 2016
  - District salary survey sent to all individuals who receive a teaching contract with the District.
  - District survey data presented to the Board of Education December 13, 2016.

KUSD's Journey-District Survey

Key Highlights:

- Survey was sent to 1, 708 individuals who have a teaching contract with the District.
  - 1,361 of those who received the survey submitted responses.
  - 5,000 plus (approximate) comments from which to cull through.
  - Most common words were predictable, transparent and consistent.

KUSD's Journey-District Survey

Key Highlights:

Teacher Demographics

- All Self Identified:
  - 96.6% identified as full-time.
  - 56.9% employed for more than 10 years at KUSD.
  - 65.5% selected an annual salary greater than $50,000.

Ranking of Compensation Factors

Certifications/degrees required for the position	8.38
Years of service to KUSD	8.16
Additional credits related to their profession	8.04
Certifications/degrees earned beyond the requirements for the position	7.88
Professional learning hours related to profession	6.72
Service beyond the classroom/primary role (ex. leading curriculum design team, mentoring students/staff, club adviser, serving on a committee, PD)	5.93
Earning a certification/degree for an identified "hard-to-fill" position (ex. math, science, SPED, PT, OT, psychologists, speech, CTE)	5.82
Student level achievement/performance	4.52
Building level goal achievement/performance	4.23
Individual staff perfect attendance	3.46
District level goal achievement/performance	3.42

Staff were asked to rank 11 different work related factors regarding consideration for additional compensation (most to least preferred).

KUSD's Journey-District Survey

Key Highlights :

- **Summary Points**
  - 79.7% teacher response rate.
  - Compensation items with the highest preference:
    - Years of service and additional credits/certifications obtained.
  - Most favored model by the teachers:
    - Something that is **consistent** and **predictable** based primarily on steps and lanes.
  - Least favored model by the teachers:
    - A model based on student achievement.

KUSD's Journey-Design Team

- ***How did we get to this proposed salary structure?***
  - Salary Structure Design Team (SSDT) was convened shortly after presenting the survey results to the Board.
  - SSDT meetings began December14, 2016 and concluded on May 24, 2017.
    - The team met on a bi-weekly basis
    - 4:30 pm to 7 pm.

KUSD's Journey-Design Team

Salary structure design team (SSDT) consisted of:

1. Amanda Acosta
2. Amanda Rossell
3. Anne Knapp
4. Annie Masters
5. Jessica Kucher
6. Johnathan Predaina
7. Karen DuChene
8. Kelley Wynstra
9. Kevin Aronin
10. Melissa Jakubowski
11. Melissa Thomas
12. Mercilie Toney
13. Michael Schroeder
14. Pablo Ortiz
15. Sarah Pederson
16. Shannon Higgins
17. Steven Gorski, Jr.
18. Steven Wright
19. Susan Hermann
20. Terri Jensen

KUSD's Journey-Design Team

Planning Committee Consisted of the following individuals:

1. Rade Dimitrijevic
2. Judy Rogers
3. Stacey Cameron-Weigand
4. Kristopher Keckler
5. Martin Pitts
6. Dr. Kurt Sinclair
7. Tanya Ruder
8. William Haithcock
9. William Whyte
10. Tarik Hamdan
11. Annie Petering
12. Dr. Sue Savaglio-Jarvis

KUSD's Journey-Design Team

- Philosophical Statement Crafted:
  - Kenosha Unified School District believes in recruiting and retaining highly qualified, diverse staff to ensure the success of every student. This requires that we honor ***applicable experience***, ***professional growth, advanced degrees*** and ***certifications*** through a competitive compensation structure that is ***consistent, transparent and sustainable***.

  - Board of education approved on March 6, 2017.

KUSD's Journey-Design Team

How did we get to this current draft salary structure?

Kenosha Unified School District believes in recruiting and retaining highly qualified, diverse staff to ensure the success of every student. This requires that we honor ***applicable experience****,* ***professional growth****,* ***advanced degrees*** *and* ***certifications*** *through a* ***competitive*** *compensation structure that is* ***consistent****,* ***transparent*** *and* ***sustainable****.*

- Defined each of the elements of the philosophical statement (applicable experience, advanced degrees, certifications and professional growth)

Elements	**Outcomes**
Applicable experience	Competitive
Advanced Degrees	Consistent
Certifications	Transparent
Professional Growth	Sustainable

KUSD's Journey-Design Team

- Explored and researched various salary structures.
  - SSDT – broke up into groups and researched salary structures across the nation. They presented the findings highlighting the pros and cons of each structure.
- Drafted various salary structures
  - Based on the presentations of the various salary structures, each group designed/drafted a salary structure. Each group presented their draft model and the SSDT as a whole provided feedback on each of the presented models.
- Consistent elements from each group's presentations were used as a starting point and common elements emerged. The SSDT then narrowed the salary structures to one and began digesting.

KUSD's Journey-Design Team

How did we get to this current draft salary structure?

