

MEA Presentation Legislative Body Hearing
 Manatee Paraprofessional Salary Schedule 2011-12 Cost January, 2012

Parent Liaison

Exp Step	I	Ees	Cost	II	Ees	Cost	TOTAL EE	TOTAL COST
0	12.25	0	0	16.50	1	24402	1	24402
1	12.38	0	0	16.77	1	24651.9	1	24651.9
2	12.64	0	0	17.20	3	75852	3	75852
3	12.82	0	0	17.56	2	51626.4	2	51626.4
4	13.23	0	0	17.93	3	79071.3	3	79071.3
5	13.49	0	0	18.39	5	135166.5	5	135166.5
6	13.76	0	0	18.76	2	55154.4	2	55154.4
7	14.04	2	41277.6	19.23	4	113072.4	6	154350
8	14.39	0	0	19.61	0	0	0	0
9	14.66	0	0	20.09	1	29532.3	1	29532.3
10	14.96	1	21991.2	20.43	0	0	1	21991.2
11	15.38	0	0	20.97	1	30825.9	1	30825.9
12	15.66	1	23020.2	21.49	2	63180.6	3	86200.8
13	16.06	0	0	22.00	2	64680	2	64680
14	16.36	0	0	22.49	1	33060.3	1	33060.3
15	16.77	0	0	23.00	1	33810	1	33810
16	17.20	0	0	23.51	1	34559.7	1	34559.7
17	17.56	0	0	24.08	0	0	0	0
18	17.94	0	0	24.63	0	0	0	0
19	18.15	0	0	24.89	0	0	0	0
20	18.30	0	0	25.13	0	0	0	0
21	20.30	0	0	27.64	0	0	0	0
22	20.30	0	0	27.64	0	0	0	0
23	20.30	0	0	27.64	0	0	0	0
24	20.30	0	0	27.64	1	40630.8	1	40630.8
25	20.30	0	0	27.64	0	0	0	0
SubTotal		4	\$ 86,289		31	\$ 889,277	35	\$ 975,566
Average Annual			\$ 21,572			\$ 28,686		\$ 27,873
Average Hourly			\$ 14.68			\$ 19.51		\$ 18.96

3 days \$ (14,932.13)

MEA Bargaining Unit Employee Impact
 MEA Proposals
 Legislative Body Hearing

FRS 3% Contribution

Unit	Employees	Cost	Contribution	Average
Teachers	2848	\$ 136,263,948	\$ (4,079,579)	\$ (1,432.44)
Paraprofessionals	719	\$ 13,519,002	\$ (409,179)	\$ (569.09)

TOTAL \$ 149,782,950 \$ (4,488,758)

Based on District provided data received January, 2012

Experience Step Advancement 4th Quarter and 1 Furlough days for Teacher:

Unit	Employees	Cost	Teachers 4th Q Step & 1 Furlough day /Paras 4th Q Step	Individual Average Impact
Teachers	2848	\$ 135,985,963	\$ (277,985)	\$ (97.61)
Paraprofessionals	719	\$ 13,639,308	\$ 57,653	\$ 80.18
TOTAL		\$ 149,625,271	\$ (220,332)	

Board Benefit Proposals Impact

Life Insurance

Unit	Employees	April 1, 2012 Implementation (5 months)	Purchase cost 0.182/1000	Individual Average Impact
Teachers	2848		\$ (124,401)	\$ (43.68)
Paraprofessionals	719		\$ (12,432)	\$ (17.29)
TOTAL			\$ (136,832)	

Health Insurance 2011

Unit	Employees	MEA EE Share (Monthly Increase \$0.00 - \$138.18)	EE Share Increase	Individual Average Impact
Teachers	2307	\$ 1,443,447	\$ (352,762)	\$ (152.91)
Paraprofessionals	530	\$ 294,572	\$ (76,255)	\$ (143.88)
TOTAL	2837	\$ 1,738,019	\$ (429,017)	\$ (151.22)

