

# Exhibit 1J - Career Earnings Comparison

Before Yr 19	1.0476	1.0470
After Yr 24	1.0100	1.0100

	Year	Shawnee Mission	Blue Valley	
<b>Step 1 - BA 1999-2000 Salary Schedule</b>	1	\$ 27,163	\$ 26,034	<b>Step 1 pay rate in 1999-2000</b>
<p>Assumptions:</p> <p>Staff member is continuously employed as a teacher in the respective district.</p> <p>Between Step 1 and Step 19, the staff member makes row an column movements that gradually lead to earning a master's degree.</p> <p>These are calculated approximations. Actual gains from year-to-year will vary.</p>	2	\$ 28,456	\$ 27,258	<p>Overall average annual gain for the SMSD teacher is approximately 4.76%.</p> <p>Overall average annual gain for the Blue Valley teacher is approximately 4.70%</p>
	3	\$ 29,810	\$ 28,540	
	4	\$ 31,228	\$ 29,881	
	5	\$ 32,715	\$ 31,286	
	6	\$ 34,271	\$ 32,757	
	7	\$ 35,902	\$ 34,297	
	8	\$ 37,611	\$ 35,910	
	9	\$ 39,401	\$ 37,598	
	10	\$ 41,276	\$ 39,366	
	11	\$ 43,240	\$ 41,217	
	12	\$ 45,298	\$ 43,155	
	13	\$ 47,453	\$ 45,184	
	14	\$ 49,712	\$ 47,308	
	15	\$ 52,077	\$ 49,532	
	16	\$ 54,556	\$ 51,861	
	17	\$ 57,152	\$ 54,299	
	18	\$ 59,872	\$ 56,852	
	<b>Step 19 - MS/MA Recent Salary Schedule</b>	19	\$ 62,721	
Step 20	20	\$ 62,721	\$ 60,725	
Step 21	21	\$ 64,276	\$ 61,925	
Step 22	22	\$ 64,276	\$ 63,125	
Step 23	23	\$ 64,276	\$ 63,625	
<b>Step 24 - MS/MA Recent Salary Schedule</b>	24	\$ 65,830	\$ 63,925	<b>Highest pay rate for MS/MA in 2018-2019 (SMSD) or 2019-2020 (BV)</b>
<p>After Year 24, the staff member does not earn credits beyond the master's degree. i.e. staff member is capped at the top of the salary schedule.</p> <p>Model assumes that salaries increase periodically, and at an overall average rate of 1% annually.**</p>	25	\$ 66,488	\$ 64,564	Estimated future earnings after 2018-2019.
	26	\$ 67,153	\$ 65,210	
	27	\$ 67,825	\$ 65,862	
	28	\$ 68,503	\$ 66,521	
	29	\$ 69,188	\$ 67,186	
	30	\$ 69,880	\$ 67,858	
<b>Total Career</b>		<b>\$ 1,540,330</b>	<b>\$ 1,482,385</b>	

Difference		\$ 57,945		Difference in career earnings is \$57,945 (3.9%)
		3.9%		

\*\* In Shawnee Mission, the maximum pay on the salary schedule increased from \$43,980 in 1999-2000 to \$65,830 in 2018-2019. This calculates to an annual gain of approximately 2% per year. The 1% gain after Year 21 used in the model shown here is a conservative estimate of expected annual gains in salary.