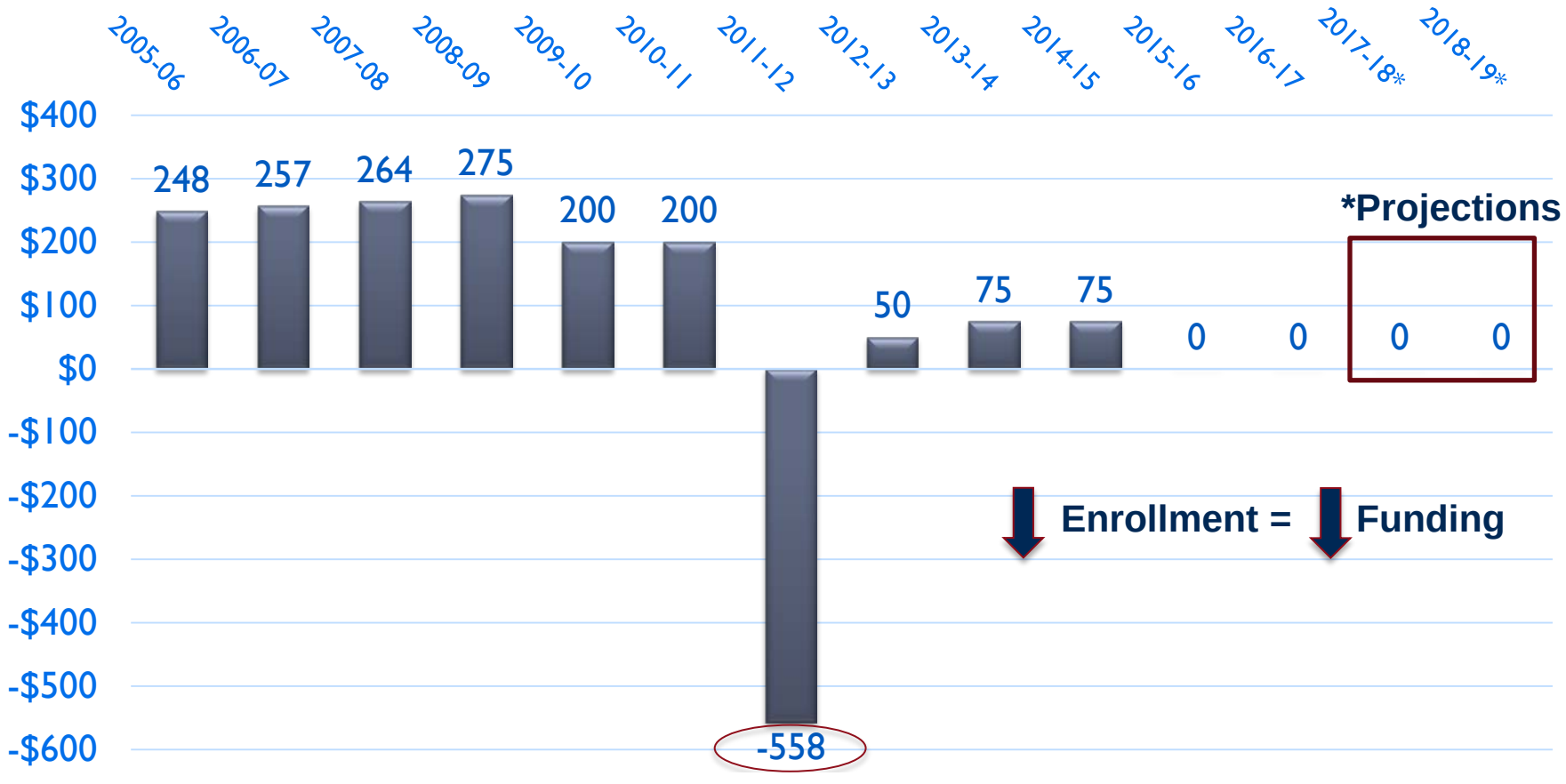
- Presented a draft salary structure that honors the elements and outcomes
    - Is it competitive?
    - Is it consistent?
    - Is it transparent?
    - Is it sustainable?
    - Does it recognize applicable experience?
    - Does it recognize advanced degrees?
    - Does it recognize certifications? (to be continued in Phase II)
    - Does it recognize professional growth? (to be continued in Phase II)
- Does the draft salary structure respond to/honor the teacher salary survey responses?

KUSD's Journey-Design Team

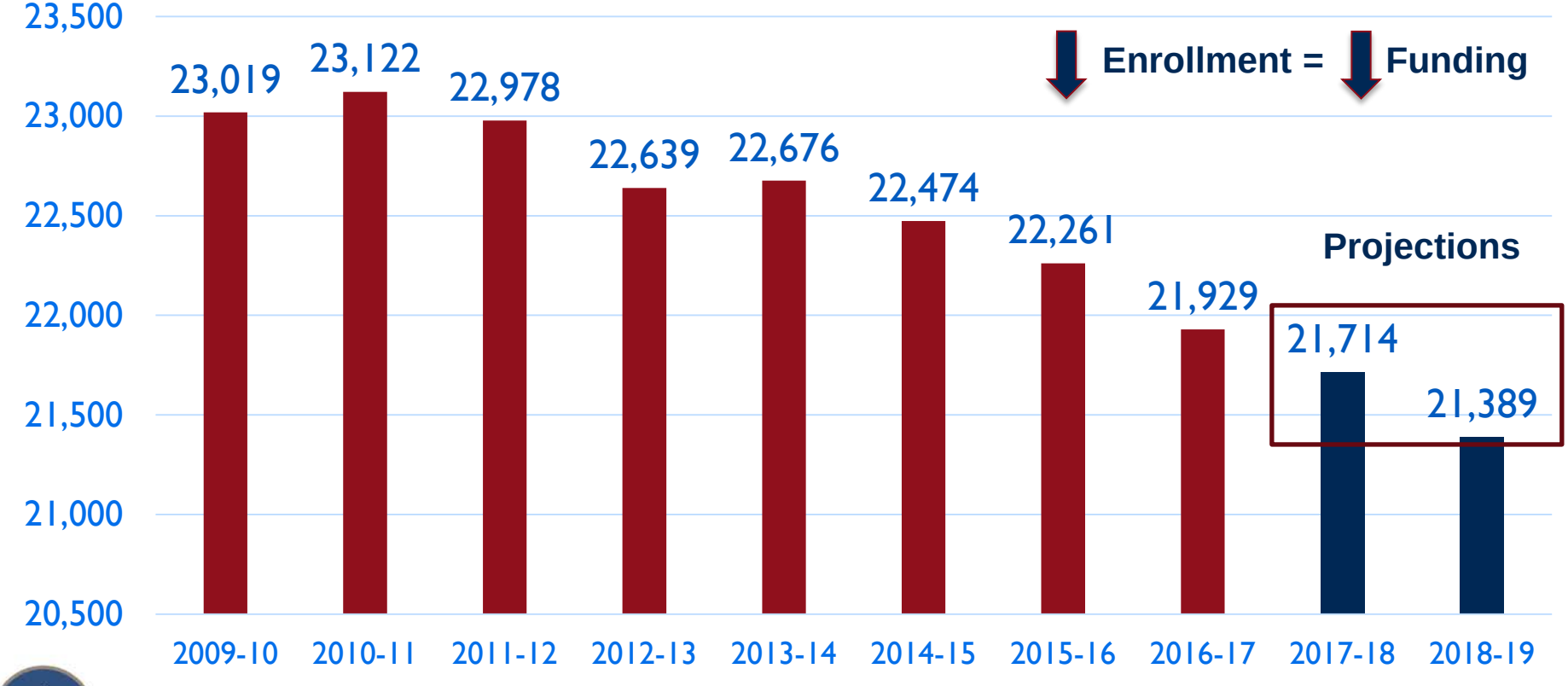
- Phase I
  - All of the above is what took place in Phase I – the actual design and creation of the salary structure.

