

# Salary Schedules

Barre School Board Presentations

June, 2017

# Our Current Salary Schedule for FY17

Step	Bachelors	Bachelors+15	Bachelors+30	Masters	Masters+15	Masters+30
1	\$37,395	\$39,265	\$41,135	\$43,005	\$44,874	\$46,744
2	\$38,985	\$40,855	\$42,724	\$44,594	\$46,464	\$48,334
3	\$40,574	\$42,444	\$44,314	\$46,183	\$48,053	\$49,923
4	\$42,163	\$44,033	\$45,903	\$47,773	\$49,642	\$51,512
5	\$43,753	\$45,622	\$47,492	\$49,362	\$51,232	\$53,101
6		\$47,212	\$49,081	\$50,951	\$52,821	\$54,691
7		\$48,801	\$50,671	\$52,540	\$54,410	\$56,280
8		\$50,390	\$52,260	\$54,130	\$56,000	\$57,869
9		\$51,980	\$53,849	\$55,719	\$57,589	\$59,459
10		\$53,569	\$55,439	\$57,308	\$59,178	\$61,048
11			\$57,028	\$58,898	\$60,767	\$62,637
12			\$58,617	\$60,487	\$62,357	\$64,226
13			\$60,580	\$62,450	\$64,320	\$66,190

# Last Year's Salary Schedule for FY16

Step	Bachelors	Bachelors+15	Bachelors+30	Masters	Masters+15	Masters+30
1	\$36,447	\$38,269	\$40,092	\$41,914	\$43,736	\$45,559
2	\$37,996	\$39,818	\$41,641	\$43,463	\$45,285	\$47,108
3	\$39,545	\$41,367	\$43,190	\$45,012	\$46,834	\$48,657
4	\$41,094	\$42,916	\$44,739	\$46,561	\$48,383	\$50,206
5	\$42,643	\$44,465	\$46,288	\$48,110	\$49,932	\$51,755
6		\$46,014	\$47,837	\$49,659	\$51,481	\$53,304
7		\$47,563	\$49,386	\$51,208	\$53,030	\$54,853
8		\$49,112	\$50,935	\$52,757	\$54,579	\$56,402
9		\$50,661	\$52,484	\$54,306	\$56,128	\$57,951
10		\$52,210	\$54,033	\$55,855	\$57,677	\$59,500
11			\$55,582	\$57,404	\$59,226	\$61,049
12			\$57,131	\$58,953	\$60,775	\$62,598
13			\$59,044	\$60,866	\$62,689	\$64,511

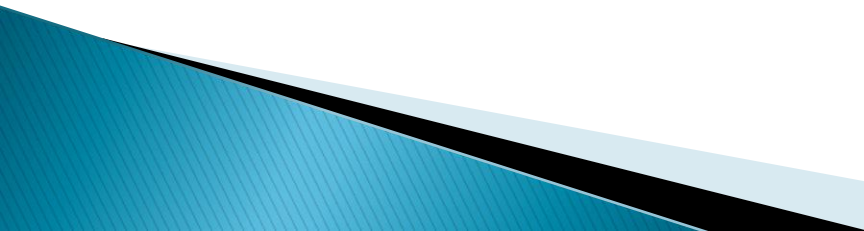
# Our Current “Index”

Step	Bachelors	Bachelors+15	Bachelors+30	Masters	Masters+15	Masters+30
1	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500
2	1.0425	1.0925	1.1425	1.1925	1.2425	1.2925
3	1.0850	1.1350	1.1850	1.2350	1.2850	1.3350
4	1.1275	1.1775	1.2275	1.2775	1.3275	1.3775
5	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200
6		1.2625	1.3125	1.3625	1.4125	1.4625
7		1.3050	1.3550	1.4050	1.4550	1.5050
8		1.3475	1.3975	1.4475	1.4975	1.5475
9		1.3900	1.4400	1.4900	1.5400	1.5900
10		1.4325	1.4825	1.5325	1.5825	1.6325
11			1.5250	1.5750	1.6250	1.6750
12			1.5675	1.6175	1.6675	1.7175
13			1.6200	1.6700	1.7200	1.7700