Board imposed rates June 7, 2011

Health Insurance 2012

Unit	Employees	MEA EE Share (Additional Monthly Increase \$6.00 - \$125.00)	EE Share Increase	Individual Average Impact
Teachers	2338	\$ 4,222,935	\$ (696,778)	\$ (297.96)
Paraprofessionals	549	\$ 990,565	\$ (163,442)	\$ (297.96)
TOTAL	2887	\$ 5,213,501	\$ (860,219)	\$ (297.96)

HIC Recommended 2012 Rates August 30, 2011

Total Health Ins. \$ 6,951,519 \$ (1,289,236) \$ (441.84)

TOTAL IMPACT

Unit	Employees	Total MEA Unit	Individual Average Impact
Teachers	2848	\$ (5,531,505)	\$ (1,726.63)
Paraprofessionals	719	\$ (603,654)	\$ (650.08)
TOTAL	3567	\$ (6,135,159)	

*Superintendent Proposals 2011-12 Negotiations Impact
Legislative Body Hearing*

FRS 3% Contribution

Unit	Employees	Cost	Contribution	Average
Teachers	2848	\$ 136,263,948	\$ (3,975,501)	\$ (1,395.89)
Paraprofessionals	719	\$ 13,519,002	\$ (399,338)	\$ (555.41)

TOTAL \$ 149,782,950 \$ (4,374,839)

Based on District provided data received January 2012

Superintendent Proposed Salary Decrease Impact

Unit	Employees	Cost	Teachers -2.75% Salary /Paras 3 days	Individual Average Impact
Teachers	2848	\$ 132,516,690	\$ (3,747,259)	\$ (1,315.75)
Paraprofessionals	719	\$ 13,311,278	\$ (207,724)	\$ (288.91)
TOTAL		\$ 145,827,968	\$ (3,954,983)	

Superintendent Benefit Proposals Impact

Life Insurance

Unit	Employees	April 1, 2012 Implementation (5 months)	Purchase cost 0.182/1000	Individual Average Impact
Teachers	2570		\$ (112,236)	\$ (43.68)
Paraprofessionals	718		\$ (12,414)	\$ (17.29)
TOTAL			\$ (124,650)	

Health Insurance 2011

Unit	Employees	EE Share (Monthly Increase \$0.00 - \$138.18)	EE Share Increase	Individual Average Impact
Teachers	2307	\$ 1,443,447	\$ (352,762)	\$ (152.91)
Paraprofessionals	530	\$ 294,572	\$ (76,255)	\$ (143.88)
TOTAL	2837	\$ 1,738,019	\$ (429,017)	\$ (151.22)

Board imposed rates June 7, 2011

Health Insurance 2012

Unit	Employees	EE Share (Additional Monthly Increase \$0.00 - \$97.06)	EE Share Increase	Individual Average Impact
Teachers	2338	\$ 4,545,739	\$ (1,019,581)	\$ (436.00)
Paraprofessionals	549	\$ 1,066,284	\$ (239,161)	\$ (436.00)
TOTAL	2887	\$ 5,612,023	\$ (1,258,742)	\$ (436.00)

Board proposal August 23, 2011

Total Health Ins. \$ 7,350,042 \$ (1,687,759) \$ (587.23)

TOTAL IMPACT

Unit	Employees	Total MEA Unit	Individual Average Impact
Teachers	2887	\$ (9,207,338)	\$ (3,344.24)
Paraprofessionals	719	\$ (934,892)	\$ (1,441.48)
TOTAL	3606	\$ (10,142,230)	

MEA Presentation Legislative Body Hearing
 2011-12 Salary Schedules
 Superintendent Proposed Salary Reduction of 2.75%