- Phase II
  - Fall of 2017, pending board approval.
    - Phase II will explore the professional growth component of the philosophical statement. In phase II, the goal will be to discuss, investigate and research how to honor professional growth and to determine what potential qualifications and/or certifications (e.g. National Board Certification, ESL certifications, hard-to-fill, etc.) should be recognized under professional growth.

Allowable Per Member Revenue Increase/Decrease



KUSD Total Enrollment Trend



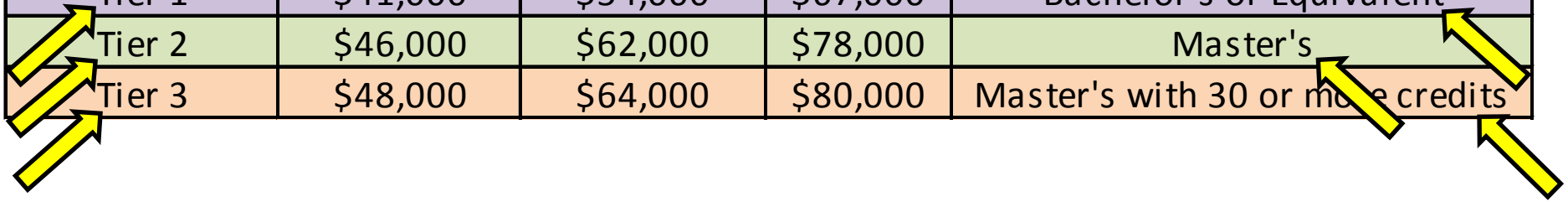
Preliminary Budget Commitment

Teacher	Other Groups	Total*
$2.2 million	$700,000	$2.9 million
$2.8 million	$900,000	$3.7 million
$3.3 million	$1.1 million	$4.4 million
$3.9 million	$1.3 million	$5.2 million
$4.4 million	$1.4 million	$5.8 million

* Board approved on March 6, 2017

Draft Salary Model

	Min	Mid	Max	Tier Definitions*
Tier 1	$41,000	$54,000	$67,000	Bachelor's or Equivalent
Tier 2	$46,000	$62,000	$78,000	Master's
Tier 3	$48,000	$64,000	$80,000	Master's with 30 or more credits



* Phase II will address other components of the philosophical statement like professional growth. In phase II, the goal will be to discuss, investigate and research how to honor professional growth and to determine what potential qualifications and/or certifications (e.g. National Board Certification, ESL, hard-to-fill, etc.) should be recognized under professional growth.

Draft Salary Schedule 2017-18

Level $	$ 897	$ 1,103	$ 1,103

	Schedule (A) 2017-18		
Level	Tier 1 Bachelor's	Tier 2 Master's	Tier 3 Master's +30
A	**$ 41,000**		
B	$ 41,897		
C	$ 42,793		
D	$ 43,690		
E	$ 44,586		
F	$ 45,483	**$ 46,000**	
G	$ 46,379	$ 47,103	**$ 48,000**
H	$ 47,276	$ 48,207	$ 49,103
I	$ 48,172	$ 49,310	$ 50,207
J	$ 49,069	$ 50,414	$ 51,310
K	$ 49,966	$ 51,517	$ 52,414
L	$ 50,862	$ 52,621	$ 53,517
M	$ 51,759	$ 53,724	$ 54,621
N	$ 52,655	$ 54,828	$ 55,724
O	$ 53,552	$ 55,931	$ 56,828
P	$ 54,448	$ 57,034	$ 57,931
Q	$ 55,345	$ 58,138	$ 59,034
R	$ 56,241	$ 59,241	$ 60,138
S	$ 57,138	$ 60,345	$ 61,241
T	$ 58,034	$ 61,448	$ 62,345
U	$ 58,931	$ 62,552	$ 63,448
V	$ 59,828	$ 63,655	$ 64,552
W	$ 60,724	$ 64,759	$ 65,655
X	$ 61,621	$ 65,862	$ 66,759
Y	$ 62,517	$ 66,966	$ 67,862
Z	$ 63,414	$ 68,069	$ 68,966
AA	$ 64,310	$ 69,172	$ 70,069
AB	$ 65,207	$ 70,276	$ 71,172
AC	$ 66,103	$ 71,379	$ 72,276
AD	**$ 67,000**	$ 72,483	$ 73,379
AE		$ 73,586	$ 74,483
AF		$ 74,690	$ 75,586
AG		$ 75,793	$ 76,690
AH		$ 76,897	$ 77,793
AI		**$ 78,000**	$ 78,897
AJ			**$ 80,000**

