

Shawnee Mission School District Compensation Counter Proposals: September 27, 2019

1-Year Contract Offer: 2019-20

1% Base: \$1,244,253

1.31% Step: \$1,626,744

.43% Column Movement: \$500,000

.47% Individual Health Insurance: \$545,616 (The board will contribute an additional \$45 per month towards individual health insurance bringing the total to \$694 per month or \$644 per month if the employee does not participate in health screening).

Total Cost: \$3,916,613

Total Compensation Package Increase: 3.22%

Projected Budget **Surplus** of \$497,567

2-Year Contract Offer: 2019-21

1st Year – 2019-20

1% Base: \$1,244,253

1.31% Step: \$1,626,744

.43% Column Movement: \$500,000

.47% Individual Health Insurance: \$545,616 (The board will contribute an additional \$45 per month towards individual health insurance bringing the total to \$694 per month or \$644 per month if the employee does not participate in health screening).

Total Cost: \$3,916,613

Total Compensation Package Increase: 3.22%

Projected Budget **Surplus** of \$497,567

2nd Year – 2020-21

1.25% Base: \$1,555,316

1.31% Step: \$1,626,744

.43% Column Movement: \$500,000

.65% Individual Health Insurance (assuming a 5% premium increase): \$754,163 (The board will contribute an additional amount per month equal to the premium increase of the most costly individual health plan premium. This amount would be added to the first year contribution amount of \$694 or \$644).

Total Cost: \$4,436,223

Total Compensation Package Increase year: 3.65%

Projected Budget **Deficit** of (\$1,292,272)

Overall Compensation Package Increase over 2 years: \$8,352,836 or 6.87%

Projected District Revenue Increases (General State-Aid with LOB):

2019-20: \$8,607,000

Base \$4,436

2020-21: \$2,896,000

Base \$4,569

2021-22: \$5,480,000

Base \$4,706

2022-23: \$6,467,000

Base \$4,846

2023-24: \$3,281,000

Base \$4,919 - Based on Projected Consumer Price Index (CPI) of 1.50%