

## Compensation package in School Board Proposed FY15 Operating Budget

	Average % increase	Cost	
Licensed staff			
New pay plan	0.79	\$ 418,207	
One step	1.41	\$ 762,494	
Restore 1 step for all eligible staff	1.41	\$ 692,427	
	<u>3.61</u>		\$ 1,873,128
Non-licensed staff			
One step	2.0	\$ 525,000	
Restore 1 step for all eligible staff	2.0	\$ 525,000	
	<u>4.0</u>		\$ 1,050,000
Total cost of compensation package			\$ 2,923,128

## Other compensation options to reduce costs (not in priority order)

### OPTION 1

	Average % increase	Cost	
Licensed staff			
New pay plan	0.79	\$ 418,207	
One step	1.41	\$ 762,494	
Restore 1 step for all staff members who are eligible to have 5 steps restored	1.09	\$ 538,900	
	<u>3.29</u>		\$ 1,719,601
Non-licensed staff			
One step	2.00	\$ 525,000	
Restore 1 step for all staff members who are eligible to have 5 steps restored	1.61	\$ 422,000	
	<u>3.61</u>		\$ 947,000
			\$ 2,666,601
<b>Savings as compared to School Board proposed budget</b>			<b>\$ 256,527</b>

### MODIFIED OPTION 1

	Average % increase	Cost	
Licensed staff			
New pay plan	0.79	\$ 418,207	
One step	1.41	\$ 762,494	
Restore 1 step for all eligible staff members using a continuing contract concept to be defined prior to budget adoption.	1.26	\$ 620,284 est.	
	<u>3.46</u>		\$ 1,800,985
Non-licensed staff			
One step	2.00	\$ 525,000	
Restore 1 step for all eligible staff members using a concept similar to the licensed staff approach to be defined prior to budget adoption.	1.70	\$ 446,250	
	<u>3.70</u>		\$ 971,250
			\$ 2,772,235
<b>Savings as compared to School Board proposed budget</b>			<b>\$ 150,893</b>

## OPTION 2

	Average	Cost	
Licensed staff	% increase		
New pay plan	0.79	\$ 418,207	
One step	1.41	\$ 762,494	
Across the board	0.80	\$ 432,000	
	<u>3.00</u>		\$ 1,612,701
Non-licensed staff			
One step	2.00	\$ 525,000	
Across the board	1.00	\$ 262,500	
	<u>3.00</u>		\$ 787,500
			\$ 2,400,201
<b>Savings as compared to School Board proposed budget</b>			<b>\$ 522,927</b>

**Note: Analysis does not include the 1.1% salary adjustment related to the VRS shift to employees**

file: FY15 compensation options  
May 19, 2014