Draft Salary Schedule 2017-18

(with hypothetical CPI increases - these must be negotiated)

CPI	1.26%		
Level $	$ 908	$ 1,117	$ 1,117
	Schedule (B) 2017-18		
Level	Tier 1 Bachelor's	Tier 2 Master's	Tier 3 Master's +30
A	**$ 41,517**		
B	$ 42,424		
C	$ 43,332		
D	$ 44,240		
E	$ 45,148		
F	$ 46,056	**$ 46,580**	
G	$ 46,964	$ 47,697	**$ 48,605**
H	$ 47,872	$ 48,814	$ 49,722
I	$ 48,779	$ 49,932	$ 50,840
J	$ 49,687	$ 51,049	$ 51,957
K	$ 50,595	$ 52,166	$ 53,074
L	$ 51,503	$ 53,284	$ 54,192
M	$ 52,411	$ 54,401	$ 55,309
N	$ 53,319	$ 55,518	$ 56,426
O	$ 54,226	$ 56,636	$ 57,544
P	$ 55,134	$ 57,753	$ 58,661
Q	$ 56,042	$ 58,870	$ 59,778
R	$ 56,950	$ 59,988	$ 60,896
S	$ 57,858	$ 61,105	$ 62,013
T	$ 58,766	$ 62,223	$ 63,130
U	$ 59,674	$ 63,340	$ 64,248
V	$ 60,581	$ 64,457	$ 65,365
W	$ 61,489	$ 65,575	$ 66,482
X	$ 62,397	$ 66,692	$ 67,600
Y	$ 63,305	$ 67,809	$ 68,717
Z	$ 64,213	$ 68,927	$ 69,834
AA	$ 65,121	$ 70,044	$ 70,952
AB	$ 66,029	$ 71,161	$ 72,069
AC	$ 66,936	$ 72,279	$ 73,187
AD	**$ 67,844**	$ 73,396	$ 74,304
AE		$ 74,513	$ 75,421
AF		$ 75,631	$ 76,539
AG		$ 76,748	$ 77,656
AH		$ 77,865	$ 78,773
AI		**$ 78,983**	$ 79,891
AJ			**$ 81,008**

Draft Salary Schedule 2018-19

(with hypothetical CPI increases - these must be negotiated)

CPI	1.26%		
Level $	$ 919	$ 1,131	$ 1,131

	Schedule (C) 2018-19		
Level	Tier 1 Bachelor's	Tier 2 Master's	Tier 3 Master's +30
A	**$ 42,040**		
B	$ 42,959		
C	$ 43,878		
D	$ 44,798		
E	$ 45,717		
F	$ 46,636	**$ 47,167**	
G	$ 47,555	$ 48,298	**$ 49,217**
H	$ 48,475	$ 49,429	$ 50,349
I	$ 49,394	$ 50,561	$ 51,480
J	$ 50,313	$ 51,692	$ 52,612
K	$ 51,233	$ 52,824	$ 53,743
L	$ 52,152	$ 53,955	$ 54,874
M	$ 53,071	$ 55,087	$ 56,006
N	$ 53,990	$ 56,218	$ 57,137
O	$ 54,910	$ 57,349	$ 58,269
P	$ 55,829	$ 58,481	$ 59,400
Q	$ 56,748	$ 59,612	$ 60,532
R	$ 57,668	$ 60,744	$ 61,663
S	$ 58,587	$ 61,875	$ 62,794
T	$ 59,506	$ 63,007	$ 63,926
U	$ 60,425	$ 64,138	$ 65,057
V	$ 61,345	$ 65,269	$ 66,189
W	$ 62,264	$ 66,401	$ 67,320
X	$ 63,183	$ 67,532	$ 68,452
Y	$ 64,103	$ 68,664	$ 69,583
Z	$ 65,022	$ 69,795	$ 70,714
AA	$ 65,941	$ 70,927	$ 71,846
AB	$ 66,860	$ 72,058	$ 72,977
AC	$ 67,780	$ 73,189	$ 74,109
AD	**$ 68,699**	$ 74,321	$ 75,240
AE		$ 75,452	$ 76,372
AF		$ 76,584	$ 77,503
AG		$ 77,715	$ 78,634
AH		$ 78,847	$ 79,766
AI		**$ 79,978**	$ 80,897
AJ			**$ 82,029**

Draft Salary Schedule

(with hypothetical CPI increases - these must be negotiated)

Level $	$ 897	$ 1,103	$ 1,103

Schedule (A) 2017-18

Level	Tier 1 Bachelor's	Tier 2 Master's	Tier 3 Master's +30
A	**$ 41,000**		
B	$ 41,897		
C	$ 42,793		
D	$ 43,690		
E	$ 44,586		
F	$ 45,483	**$ 46,000**	
G	$ 46,379	$ 47,103	**$ 48,000**
H	$ 47,276	$ 48,207	$ 49,103
I	$ 48,172	$ 49,310	$ 50,207
J	$ 49,069	$ 50,414	$ 51,310
K	$ 49,966	$ 51,517	$ 52,414
L	$ 50,862	$ 52,621	$ 53,517
M	$ 51,759	$ 53,724	$ 54,621
N	$ 52,655	$ 54,828	$ 55,724
O	$ 53,552	$ 55,931	$ 56,828
P	$ 54,448	$ 57,034	$ 57,931
Q	$ 55,345	$ 58,138	$ 59,034
R	$ 56,241	$ 59,241	$ 60,138
S	$ 57,138	$ 60,345	$ 61,241
T	$ 58,034	$ 61,448	$ 62,345
U	$ 58,931	$ 62,552	$ 63,448
V	$ 59,828	$ 63,655	$ 64,552
W	$ 60,724	$ 64,759	$ 65,655
X	$ 61,621	$ 65,862	$ 66,759
Y	$ 62,517	$ 66,966	$ 67,862
Z	$ 63,414	$ 68,069	$ 68,966
AA	$ 64,310	$ 69,172	$ 70,069
AB	$ 65,207	$ 70,276	$ 71,172
AC	$ 66,103	$ 71,379	$ 72,276
AD	**$ 67,000**	$ 72,483	$ 73,379
AE		$ 73,586	$ 74,483
AF		$ 74,690	$ 75,586
AG		$ 75,793	$ 76,690
AH		$ 76,897	$ 77,793
AI		**$ 78,000**	$ 78,897
AJ			**$ 80,000**