Exp	2011-12		2011-12		2011-12		2011-12		2011-12		2011-12		2011-12		2011-12		2011-12		TOTAL			
	BA AC	EES	Cost	MIA AC	EES	Cost	SPEC AC	EES	Cost	DOCAC	EES	Cost	AC EEs	Cost	AC EEs	Cost	AC EEs	Cost	AC EEs	Cost	AC Cost	
0	37457.78	214	8015965	38467.24	54	2077231	40811.94	0	43155.66	3	129467	271	0	43155.66	3	129467	271	0	43155.66	3	129467	10,222,663
1	37837.06	70	2648594	38467.24	20	750111	41224.28	0	43591.34	4	174365	94	0	43591.34	4	174365	94	0	43591.34	4	174365	3,573,071
2	38078.24	35	1332738	39145.07	7	274015	41513.11	1	41513	0	0	43	0	43880.17	0	0	43	0	43880.17	0	0	1,648,267
3	38270.79	33	1262936	39378.47	7	275649	41745.54	0	44113.57	1	44114	41	0	44113.57	1	44114	41	0	44113.57	1	44114	1,582,699
4	38463.35	18	692340	39934.74	14	559086	42389.33	1	42389	0	0	33	0	44755.42	0	0	33	0	44755.42	0	0	1,293,816
5	38655.9	23	889086	40197.32	11	442170	42682.05	1	42682	0	0	36	0	45059.82	1	45060	36	0	45059.82	1	45060	1,418,998
6	38848.46	9	349636	40459.89	9	364139	42974.78	0	45363.24	0	0	18	0	45363.24	0	0	18	0	45363.24	0	0	713,775
7	39049.77	14	546697	40722.47	6	244335	43267.5	0	45667.63	0	0	20	0	45667.63	0	0	20	0	45667.63	0	0	791,032
8	39233.57	7	274635	40985.04	6	245910	43560.22	0	45972.02	0	0	13	0	45972.02	0	0	13	0	45972.02	0	0	520,545
9	39433.9	7	276037	41247.62	3	123743	4382.94	0	46275.44	1	46275	11	0	46275.44	1	46275	11	0	46275.44	1	46275	446,056
10	39631.32	7	282070	41510.19	6	249061	44145.67	0	46579.83	0	0	13	0	46579.83	0	0	13	0	46579.83	0	0	531,131
11	39828.74	5	203818	41772.77	4	167091	44438.39	0	46884.23	0	0	9	0	46884.23	0	0	9	0	46884.23	0	0	370,909
12	40026.16	1	40026	42035.34	3	131039	44731.11	0	47187.65	1	47188	5	0	47187.65	1	47188	5	0	47187.65	1	47188	218,253
13	40223.57	2	80447	42297.92	2	84596	45023.83	1	45024	0	0	5	0	47492.04	0	0	5	0	47492.04	0	0	210,067
14	40420.99	2	80842	42560.49	4	170242	45316.56	0	47796.43	0	0	6	0	47796.43	0	0	6	0	47796.43	0	0	251,084
15	40618.41	0	0	42823.07	2	85645	45609.28	0	48100.82	0	0	2	0	48100.82	0	0	2	0	48100.82	0	0	85,646
16	40815.83	0	0	43085.64	0	0	45902	0	48404.24	1	48404	1	0	48404.24	1	48404	1	0	48404.24	1	48404	48,404
17	41013.24	1	41013	43348.22	2	86696	46194.72	1	46195	0	0	4	0	48708.64	0	0	4	0	48708.64	0	0	173,904
18	41210.66	1	41211	43610.79	1	43611	46487.45	0	49013.03	0	0	2	0	49013.03	0	0	2	0	49013.03	0	0	84,821
19	41408.08	1	41408	43873.37	2	65810	46780.17	0	49316.45	0	0	3	0	49316.45	0	0	3	0	49316.45	0	0	107,218
20	41605.5	1	41605	44135.94	4	176544	47072.89	0	49620.84	0	0	5	0	49620.84	0	0	5	0	49620.84	0	0	218,149
21	41802.91	0	0	44398.52	0	0	47365.61	0	49925.23	0	0	0	0	49925.23	0	0	0	0	49925.23	0	0	-
22	42000.33	2	84001	44661.09	1	44661	47658.34	0	50228.65	0	0	3	0	50228.65	0	0	3	0	50228.65	0	0	128,662
23	42197.75	2	84395	44923.67	0	0	47951.06	0	50533.05	0	0	2	0	50533.05	0	0	2	0	50533.05	0	0	84,395
24	42395.17	1	42395	45186.24	2	90372	48243.78	0	50837.44	0	0	3	0	50837.44	0	0	3	0	50837.44	0	0	132,768
25	42592.58	1	42593	45448.82	2	90898	48536.5	0	51140.86	0	0	3	0	51140.86	0	0	3	0	51140.86	0	0	133,490
26	42790	11	470690	45707.5	11	479929	48819.5	2	97639	0	0	24	0	51445.25	0	0	24	0	51445.25	0	0	1,048,258
SubTotal			17865179		182	7322586						669					669					26,038,081
AVERAGE		468	\$ 38,154			\$ 40,319			\$ 45,063		\$ 44,573											\$ 38,930