Vertical Index = 5.00%

Horizontal Index = 4.25%

# How an “Indexed” Salary Schedule Works

- ▶ The “base” (Bachelors Step 1) is increased from year to year.
  - ▶ All other values key off the base
  - ▶ As the base increases the difference between steps and columns increases
    - In FY16 the difference between (most) steps was \$1549 and the difference between columns \$1822
    - In FY17 the difference between (most) steps was \$1589 and the difference between columns \$1870
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# How an Employee Typically Moves on a Salary Schedule

- ▶ If negotiated, an employee moves to the next step in the column they are in:
  - i.e.; Step 1 to Step 2 in the Bachelors column
- ▶ If an employee reaches a threshold of credits, they also move columns:
  - i.e.; Step 1 in the Bachelors column to Step 2 in the Bachelors + 15 column

# Typical Employee Increases Over Recent Years – Starting in Bachelors Step 1

Contract Year	Salary	% Increase	CPI-Calendar Year
2013-14; B Step 1	\$ 35,222		
2014-15; B Step 2	\$ 37,251	5.76%	1.60%
2015-16; B Step 3	\$ 39,546	6.16%	0.10%
2016-17; B Step 4	\$ 42,163	6.62%	1.30%
Note: 1.5% attributed to adding 3 days	Total:	18.5%	3.0%
	Average:	6.2%	1.0%

# Typical Employee Increases Over Recent Years – Starting in Masters Step 3

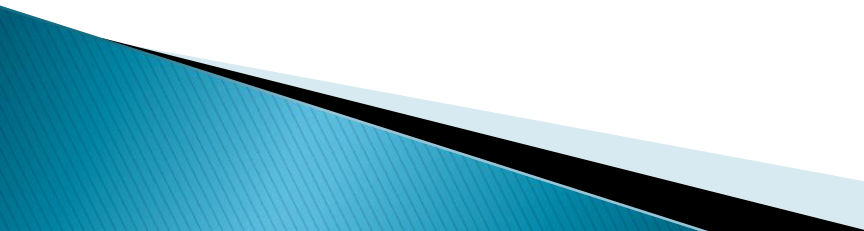
Contract Year	Salary	% Increase	CPI-Calendar Year
2013-14; M Step 3	\$ 43,499		
2014-15; M Step 4	\$ 45,648	4.94%	1.60%
2015-16; M Step 5	\$ 48,111	5.40%	0.10%
2016-17; M Step 6	\$ 50,951	5.90%	1.30%
Note: 1.5% attributed to adding 3 days	Total:	16.2%	3.0%
	Average:	5.4%	1.0%



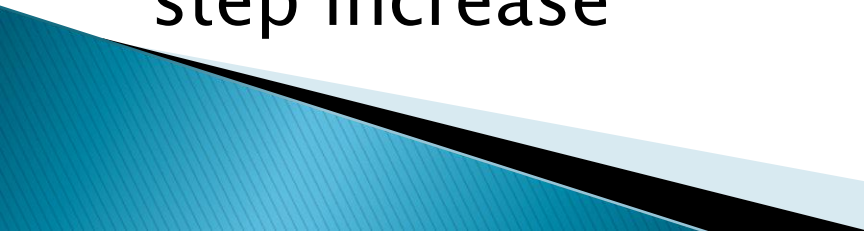
# Typical Employee Increases Over Recent Years – Starting in Masters +15 Step 10

<b>Contract Year</b>	<b>Salary</b>	<b>% Increase</b>	<b>CPI-Calendar Year</b>
<b>2013-14; M15 Step 10</b>	<b>\$ 55,739</b>		
<b>2014-15; M15 Step 11</b>	<b>\$ 58,065</b>	<b>4.17%</b>	<b>1.60%</b>
<b>2015-16; M15 Step 12</b>	<b>\$ 60,776</b>	<b>4.67%</b>	<b>0.10%</b>
<b>2016-17; M15 Step 13</b>	<b>\$ 64,320</b>	<b>5.83%</b>	<b>1.30%</b>
<b>Note: 1.5% attributed to adding 3 days</b>	<b>Total:</b>	<b>14.7%</b>	<b>3.0%</b>
	<b>Average:</b>	<b>4.9%</b>	<b>1.0%</b>