CPI	1.26%

Level $	$ 908	$ 1,117	$ 1,117

Schedule (B) 2017-18

Level	Tier 1 Bachelor's	Tier 2 Master's	Tier 3 Master's +30
A	**$ 41,517**		
B	$ 42,424		
C	$ 43,332		
D	$ 44,240		
E	$ 45,148		
F	$ 46,056	**$ 46,580**	
G	$ 46,964	$ 47,697	**$ 48,605**
H	$ 47,872	$ 48,814	$ 49,722
I	$ 48,779	$ 49,932	$ 50,840
J	$ 49,687	$ 51,049	$ 51,957
K	$ 50,595	$ 52,166	$ 53,074
L	$ 51,503	$ 53,284	$ 54,192
M	$ 52,411	$ 54,401	$ 55,309
N	$ 53,319	$ 55,518	$ 56,426
O	$ 54,226	$ 56,636	$ 57,544
P	$ 55,134	$ 57,753	$ 58,661
Q	$ 56,042	$ 58,870	$ 59,778
R	$ 56,950	$ 59,988	$ 60,896
S	$ 57,858	$ 61,105	$ 62,013
T	$ 58,766	$ 62,223	$ 63,130
U	$ 59,674	$ 63,340	$ 64,248
V	$ 60,581	$ 64,457	$ 65,365
W	$ 61,489	$ 65,575	$ 66,482
X	$ 62,397	$ 66,692	$ 67,600
Y	$ 63,305	$ 67,809	$ 68,717
Z	$ 64,213	$ 68,927	$ 69,834
AA	$ 65,121	$ 70,044	$ 70,952
AB	$ 66,029	$ 71,161	$ 72,069
AC	$ 66,936	$ 72,279	$ 73,187
AD	**$ 67,844**	$ 73,396	$ 74,304
AE		$ 74,513	$ 75,421
AF		$ 75,631	$ 76,539
AG		$ 76,748	$ 77,656
AH		$ 77,865	$ 78,773
AI		**$ 78,983**	$ 79,891
AJ			**$ 81,008**