MEA Presentation Legislative Body Hearing
 2011-12 Salary Schedules
 Superintendent Proposed Salary Reduction of 2.75%

Exp	BA PSC/CC	2011-12 EEs	2011-12 Cost	MA PSC/CC	2010-2011 Ees	2010-2011 Cost	SPEC PSC/CC	2011-12 EEs	2011-12 Cost	DOC PSC/CC	2011-12 EEs	2011-12 Cost	TOTAL PSC EEs	TOTAL PSC COST
0	37457.78	0	0	38467.24	2	57701	40811.94	0	0	43155.66	0	0	2	\$ 57,701
1	37837.06	3	113511	38467.24	1	38467	41224.28	0	0	43591.34	0	0	4	\$ 151,978
2	38078.24	27	1028112	39145.07	11	430596	41513.11	0	0	43880.17	1	43880	39	\$ 1,502,588
3	38270.79	70	2678955	39378.47	29	1141976	41745.54	1	41746	44113.57	0	0	100	\$ 3,862,677
4	38463.35	63	2403959	39934.74	35	1397716	42389.33	2	84779	44755.42	1	44755	101	\$ 3,931,209
5	38655.9	62	2396666	41393.49	47	1945494	44009.52	2	88019	46378.53	1	46379	112	\$ 4,476,558
6	38848.46	72	2797089	42063.54	62	2607940	44724.3	0	0	47099.15	0	0	134	\$ 5,405,029
7	39049.77	58	2264886	42353.35	48	2032961	45102.61	1	45103	47467.73	2	94935	109	\$ 4,437,885
8	39233.57	42	1647810	42561.46	53	2255758	45343.79	1	45344	47741.97	4	190968	100	\$ 4,139,879
9	40434.61	37	1496080	44415.05	36	1598942	47357.83	2	94716	49800.75	2	99602	77	\$ 3,289,339
10	41129.94	44	1809717	45159.01	46	2077314	48261.29	1	48261	50604.04	0	0	91	\$ 3,935,293
11	41776.66	38	1587513	45903.95	42	1927966	49069.43	6	294417	51407.32	1	51407	87	\$ 3,861,302
12	43674	40	1746960	47847.97	35	1674679	51261.45	1	51261	53602.26	2	107205	78	\$ 3,580,105
13	44384.9	23	1020853	48597.77	38	1846715	52134.75	5	260674	54475.56	5	272378	71	\$ 3,400,620
14	45098.72	33	1488258	49353.4	42	2048166	53003.2	1	53003	55345.95	0	0	76	\$ 3,589,427
15	45807.67	33	1511653	50098.34	38	1878688	53873.58	1	53874	56219.25	3	168658	75	\$ 3,612,872
16	46675.14	41	1913681	50993.04	34	1733763	54747.86	3	164244	57090.61	0	0	78	\$ 3,811,687
17	49207.53	27	1328603	53545.85	27	1445738	57300.67	2	114601	59643.43	5	298217	61	\$ 3,187,160
18	49902.87	27	1347377	54288.84	36	1954398	58091.32	1	58091	60529.37	0	0	64	\$ 3,359,867
19	50498.04	14	706972	54981.26	32	1731910	58735.11	0	0	61221.79	1	61222	47	\$ 2,500,104
20	51015.41	28	1428431	55594.91	21	1167493	59396.41	2	118793	61837.39	2	123675	53	\$ 2,838,392
21	51613.49	24	1238724	56211.47	34	1911190	60042.15	2	120084	62482.15	2	124964	62	\$ 3,394,962
22	52219.36	27	1409923	56846.52	29	1648549	60696.64	1	60697	63111.36	2	126223	59	\$ 3,245,391
23	52833.98	20	1056680	57509.76	35	2012842	61360.86	5	306804	63737.65	0	0	60	\$ 3,376,326
24	53457.35	17	908775	58180.79	21	1221796	62030.91	2	124062	64564.28	0	0	40	\$ 2,546,633
25	54089.48	13	703163	58861.54	18	1059508	62696.1	2	125392	65452.17	2	130904	35	\$ 2,018,967
26	59760.13	139	8306657	64865.75	202	13102882	69582.38	15	1043736	73034.75	11	803382	367	\$ 23,256,657
SubTotal		1022	46341010		1052	53951146		59	3397699		47	2788754	2180	\$ 106,478,609
AVERAGE			\$ 45,366			\$ 51,284			\$ 57,588			\$ 59,335		\$ 48,855