# How a Settlement Works with an “Indexed” Salary Schedule (FY17)

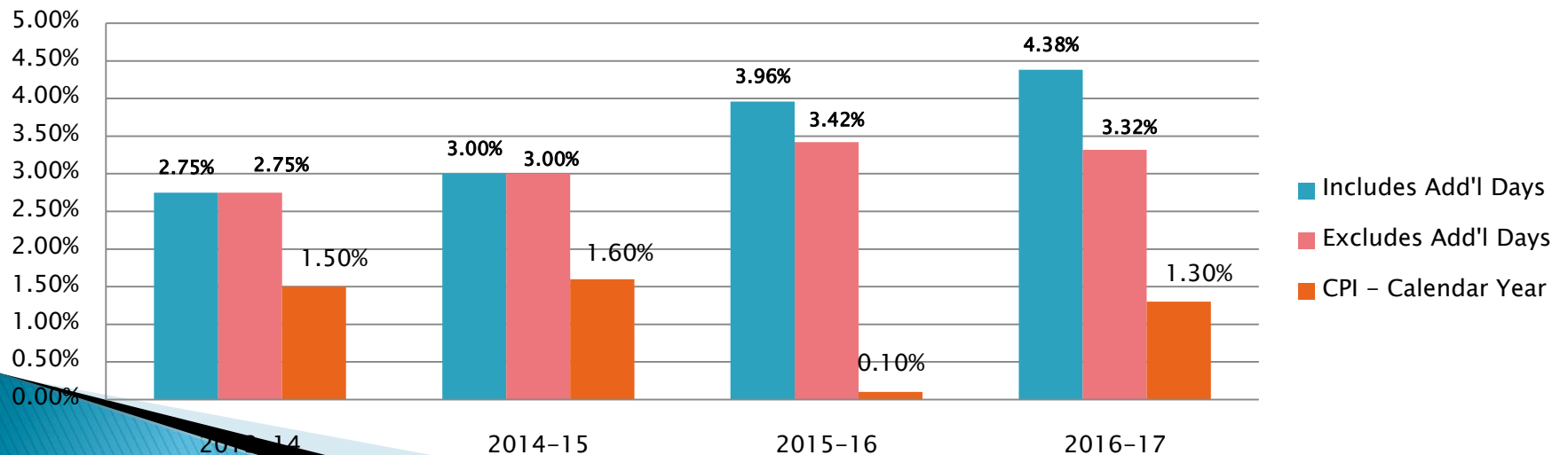
- ▶ The “base” increased by \$948 or 2.6%.
  - ▶ The “Total New Money” increase was 4.38%
    - In FY16 all salaries totaled \$14,106,778
    - In FY17 all salaries totaled \$14,724,725, which is 4.38% higher than \$14,106,778
    - **NOTE** that roughly 1% of this was due to increasing the teacher work year from 188 days to 190 days (190 is 1.06% more than 188)
    - Without that the Total New Money would have been 3.32%
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# How a Settlement Works with an “Indexed” Salary Schedule (FY17)

- ▶ If the “base” increased by \$0 or 0%...
  - ▶ The “Total New Money” increase still would have been 1.73%
    - This is simply the cost for employees who can to move to the next available step (“Step Movement”)
    - Employees who have no step to move to would get no increase.
  - ▶ When the base increases by 2.6% employees with no step movement get 2.6%, other employees get 2.6% plus the \$ value of the step increase
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<u>Barre SU</u>	<u>Four Year Teacher Salary Settlement History (Total New Money)</u>		
Contract Year	Includes Add'l Days	Excludes Add'l Days	CPI-Calendar Year
2013-14	2.75%	2.75%	1.50%
2014-15	3.00%	3.00%	1.60%
2015-16	3.96%	3.42%	0.10%
2016-17	4.38%	3.32%	1.30%
Totals:	14.1%	12.5%	4.5%
Average:	3.5%	3.1%	1.1%

**4 Year Teacher Contract Salary Settlement History**



# Indexed Salary Schedules are Not Sustainable in an Economy with an Average CPI Increase of 1%

- ▶ Some settlements are moving to flat dollar increment intervals between steps
  - ▶ Some settlements are freezing employees on steps
  - ▶ Some settlements are giving unsustainable increases
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