CPI	1.26%

Level $	$ 919	$ 1,131	$ 1,131

Schedule (C) 2018-19

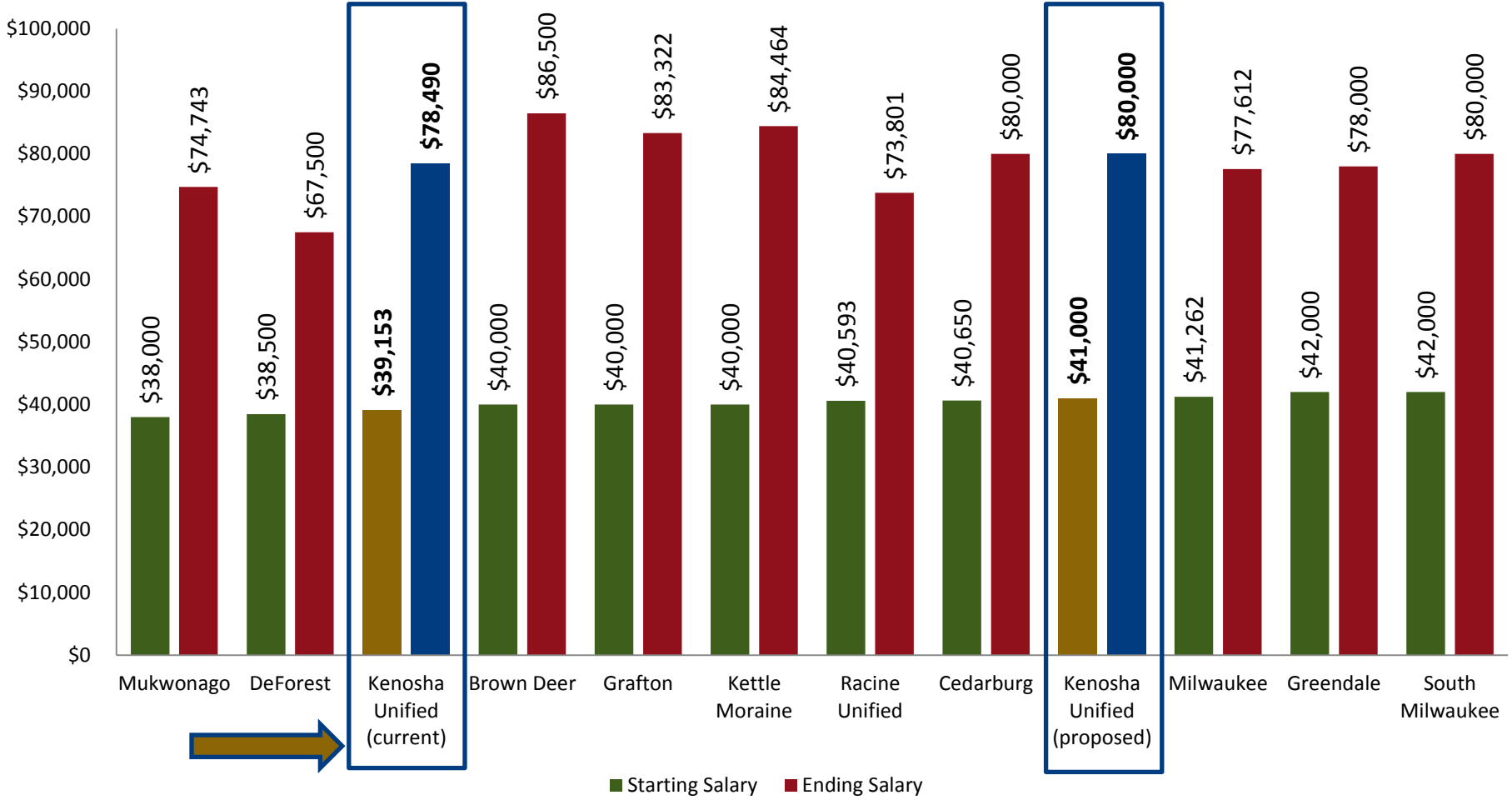
Level	Tier 1 Bachelor's	Tier 2 Master's	Tier 3 Master's +30
A	**$ 42,040**		
B	$ 42,959		
C	$ 43,878		
D	$ 44,798		
E	$ 45,717		
F	$ 46,636	**$ 47,167**	
G	$ 47,555	$ 48,298	**$ 49,217**
H	$ 48,475	$ 49,429	$ 50,349
I	$ 49,394	$ 50,561	$ 51,480
J	$ 50,313	$ 51,692	$ 52,612
K	$ 51,233	$ 52,824	$ 53,743
L	$ 52,152	$ 53,955	$ 54,874
M	$ 53,071	$ 55,087	$ 56,006
N	$ 53,990	$ 56,218	$ 57,137
O	$ 54,910	$ 57,349	$ 58,269
P	$ 55,829	$ 58,481	$ 59,400
Q	$ 56,748	$ 59,612	$ 60,532
R	$ 57,668	$ 60,744	$ 61,663
S	$ 58,587	$ 61,875	$ 62,794
T	$ 59,506	$ 63,007	$ 63,926
U	$ 60,425	$ 64,138	$ 65,057
V	$ 61,345	$ 65,269	$ 66,189
W	$ 62,264	$ 66,401	$ 67,320
X	$ 63,183	$ 67,532	$ 68,452
Y	$ 64,103	$ 68,664	$ 69,583
Z	$ 65,022	$ 69,795	$ 70,714
AA	$ 65,941	$ 70,927	$ 71,846
AB	$ 66,860	$ 72,058	$ 72,977
AC	$ 67,780	$ 73,189	$ 74,109
AD	**$ 68,699**	$ 74,321	$ 75,240
AE		$ 75,452	$ 76,372
AF		$ 76,584	$ 77,503
AG		$ 77,715	$ 78,634
AH		$ 78,847	$ 79,766
AI		**$ 79,978**	$ 80,897
AJ			**$ 82,029**

How Does This Compare?

			Old 2017-18	New(Proposed) 2017-18	$ Change
Tier 1	Starting Salary	Bachelor's Only	$39,153	$41,000	$1,847
	Maximum Salary	Bachelor's Only	$65,083	$67,000	$1,917
Tier 2	Starting Salary	Master's Only	$43,121	$46,000	$2,879
	Maximum Salary	Master's Only	$77,026	$78,000	$974
Tier 3	Starting Salary	Master's +30	$46,096	$48,000	$1,904
	Maximum Salary	Master's +30	$78,490	$80,000	$1,510

How does this compare to other districts?

(teacher salary comparable)



Recommended Tier Movement

Closest salary in the new tier without decreasing anyone's base salary, **plus 2 levels**, not to exceed $5,000, with an exception for tier minimums and maximums.

- We would fit salaries into the next closest cell of the published schedule
  - **Example:** Teacher making $66,103 (Tier 1/AC) obtains their master's. The next closest salary in Tier 2 would be $66,966 (Tier 2/Y). Advancing 2 levels brings them to $69,172 (Tier 2/AA).
  - **Example:** Teacher making $73,586 (Tier 2/AE) obtains 30 credits beyond their master's. The next closest salary in Tier 3 would be $74,483 (Tier 3/AE). Advancing 2 levels brings them to $76,690 (Tier 3/AG).
  - **Example:** Teacher making $48,207 (Tier 2/H) obtains 30 credits beyond their master's. The next closest salary in Tier 3 would be $49,103 (Tier 3/H). Advancing 2 levels brings them to $51,310 (Tier 3/J).

Initial Placement Demonstration
(minimum rule exception)

Current teacher who was hired in at entry level ($39,153), but has since obtained a master's degree.

