

ITEM OF CONSIDERATION

TOPIC: 2015-16 Teacher Salary Schedule

BACKGROUND INFORMATION: I have been discussing teacher salary schedule increase with the CTA welfare committee. Originally we discussed moving the \$400 training stipend to base and then additional funds would include step and increasing step amounts by \$25 from \$725 to \$750, which is the fourth year of the agreement to increase step amounts. Originally, we discussed changing amount from BS+30 to Masters by \$125 to \$1450. These changes along with additional counselor position would be estimated to be an additional cost of \$208,092, which would have been a 2.65% increase.

Welfare committee met with the entire CTA and presented the information and a motion was made to ask for \$500 additional onto the salary schedule. I met with welfare again to discuss options. I offered a two-year agreement with \$250 added onto the base plus the training stipend. Welfare agreed to the \$250 but not a two-year agreement and took that back to CTA. This would put the base salary at \$34,000 and is estimated to be an additional \$244,671, which is a 3.11% increase.

CTA again meet to discuss the \$250 and stayed with the motion to ask for \$500. I met with the CTA to discuss financial condition of the district. They are maintaining their stance of asking for \$500 additional to the base.

I am recommending that the board approve moving the \$400 training stipend to base and add an additional \$250 to base for a base salary of \$34,000. That all teachers eligible for experience and education steps be given those. That \$725 be moved to \$750. The step from BS+30 moves to \$1500. Originally, this was to be a \$125 increase but in preparing for the meeting with CTA I found the documents when that was started and it was suppose to be \$150 per year increase. We have done two years of \$150 and one year of \$125 so I am just proposing we move to the \$1500, which was the original goal. The proposed salary schedule is attached.

If these changes are made along with the additional special education teacher that is being recommended tonight it is estimated to be an additional \$299,671 to teacher salary pool, which is a 3.81% increase. After equivalent salary increase are given to classified staff and administrators this projects to an ending fund balance of 23.07%.

OPTIONS:

1. Continue with the current salary schedule.
2. Approve the recommended changes for the 2015-16 school year.
3. Approve the request from CTA for 2015-16 school year.
4. Other

AMINISTRATIVE RECOMMENDATION: I recommend the board approve the recommended changes to the teacher salary schedule for the 2015-16 school year.

1. All experience and education steps given to eligible staff.
2. \$725 steps increased to \$750 and BS+30 to Masters step increased to \$1500.
3. Base salary set at \$34,000 by moving the training stipend to base and adding an additional \$250.

PREPARED BY:

Stan Stratton

2015-2016 Certified Salary Schedule

	BS	BS+8	BS+16	BS+24	BS+30	Masters	MS+8	MS+16	MS+24	MS+30	PHD
1	34,000.00	34,750.00	35,500.00	36,250.00	37,000.00	38,500.00	39,250.00	40,000.00	40,750.00	41,500.00	42,250.00
2	34,750.00	35,500.00	36,250.00	37,000.00	37,750.00	39,250.00	40,000.00	40,750.00	41,500.00	42,250.00	43,000.00
3	35,500.00	36,250.00	37,000.00	37,750.00	38,500.00	40,000.00	40,750.00	41,500.00	42,250.00	43,000.00	43,750.00
4	36,250.00	37,000.00	37,750.00	38,500.00	39,250.00	40,750.00	41,500.00	42,250.00	43,000.00	43,750.00	44,500.00
5	37,000.00	37,750.00	38,500.00	39,250.00	40,000.00	41,500.00	42,250.00	43,000.00	43,750.00	44,500.00	45,250.00
6	37,750.00	38,500.00	39,250.00	40,000.00	40,750.00	42,250.00	43,000.00	43,750.00	44,500.00	45,250.00	46,000.00
7	38,500.00	39,250.00	40,000.00	40,750.00	41,500.00	43,000.00	43,750.00	44,500.00	45,250.00	46,000.00	46,750.00
8	39,250.00	40,000.00	40,750.00	41,500.00	42,250.00	43,750.00	44,500.00	45,250.00	46,000.00	46,750.00	47,500.00
9	40,000.00	40,750.00	41,500.00	42,250.00	43,000.00	44,500.00	45,250.00	46,000.00	46,750.00	47,500.00	48,250.00
10	40,750.00	41,500.00	42,250.00	43,000.00	43,750.00	45,250.00	46,000.00	46,750.00	47,500.00	48,250.00	49,000.00
11	41,500.00	42,250.00	43,000.00	43,750.00	44,500.00	46,000.00	46,750.00	47,500.00	48,250.00	49,000.00	49,750.00
12	42,450.00	43,200.00	43,950.00	44,700.00	45,450.00	46,950.00	47,700.00	48,450.00	49,200.00	49,950.00	50,700.00
13	43,200.00	43,950.00	44,700.00	45,450.00	46,200.00	47,700.00	48,450.00	49,200.00	49,950.00	50,700.00	51,450.00
14	43,950.00	44,700.00	45,450.00	46,200.00	46,950.00	48,450.00	49,200.00	49,950.00	50,700.00	51,450.00	52,200.00
15	44,700.00	45,450.00	46,200.00	46,950.00	47,700.00	49,200.00	49,950.00	50,700.00	51,450.00	52,200.00	52,950.00
16	45,450.00	46,200.00	46,950.00	47,700.00	48,450.00	49,950.00	50,700.00	51,450.00	52,200.00	52,950.00	53,700.00
17	46,200.00	46,950.00	47,700.00	48,450.00	49,200.00	50,700.00	51,450.00	52,200.00	52,950.00	53,700.00	54,450.00
18	46,950.00	47,700.00	48,450.00	49,200.00	49,950.00	51,450.00	52,200.00	52,950.00	53,700.00	54,450.00	55,200.00
19	47,700.00	48,450.00	49,200.00	49,950.00	50,700.00	52,200.00	52,950.00	53,700.00	54,450.00	55,200.00	55,950.00
20	48,450.00	49,200.00	49,950.00	50,700.00	51,450.00	52,950.00	53,700.00	54,450.00	55,200.00	55,950.00	56,700.00
21	49,200.00	49,950.00	50,700.00	51,450.00	52,200.00	53,700.00	54,450.00	55,200.00	55,950.00	56,700.00	57,450.00
22	53,000.00	53,750.00	54,500.00	55,250.00	56,000.00	57,500.00	58,250.00	59,000.00	59,750.00	60,500.00	61,250.00
23	53,750.00	54,500.00	55,250.00	56,000.00	56,750.00	58,250.00	59,000.00	59,750.00	60,500.00	61,250.00	62,000.00
24	54,500.00	55,250.00	56,000.00	56,750.00	57,500.00	59,000.00	59,750.00	60,500.00	61,250.00	62,000.00	62,750.00
25	55,250.00	56,000.00	56,750.00	57,500.00	58,250.00	59,750.00	60,500.00	61,250.00	62,000.00	62,750.00	63,500.00
26	56,000.00	56,750.00	57,500.00	58,250.00	59,000.00	60,500.00	61,250.00	62,000.00	62,750.00	63,500.00	64,250.00
27	56,750.00	57,500.00	58,250.00	59,000.00	59,750.00	61,250.00	62,000.00	62,750.00	63,500.00	64,250.00	65,000.00
28	57,500.00	58,250.00	59,000.00	59,750.00	60,500.00	62,000.00	62,750.00	63,500.00	64,250.00	65,000.00	65,750.00
29	58,250.00	59,000.00	59,750.00	60,500.00	61,250.00	62,750.00	63,500.00	64,250.00	65,000.00	65,750.00	66,500.00
30	59,000.00	59,750.00	60,500.00	61,250.00	62,000.00	63,500.00	64,250.00	65,000.00	65,750.00	66,500.00	67,250.00
31	59,750.00	60,500.00	61,250.00	62,000.00	62,750.00	64,250.00	65,000.00	65,750.00	66,500.00	67,250.00	68,000.00