AC + PSC AVERAGE	BA	1490	64206190	MA	1234	61273732	SPEC	66	3713141	DOC	59	3323627	2848	\$ 132,516,690
			\$ 43,099			\$ 49,670			\$ 56,260			\$ 56,333		\$ 46,524
														(3,747,259)

**MIA Salary Proposal Legislative Body Hearing
Available Funds**

BUDGET CATEGORY	AVAILABLE FUNDS	DATA SOURCE
FRS RATE CHANGE SAVINGS	\$ 8,770,000	Exhibit #1G
ADDITIONAL BUDGET CUTS	\$ 3,000,000	Exhibit #1G
CONSTRUCTION SERVICES (Capital Transfer)	\$ 1,000,000	Exhibit #1H-3
MTI REVENUE (Anticipated Student Fees)	\$ 730,000	Exhibit #1H-1
DEPARTMENTAL BUDGETS (Personnel costs)	\$ 500,000	Exhibit #1H-3-7
COMMUNITY & PRESS RELATIONS (Budget Error)	\$ 40,000	Exhibit #1H-3
INSTRUCTIONAL TV SERVICES (Budget Error)	\$ 40,000	Exhibit #1H-6
TOTAL	\$ 14,080,000	
TOTAL Without FRS Rate Change	\$ 5,310,000	

SCHOOL DISTRICT OF MANATEE COUNTY
SUMMARY OF BUDGETED SALARIES AND BENEFITS - MEA AND PARA BARGAINING UNITS
FOR THE FISCAL YEAR ENDING JUNE 30, 2012 AS OF 10/25/11