	B00	B06	B12	B18	B24	M00	M06	M12	M18	M24	M30
3	$39,153	$39,750	$40,344	$40,939	$41,533	$43,121	$43,716	$44,310	$44,905	$45,499	$46,096
4	$40,939	$41,559	$42,184	$42,804	$43,427	$45,084	$45,705	$46,329	$47,177	$47,800	$48,656
5	$42,724	$43,371	$44,020	$44,671	$45,317	$47,046	$47,695	$48,567	$49,448	$50,334	$51,219
6	$44,507	$45,181	$45,859	$46,539	$47,210	$49,006	$49,905	$50,811	$51,944	$52,861	$53,784
7	$46,294	$46,995	$47,695	$48,403	$49,106	$51,190	$52,119	$53,275	$54,442	$55,393	$56,348
8	$48,080	$48,805	$49,531	$50,272	$51,206	$53,368	$54,549	$55,741	$56,939	$57,923	$58,909
9	$49,866	$50,618	$51,374	$52,340	$53,308	$55,768	$56,986	$58,209	$59,437	$60,457	$61,708
10	$51,653	$52,429	$53,413	$54,411	$55,621	$58,170	$59,417	$60,672	$61,934	$63,217	$64,502
11	$53,433	$54,443	$55,456	$56,488	$57,932	$60,570	$61,849	$63,140	$64,658	$65,979	$67,299
12	$55,420	$56,458	$57,499	$58,764	$60,244	$62,968	$64,282	$65,827	$67,383	$68,739	$70,099
13	$57,390	$58,457	$59,526	$61,028	$62,544	$65,349	$66,916	$68,498	$70,090	$71,482	$72,890
14	$59,390	$60,483	$61,790	$63,324	$65,083	$67,983	$69,591	$71,208	$72,830	$74,264	$75,691
15						$70,602	$72,245	$73,898	$75,558	$77,026	$78,490

Initial Placement Demonstration
(minimum rule exception)

Current teacher who was hired in at entry level ($39,153), but has since obtained a master's degree.

Level $	$ 897	$ 1,103	$ 1,103

	Schedule (A) 2017-18		
Level	Tier 1	Tier 2	Tier 3
A	$ 41,000		
B	$ 41,897		
C	$ 42,793		
D	$ 43,690		
E	$ 44,586		
F	$ 45,483	$ 46,000	
G	$ 46,379	$ 47,103	$ 48,000
H	$ 47,276	$ 48,207	$ 49,103
I	$ 48,172	$ 49,310	$ 50,207

This teacher will see a $6,847 pay increase which is an exception to the "not to exceed $5,000 rule." Since this exceeds $5,000, there will not be any additional levels added. The teacher will be eligible for annual level advancements within the tier and applicable CPI increases.

Initial Placement Demonstration
(maximum rule exception)

Current teacher who was at master's +24, step 15 ($77,026), but has since turned in 6 credits.

	B00	B06	B12	B18	B24	M00	M06	M12	M18	M24	M30
3	$39,153	$39,750	$40,344	$40,939	$41,533	$43,121	$43,716	$44,310	$44,905	$45,499	$46,096
4	$40,939	$41,559	$42,184	$42,804	$43,427	$45,084	$45,705	$46,329	$47,177	$47,800	$48,656
5	$42,724	$43,371	$44,020	$44,671	$45,317	$47,046	$47,695	$48,567	$49,448	$50,334	$51,219
6	$44,507	$45,181	$45,859	$46,539	$47,210	$49,006	$49,905	$50,811	$51,944	$52,861	$53,784
7	$46,294	$46,995	$47,695	$48,403	$49,106	$51,190	$52,119	$53,275	$54,442	$55,393	$56,348
8	$48,080	$48,805	$49,531	$50,272	$51,206	$53,368	$54,549	$55,741	$56,939	$57,923	$58,909
9	$49,866	$50,618	$51,374	$52,340	$53,308	$55,768	$56,986	$58,209	$59,437	$60,457	$61,708
10	$51,653	$52,429	$53,413	$54,411	$55,621	$58,170	$59,417	$60,672	$61,934	$63,217	$64,502
11	$53,433	$54,443	$55,456	$56,488	$57,932	$60,570	$61,849	$63,140	$64,658	$65,979	$67,299
12	$55,420	$56,458	$57,499	$58,764	$60,244	$62,968	$64,282	$65,827	$67,383	$68,739	$70,099
13	$57,390	$58,457	$59,526	$61,028	$62,544	$65,349	$66,916	$68,498	$70,090	$71,482	$72,890
14	$59,390	$60,483	$61,790	$63,324	$65,083	$67,983	$69,591	$71,208	$72,830	$74,264	$75,691
15						$70,602	$72,245	$73,898	$75,558	$77,026	$78,490

Initial Placement Demonstration
(maximum rule exception)

Current teacher who was at master's +24, step 15 ($77,026), but has since turned in 6 credits.

Level $	$ 897	$ 1,103	$ 1,103

	Schedule (A) 2017-18		
Level	Tier 1	Tier 2	Tier 3
AD	$ 67,000	$ 72,483	$ 73,379
AE		$ 73,586	$ 74,483
AF		$ 74,690	$ 75,586
AG		$ 75,793	$ 76,690
AH		$ 76,897	$ 77,793
AI		$ 78,000	$ 78,897
AJ			$ 80,000

This teacher will see a $2,974 pay increase. This is the maximum level in Tier 3, so there will be no additional annual level advancements, however negotiated CPI increases will apply.

Initial Placement Demonstration
(no movement between tiers)

Current teacher who was at bachelor's +12, step 14 ($61,790) and has not taken additional credits.

	B00	B06	B12	B18	B24	M00	M06	M12	M18	M24	M30
3	$39,153	$39,750	$40,344	$40,939	$41,533	$43,121	$43,716	$44,310	$44,905	$45,499	$46,096
4	$40,939	$41,559	$42,184	$42,804	$43,427	$45,084	$45,705	$46,329	$47,177	$47,800	$48,656
5	$42,724	$43,371	$44,020	$44,671	$45,317	$47,046	$47,695	$48,567	$49,448	$50,334	$51,219
6	$44,507	$45,181	$45,859	$46,539	$47,210	$49,006	$49,905	$50,811	$51,944	$52,861	$53,784
7	$46,294	$46,995	$47,695	$48,403	$49,106	$51,190	$52,119	$53,275	$54,442	$55,393	$56,348
8	$48,080	$48,805	$49,531	$50,272	$51,206	$53,368	$54,549	$55,741	$56,939	$57,923	$58,909
9	$49,866	$50,618	$51,374	$52,340	$53,308	$55,768	$56,986	$58,209	$59,437	$60,457	$61,708
10	$51,653	$52,429	$53,413	$54,411	$55,621	$58,170	$59,417	$60,672	$61,934	$63,217	$64,502
11	$53,433	$54,443	$55,456	$56,488	$57,932	$60,570	$61,849	$63,140	$64,658	$65,979	$67,299
12	$55,420	$56,458	$57,499	$58,764	$60,244	$62,968	$64,282	$65,827	$67,383	$68,739	$70,099
13	$57,390	$58,457	$59,526	$61,028	$62,544	$65,349	$66,916	$68,498	$70,090	$71,482	$72,890
14	$59,390	$60,483	$61,790	$63,324	$65,083	$67,983	$69,591	$71,208	$72,830	$74,264	$75,691
15						$70,602	$72,245	$73,898	$75,558	$77,026	$78,490

