

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%

Teachers - Year 1 @ 1%

[illegible]

Teachers - Year 2 @ 1.25%

	B	B10	B20	M	M15	M30	M45	M60	D
1	43,089	44,068	45,053	50,091	51,531	53,008	54,601	56,153	58,768
2	43,089	44,068	45,053	50,091	51,531	53,008	54,601	56,153	58,768
3	43,089	44,068	45,053	50,091	51,531	53,008	54,601	56,153	58,768
4	44,068	45,094	46,118	51,300	52,744	54,335	55,924	57,548	60,164
5	45,094	46,152	47,176	52,560	53,995	55,620	57,249	58,955	61,567
6	46,152	47,217	48,310	53,884	55,280	56,988	58,687	60,391	63,006
7	47,217	48,310	49,485	55,196	56,640	58,385	60,128	61,905	64,523
8	48,310	49,451	50,586	56,608	58,046	59,823	61,602	63,421	66,034
9	48,310	50,619	51,800	58,046	59,446	61,298	63,118	65,045	67,665
10	48,310	51,833	53,008	59,523	60,920	62,816	64,709	66,677	69,290
11	48,310	51,833	54,335	60,992	62,434	64,403	66,337	68,306	70,956
12	48,310	51,833	55,620	62,593	63,986	66,034	68,005	70,050	72,663
13	48,310	51,833	55,620	64,140	65,578	67,665	69,670	71,830	74,439
14	48,310	51,833	55,620	64,140	67,249	69,404	71,526	73,638	76,297
15	48,310	51,833	55,620	64,140	67,249	71,184	73,337	75,578	78,188
16	48,310	51,833	55,620	64,140	67,249	71,184	75,241	77,540	80,157
17	48,310	51,833	55,620	64,140	67,249	71,184	75,241	79,521	82,164
18	48,310	51,833	55,620	64,140	67,249	71,184	75,241	79,521	82,164
19	48,310	51,833	55,620	64,140	67,249	71,184	75,241	79,521	82,164
20	48,310	51,833	55,620	64,140	67,249	71,184	75,241	79,521	82,164
21	48,310	51,833	56,945	65,730	68,947	73,001	77,168	81,522	84,209
22	48,310	51,833	56,945	65,730	68,947	73,001	77,168	81,522	84,209
23	48,310	51,833	56,945	65,730	68,947	73,001	77,168	81,522	84,209
24	48,310	51,833	58,270	67,319	70,654	74,817	79,101	83,528	86,251 1.250%