Object Code	BUDGETED									
	Salaries	Retirement .0491	Retirement .1077	Retirement EE .03	Social Security	Life Insurance	Health Insurance	Workers Comp		
Teachers	114,660,252.36	5,629,818.39	12,348,909.18	3,439,807.57	8,771,509.31	229,320.50	17,199,037.85	1,570,845.46		
Occupational Specialist	56,774.55	2,787.63	6,114.62	1,703.24	4,343.25	113.55	8,516.18	777.81		
Media Specialist	2,762,129.98	135,620.58	297,481.40	82,863.90	211,302.94	5,524.26	414,319.50	37,841.18		
Guidance Counselors	4,802,412.78	235,798.47	517,219.86	144,072.38	367,384.58	9,604.83	720,361.92	65,793.06		
Other Certified	3,210,162.81	157,618.99	345,734.53	96,304.88	245,577.45	6,420.33	481,524.42	43,979.23		
	<u>125,491,732.48</u>	<u>6,161,644.06</u>	<u>13,515,459.59</u>	<u>3,764,751.97</u>	<u>9,600,117.53</u>	<u>250,983.46</u>	<u>18,823,759.87</u>	<u>1,719,236.73</u>		
Teacher Aides	6,265,651.65	307,643.50	674,810.68	187,969.55	479,322.35	12,531.30	939,847.75	85,839.43		
Instructional Assistants	1,399,466.48	68,713.80	150,722.54	41,983.99	107,059.19	2,788.93	209,919.97	19,172.69		
	<u>7,665,118.13</u>	<u>376,357.30</u>	<u>825,533.22</u>	<u>229,953.54</u>	<u>586,381.54</u>	<u>15,330.24</u>	<u>1,149,767.72</u>	<u>105,012.12</u>		
Total Teacher & Paras	\$ 133,156,850.61	\$ 6,538,001.36	\$ 14,340,992.81	\$ 3,994,705.52	\$ 10,186,499	\$ 266,314	\$ 19,973,527.59	\$ 1,824,249		
Percent of Salary		4.91%	10.77%	3.00%	7.65%	0.20%	15.00%	1.37%		

**MANATEE COUNTY SCHOOLS
SUPERINTENDENT'S RECOMMENDATION FOR \$11 MILLION BUDGET CUTS
FOR THE 2011-2012 BUDGET YEAR
June 13, 2011**

				Original \$11 Million List				Revised \$11 Million List
District Office Re-organization Savings				1,500,000				1,500,000
Reduced Utilities Cost District Wide				-				1,200,000
Lower salaries through retirements (75 retirements)				1,500,000				1,500,000
On-time Retirement Incentive Savings				150,000				150,000
Charter Schools share of reduction in FEFP				2,200,000				2,200,000
Outsource Custodians								
A All new custodians hired through a staffing/payroll service	480,000	Half year =		240,000	480,000	Half year =		240,000
B Select schools to be cleaned by local independent contractor	51,600	3 Schools		154,800	51,600	3 Schools		154,800
Eliminate Elementary School Resource Officers	80,000	6	480,000	240,000	80,000	6	480,000	240,000
School Discretionary Budget Reduction (%age/Amount)	12.50%			250,000	0.00%			-
School Media Budget Reduction (%age/Amount)	50%			110,000	50%			110,000
School Improvement Plan (SIP) Budget Reduction (%age/Amount)	50%			96,500	50%			96,500
School Cuts - Based on FTE				2,000,000				1,000,000
Average Elementary School	= 30,000				15,000			
Average Middle School	= 42,000				21,000			
Average High School	= 88,000				44,000			
Modify Delivery Service for Hospital / Homebound Students - Less 1 on 1/more virtual instruction				350,000				350,000
Eliminate one specials teacher at elementary schools and replace with a teacher assistant				1,250,000				1,250,000
Decrease Board provided life insurance to employees from 2x annual salary to 1X annual salary (Annualized Savings = \$338,000/Effective 10-1-2011)				253,500				253,500
Furlough Days								
12 Month District Level SAMP Employees D9 to D17 (These days for SAMP employees are in addition to the 5 Spring Break Furlough days being recommended)	1	35,000		35,000	1	35,000		35,000
				(6 total furlough days)				(6 total furlough days)
12 Month District Level SAMP Employees D1 to D8 (These days for SAMP employees are in addition to the 2 Spring Break Furlough days being recommended)	0	15,000		-	0	15,000		-
				(2 total furlough days)				(2 total furlough days)
10, 10.5 and 11 month SAMP Employees	2	12,600		25,200	1	12,600		12,600
School Principals and Assistant Principals	3	50,000		150,000	2	50,000		100,000
Teachers and other Instructional Staff	2	800,000		1,600,000	1	800,000		800,000
Aides and Teacher Assistants	0	50,000		-	0	50,000		-
Non-Bargaining Hourly (Clerks / Secretaries)	0	86,000		-	0	86,000		-
AFSCME	0	75,000		-	0	75,000		-
Total Proposed Savings				12,105,000				11,192,400