Initial Placement Demonstration

(no movement between tiers)

Current teacher who was at bachelor's +12, step 14 ($61,790) and has not taken additional credits.

Level $	$ 897	$ 1,103	$ 1,103

	Schedule (A) 2017-18		
Level	Tier 1	Tier 2	Tier 3
U	$ 58,931	$ 62,552	$ 63,448
V	$ 59,828	$ 63,655	$ 64,552
W	$ 60,724	$ 64,759	$ 65,655
X	$ 61,621	$ 65,862	$ 66,759
Y	$ 62,517	$ 66,966	$ 67,862
Z	$ 63,414	$ 68,069	$ 68,966
AA	$ 64,310	$ 69,172	$ 70,069
AB	$ 65,207	$ 70,276	$ 71,172
AC	$ 66,103	$ 71,379	$ 72,276
AD	**$ 67,000**	$ 72,483	$ 73,379

This teacher will see a $727 pay increase which is the closest salary in Tier 1 without going down. The teacher will be eligible for annual level advancements within the tier and applicable CPI increases.

Questions and/or Examples?

- Questions?

- Are there additional examples the Board would like to discuss regarding placement or movement on the proposed teacher salary structure?

So What Does This Cost?

Initial Conversion 2017-18

- Fitting teachers into the new schedule at the closest salary in the new tier without decreasing anyone's base salary.
- Initial placements for recognized tier movements are the closest salary in the new tier without decreasing anyone's base salary, **plus 2 levels**, not to exceed $5,000, with the exception of the tier minimums and maximums.
    - Projected $1,465,667 salary
    - Projected $296,651 benefits (20.24%)
        - 6.9% WRS
        - 4.5% Retiree Health
        - 7.65% Fica/Medicare
        - 0.19% LTD
        - 1% Worker's Comp

Projected $1.76 MM cost for 2017-18 initial conversion

So What Does This Cost?

Potential 2017-18 CPI Increase 1.26%

- Must be negotiated **up to** the max 1.26%
  - Projected $1,296,883 salary
  - Projected $262,489 benefits (20.24%)
    - 6.9% WRS
    - 4.5% Retiree Health
    - 7.65% Fica/Medicare
    - 0.19% LTD
    - 1% Worker's Comp

Projected $1.56 MM cost for potential 2017-18 CPI increases

So What Does This Cost?

Initial Conversion 2017-18

- $1.76 MM

Potential 2017-18 CPI Increase 1.26%

- $1.56 MM

Total Projected Cost 2017-18

- **$3.32 MM**

So What Does This Cost?

Projected Level Cost 2018-19

- Automatic Level Advancement
  - Projected $1,697,607 salary
  - Projected $343,596 benefits (20.24%)
    - 6.9% WRS
    - 4.5% Retiree Health
    - 7.65% Fica/Medicare
    - .019% LTD
    - 1% Worker's Comp

Projected $2.04 MM cost for 2018-19 level advancements

So What Does This Cost?

Potential 2018-19 CPI Increase 1.26%

- Must be negotiated **up to** the max 1.26%
  - Projected $1,334,613 salary
  - Projected $270,126 benefits (20.24%)
    - 6.9% WRS
    - 4.5% Retiree Health
    - 7.65% Fica/Medicare
    - .019% LTD
    - 1% Worker's Comp

Projected $1.60 MM cost for potential 2018-19 CPI increases

So What Does This Cost?

Automatic Level Advancements 2018-19

- $2.04 MM

Potential 2018-19 CPI Increase 1.26%

- $1.60 MM

Total Projected Cost 2018-19

- **$3.64 MM**

Budgetary Considerations

- The State biennial budget is yet to be adopted.
- New proposals have emerged since the Board made the preliminary budget commitment on March 6, 2017, of $3.3 MM for teacher compensation and $1.1 MM for other staff compensation.
  - The Board commitment was made assuming additional revenues of about $4.3 MM would be included in the next biennial budget.
  - If the State's final adopted budget provides KUSD with anything less the $4.3 MM proposed in the Governor's original budget, then the Board would have to be prepared to reduce operational budgets in order to support their approved salary structures.

Latest State Budget Proposal

Per Pupil Categorical Aid (PPCA) Projections			
	Governor Proposal (2/7/17)	**Assembly GOP Leaders (6/6/17)**	**Change**
2017-18 Current Avg	21,720	21,720	0
2017-18 PPCA	$450	$400	-$50
2017-18 Projected PPCA Total	**$9,774,000**	**$8,688,000**	**-$1,086,000**
2018-19 Current Avg	21,362	21,362	0
2018-19 Projected PPCA Total	$654	$600	-$54
2018-19 Projected PPCA Total	**$13,970,748**	**$12,817,200**	**-$1,153,548**

Thank You

Extra special thanks for your time and extraordinary efforts!

Salary Structure Design Team