

**Issue 1: Compensation
Exhibit 1V**

	Impact of NEA-SM Proposal on Budget			Impact of NEA-SM 5:7 Proposal on Budget		
	19-20	20-21	21-22	19-20	20-21	21-22
<u>All Pay Groups Overall Cost</u>						
Surplus Prior to Proposal	\$5,448,334	\$9,385,126	\$15,360,486	\$5,448,334	\$9,385,126	\$15,360,486
Base %	2.00%	1.50%	1.50%	2.00%	1.50%	1.50%
Base Cost	3,426,287	2,569,715	2,569,715	3,426,287	2,569,715	2,569,715
Step Cost	2,328,264	2,328,264	2,328,264	2,328,264	2,328,264	2,328,264
Health Monthly Increase	45	40	46	45	40	46
District Cost \$649 to \$694	909,360	1,256,938	1,344,539	909,360	1,256,938	1,344,539
Employee Cost \$87 to \$100	13	0	0	13	0	0
Annual Employee Cost	104	-	-	104	-	-
HS/MS Move 6 Periods to 5	-	-	-	-	3,035,633	2,131,558
Single-Year Cost	6,663,911	6,154,917	6,242,518	6,663,911	9,190,550	8,374,076
Multi-Year Cost		6,663,911	12,818,828		6,663,911	15,854,461
Surplus/(Deficit)	(1,215,577)	(3,433,702)	(3,700,860)	(1,215,577)	(6,469,335)	(8,868,051)
Ending Bal. W/ Contingency	17,555,781	14,122,080	10,421,220	17,555,781	11,086,447	2,218,396
<u>Teacher Only Overall Cost</u>						
Base %	2.00%	1.50%	1.50%	2.00%	1.50%	1.50%
	2,488,506	1,866,380	1,866,380	2,488,506	1,866,380	1,866,380
Step	1.31%	1.31%	1.31%	1.31%	1.31%	1.31%
	1,626,744	1,626,744	1,626,744	1,626,744	1,626,744	1,626,744
Health	0.47%	0.65%	0.70%	0.47%	0.65%	0.70%
	545,616	754,163	806,724	545,616	754,163	806,724
Professional Growth	0.43%	0.43%	0.43%	0.43%	0.43%	0.43%
	500,000	500,000	500,000	500,000	500,000	500,000
Total Overall %	4.22%	3.90%	3.94%	4.22%	3.90%	3.94%
Total Overall Cost	5,160,866	4,747,286	4,799,847	5,160,866	4,747,286	4,799,847

Assumptions:

High School Moving 6 Periods to 5 would take an additional 41.3 FTE @ \$73,502 = \$3,035,633.

Middle School Moving 6 Periods to 5 would take an additional 29.0 FTE @ \$73,502 = \$2,131,558.

Health insurance premiums in 20-21 and 21-22 were estimated to increase 5% in each year.