

# District Proposal

Costs with Three-Level Movement for All Effective Teachers and Four-Level Movement for All Highly Effective Teachers						
Schedule/ Performance Group	Three Levels (\$909) FTE of 799.93	Three Levels + \$2 (\$915) FTE of 478.58	Four Levels (\$1,212) FTE of 1,010.82	Four Levels +\$2 (\$1,220) FTE of 225.76	Cost without Benefits FTE of 2515.09	Cost with Benefits @ 16.91% FTE of 2515.09
Grandfathered- Effective	\$ 726,913				\$ 726,913	\$ 849,834
Eligible Performance- Effective		\$ 437,731			\$ 437,731	\$ 511,751
Grandfathered- Highly Effective			\$ 1,225,489		\$ 1,225,489	\$ 1,432,720
Eligible Performance- HE			\$ -	\$ 275,109	\$ 275,109	\$ 321,630
Sub Total	\$ 726,913	\$ 437,731	\$ 1,225,489	\$ 275,109	\$ 2,665,242	\$ 3,115,935
<b>Additional Salary and Benefit Enhancements</b>						
Teacher Longevity	16+ Years (73)	\$ 900				\$ 65,700
	25+ Years (39)	\$ 1,200				\$ 93,600
New Teacher Incentive		\$ 600				\$ 203,400
Benefit Holiday Savings	Average	\$ 241				\$ 526,164
Total						\$ 4,004,799

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Paraprofessionals	4%	\$ 529,895.69
Benefit Holiday Savings	Avg. \$177	92,101.00
		<u>\$ 621,996.69</u>

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