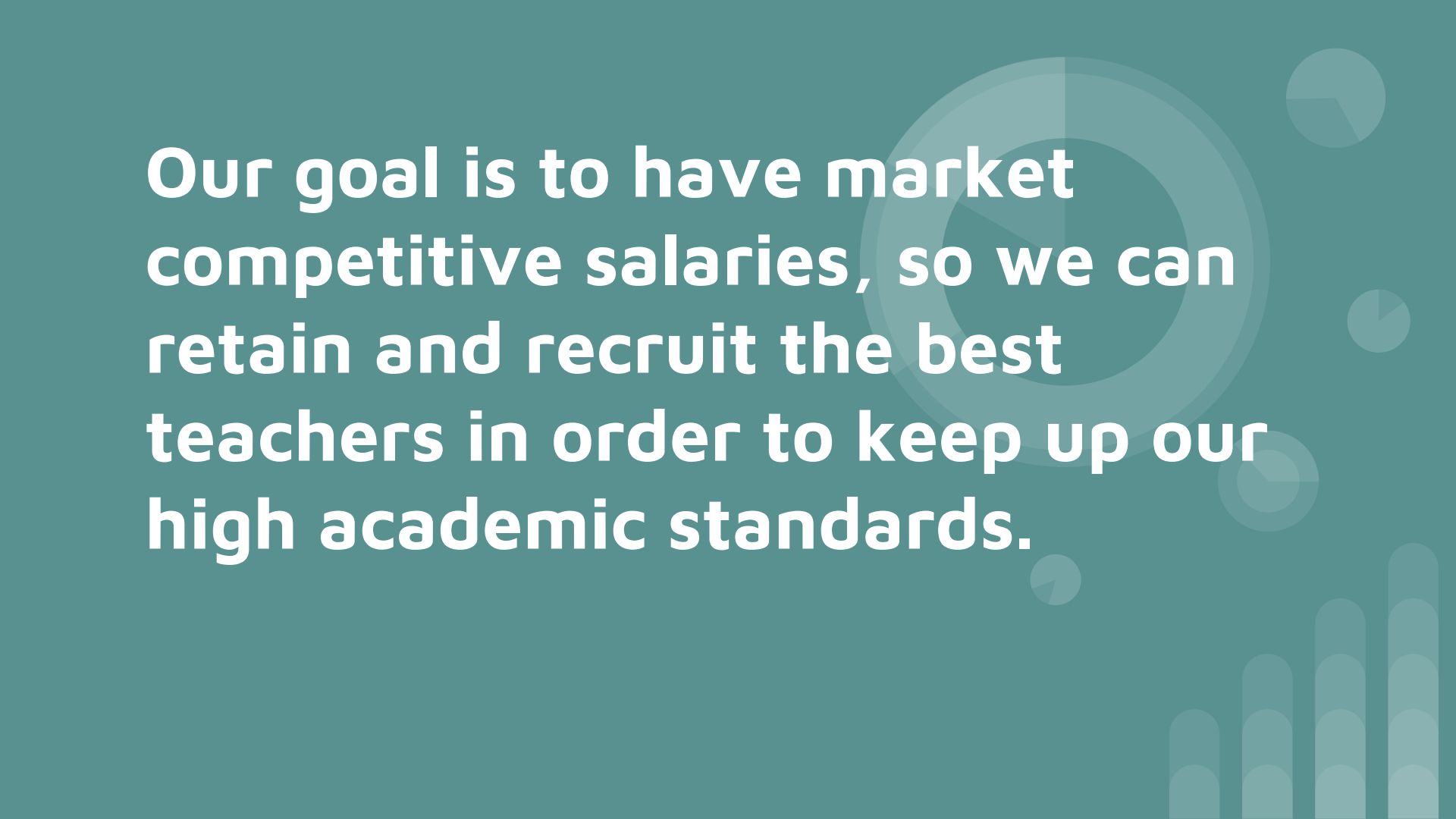


**Proposed
Lincoln Academy
Salary Increases
for the
2019-2020
School Year**





Our goal is to have market competitive salaries, so we can retain and recruit the best teachers in order to keep up our high academic standards.



The Problem

- If Lincoln stayed stagnant with teacher salaries, we would significantly fall behind current market trends
 - Retention of staff and recruiting high quality professionals becomes more challenging
 - With staff turn over it becomes difficult to maintain our current culture and continuity with our staff and students



Contributing Factors

- The district just announced that they will be giving all employees a 2.67% pay increase retroactive to September of 2018 - added to salary going forward and will additionally make at least another 2.5%-5% increase in salary for the 2019-2020 school year
- Denver Public Schools also made a significant increase to teacher salaries after the strike which creates salary competition with other metro area school districts including Jeffco
- Employees' PERA contribution will increase to 8.75% (increase of .75%) in July
- Minimum wage continues to increase \$11.10 to \$ 12.00 (Jan. 1, 2020)



The Opportunity

- With the passage of 5A Lincoln Academy will see an increase of funding next year
 - An additional \$290,437 this will be added to the existing Mill Levy funds we currently receive
 - The new Mill Levy funds will continue to increase each year with inflation
- Per Pupil Revenue will increase to \$8,295 for the 2019-20 school year (current year funding is \$7,944)
- Support staff engagement and demonstrate value to Lincoln employees by providing an increased salary scale



The Solution

- Increase the base amount on the teacher salary bands (both BA & MA) by 10% (which includes the annually budgeted COLA of 3%)
- Teachers would also level up on a band per the schedule
- Increase classified staff salaries to 95%-100% of current (before the 2.67% increase) Jeffco scales
- An overall average of licensed and classified staff increase would be 11%
- Reinstate direct insurance contribution of \$500 per month (option to employees that take insurance from district)
- In 2018-19 we made a 10% increase in total salaries and benefits
- In 2019-20 would be a 11% increase in total salaries and benefits



The Solutions

- By increasing salaries by 10% (on average) this moves the school closer to the goal of being market competitive
- Without raises, only 7 out of the 53 teaching steps would exceed 88% of Jeffco salaries (with the 2.57% increase) and none would exceed 90%
- After the proposed salary increases, 35 out of 53 teaching steps would exceed 88% or higher
 - 13 of the 18 fall within the 14 years plus on the BA scale, as designed by our salary scales
- Roughly we are adding \$300,000 more to the salary budget which includes a 3% COLA
- We will continue to have EAs in classrooms and provide high quality professional development opportunities



Salaries as % of Expenses