SAMP = Supervisory, Administrative, Managerial & Professional

MANATEE COUNTY SCHOOLS
 SUPERINTENDENT'S RECOMMENDATION FOR \$14 MILLION BUDGET CUTS
 FOR THE 2011-2012 BUDGET YEAR
 July 11, 2011

	Savings	Impact on Employees		
		Total Salary Reduction	Plus 3% FRS	Total Impact on Employees
District Office Re-organization Savings (See Re-Organization Sheet)	1,672,843			
Reduced Utilities Cost District Wide	1,200,000			
Lower salaries through retirements (75 retirements)	1,500,000			
On-time Retirement Incentive Savings	150,000			
Charter Schools share of reduction in FEFP	2,200,000			
Outsource Custodians				
A All new custodians hired through a staffing/payroll service	480,000	Half year =	240,000	
B Select schools to be cleaned by local independent contractor	51,600	3 Schools	154,800	
Eliminate Elementary School Resource Officers	80,000	6	480,000	240,000
School Discretionary Budget Reduction (%age/Amount)	5.50%			
School Media Budget Reduction (%age/Amount)	50%			55,000
School Improvement Plan (SIP) Budget Reduction (%age/Amount)	50%			48,250
School Cuts - Based on FTE				700,000
Average Elementary School (Avg. Budget \$3.35 Million = .31% of Budget)	10,500			
Average Middle School (Avg. Budget \$4.23 million = .35% of Budget)	14,700			
Average High School (Avg. Budget \$5.67 million = .66% of Budget)	30,800			
Modify Delivery Service for Hospital / Homebound Students - Less 1 on 1/more virtual instruction				350,000
Eliminate one special teacher at elementary schools and replace with a teacher assistant				
Decrease Board provided life insurance to employees from 2x annual salary to 1X annual salary (Annualized Savings = \$338,000/Effective 10-1-2011)				253,500
Salary Reductions and Furlough Days		% Cut	Value of 1%	
12 Month District Level SAMP Employees D10 to D17 (This salary reduction for SAMP employees D10 to D17 is in addition to the 5 Spring Break Furlough days being recommended. This brings the salary reduction for this group of employees to a total of 5%)		3.00	68,224	207,673
12 Month District Level SAMP Employees D1 to D9 (This salary reduction for SAMP employees is in addition to the 5 Spring Break Furlough days being recommended. This brings the salary reduction for this group of employees to a total of 3%)		1.00	59,207	59,207
10, 10.5 and 11 month SAMP Employees		3.00	33,318	99,953
School Principals and Assistant Principals		3.00	117,613	352,538
Teachers and other Instructional Staff		2.75	1,358,599	3,736,148
In exchange for the salary reductions, SAMP employees, School Principals and Assistant Principals, and teachers and other instructional staff will receive 2 days off.				
Furlough Days Only		# of Days	Value of Days	
Aides and Teacher Assistants		3	50,000	150,000
Non-Bargaining Hourly (Clerks / Secretaries)		3	86,000	258,000
AFSCME (Except bus drivers, bus aides + lunchroom)		3	59,100	177,300
Total Proposed Savings				14,005,212

SAMP = Supervisory, Administrative, Managerial & Professional