ASSOCIATION OF EDUCATIONAL SUPPORT PROFESSSIONALS NEARI/NEA FISCAL IMPACT 26-28	NEARI Contract Period FY 2027-FY 2029 FY 27 Year 1	NEARI Contract Period FY 2027-FY 2029 FY 28 Year 2	NEARI Contract Period FY 2027-FY 2029 FY 29 Year 3
Compensation Cost Salary	$206,281	$148,668	$143,963
1 hour of paid PD or meeting per month (9)	$16,750	$17,696	$18,600
Benefit Cost , payroll taxes, retirement	$38,795	$23,491	$22,954
Total Fiscal Impact Compensation plus benefits	$261,825	$189,854	$185,517

Assumptions

Daily hours increased to 7 hrs per day

Step increases Yr. 1 increase 3%, Yr. 2 increase 3.5% Yr. 3 increase 4 %

180 days including 3 professional development