

LEA Salary Matrix Subcommittee

Presentation for USD 497 School Board & LEA/BOE Negotiations

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December 2022

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The Salary Matrix Subcommittee convened in October 2022 to begin work on the following interest statement from the LEA/BOE IBB process:

“How do we ensure that our salary matrix equitably reflects the values and expectations for professionals seeking to continue their education and stay in LPS?”

The subcommittee then identified the following goals:

1. Review the salary matrix functionality,
2. Review and make recommendations to the negotiations team regarding vertical step movement after step 13
3. Review and make recommendations to the negotiations team regarding horizontal step movement (education credits)

In addition, the subcommittee agreed that the adoption of a new schedule would not result in a pay cut for existing certified staff members. The subcommittee also agreed to prioritize recommendations that best align with certified staff needs and provide an implementation plan for single or multi-year options for the negotiations teams to consider.

Certified Scattergram (2021-2022)

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD	TOTAL
1	49	2	5	2	25		1	1	1			1	87
2	17	1	1	2	15	2	1		2				41
3	15		4	3	16		1	4			2		45
4	11	2	3	1	10	1	2	2				2	34
5	9	1	3	2	16	1			3	1			36
6	15				17	2	1	2	1	1	2	1	42
7	14	5	4	1	16	3		2	2	1	3		51
8	10	4	2	3	20	4	5				1	2	51
9	8	2	3	5	25	5	3	3		1	2		57
10	8	1	2		12	1		4	2	1	2	1	34
11	3	2	3	2	14	2	1	3	2	1	2		35
12	4	2	1	1	17	5	1	1	1		2	1	36
13	17	26	14	52	118	32	32	36	19	13	56	14	429
Total	180	48	45	74	321	58	48	58	33	19	72	22	978

25 Step Max Scattergram Extension (steps 13-25)

13	17	26		7	18	6	7	5	1	3	8	4	102
14			1	4	8	3		2	1		4		23
15			13	41	45	8	10	14	5	5	12	5	158
20					33	7	9	7	6	2	11	3	78
25					14	8	6	8	6	3	21	2	68
Total	180	48	45	74	321	58	48	58	33	19	72	22	978

24 Step Max Scattergram Extension (steps 13-24)

13	17	26		7	18	6	7	5	1	3	8	4	102
14			1	4	8	3		2	1		4		23
15			13	41	30	5	8	12	4	4	7	3	127
18					23	4	3	6	1	1	8	2	48
21					17	5	8	2	6	0	7	2	47
24					22	9	6	9	6	5	22	3	82
Total	180	48	45	74	321	58	48	58	33	19	72	22	978

Proposed Salary Matrix Models

Current Certified Salary Matrix (2021-2022)

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$41,758	\$42,308	\$42,958	\$43,608	\$44,408	\$45,108	\$45,908	\$46,808	\$47,808	\$48,658	\$49,608	\$51,008
2	\$42,158	\$42,708	\$43,408	\$44,058	\$45,008	\$45,708	\$46,658	\$47,558	\$48,608	\$49,458	\$50,508	\$52,008
3	\$42,558	\$43,108	\$43,858	\$44,508	\$45,608	\$46,358	\$47,408	\$48,308	\$49,458	\$50,308	\$51,508	\$53,008
4	\$42,958	\$43,558	\$44,458	\$45,208	\$46,258	\$47,108	\$48,208	\$49,108	\$50,408	\$51,258	\$52,508	\$54,108
5	\$43,408	\$44,158	\$45,158	\$45,908	\$46,958	\$47,858	\$49,008	\$49,908	\$51,408	\$52,258	\$53,508	\$55,208
6	\$43,908	\$44,908	\$45,908	\$46,708	\$47,758	\$48,708	\$50,008	\$50,908	\$52,408	\$53,258	\$54,508	\$56,308
7	\$44,558	\$45,708	\$46,708	\$47,558	\$48,658	\$49,658	\$51,008	\$51,908	\$53,508	\$54,358	\$55,608	\$57,408
8	\$45,358	\$46,558	\$47,558	\$48,408	\$49,558	\$50,608	\$52,008	\$52,908	\$54,608	\$55,458	\$56,808	\$58,608
9	\$46,158	\$47,458	\$48,458	\$49,308	\$50,608	\$51,758	\$53,158	\$54,058	\$55,808	\$56,658	\$58,008	\$59,908
10	\$46,958	\$48,408	\$49,408	\$50,333	\$51,758	\$52,908	\$54,308	\$55,208	\$57,208	\$58,058	\$59,408	\$61,308
11	\$47,758	\$49,383	\$50,383	\$51,433	\$52,958	\$54,108	\$55,533	\$56,458	\$58,608	\$59,458	\$60,808	\$62,708
12	\$48,558	\$50,433	\$51,533	\$52,633	\$54,158	\$55,308	\$56,833	\$57,758	\$60,008	\$60,858	\$62,208	\$64,108
13	\$49,633	\$51,833	\$53,033	\$54,133	\$55,658	\$56,808	\$58,433	\$59,458	\$61,708	\$62,558	\$63,908	\$65,808

→ → → → → → → → → → →

	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$550	\$650	\$650	\$800	\$700	\$800	\$900	\$1,000	\$850	\$950	\$1,400
2	\$550	\$700	\$650	\$950	\$700	\$950	\$900	\$1,050	\$850	\$1,050	\$1,500
3	\$550	\$750	\$650	\$1,100	\$750	\$1,050	\$900	\$1,150	\$850	\$1,200	\$1,500
4	\$600	\$900	\$750	\$1,050	\$850	\$1,100	\$900	\$1,300	\$850	\$1,250	\$1,600
5	\$750	\$1,000	\$750	\$1,050	\$900	\$1,150	\$900	\$1,500	\$850	\$1,250	\$1,700
6	\$1,000	\$1,000	\$800	\$1,050	\$950	\$1,300	\$900	\$1,500	\$850	\$1,250	\$1,800
7	\$1,150	\$1,000	\$850	\$1,100	\$1,000	\$1,350	\$900	\$1,600	\$850	\$1,250	\$1,800
8	\$1,200	\$1,000	\$850	\$1,150	\$1,050	\$1,400	\$900	\$1,700	\$850	\$1,350	\$1,800
9	\$1,300	\$1,000	\$850	\$1,300	\$1,150	\$1,400	\$900	\$1,750	\$850	\$1,350	\$1,900
10	\$1,450	\$1,000	\$925	\$1,425	\$1,150	\$1,400	\$900	\$2,000	\$850	\$1,350	\$1,900
11	\$1,625	\$1,000	\$1,050	\$1,525	\$1,150	\$1,425	\$925	\$2,150	\$850	\$1,350	\$1,900
12	\$1,875	\$1,100	\$1,100	\$1,525	\$1,150	\$1,525	\$925	\$2,250	\$850	\$1,350	\$1,900
Max	\$2,200	\$1,200	\$1,100	\$1,525	\$1,150	\$1,625	\$1,025	\$2,250	\$850	\$1,350	\$1,900

↓	2	\$400	\$400	\$450	\$450	\$600	\$600	\$750	\$750	\$800	\$800	\$900	\$1,000
↓	3	\$400	\$400	\$450	\$450	\$600	\$650	\$750	\$750	\$850	\$850	\$1,000	\$1,000
↓	4	\$400	\$450	\$600	\$700	\$650	\$750	\$800	\$800	\$950	\$950	\$1,000	\$1,100
↓	5	\$450	\$600	\$700	\$700	\$700	\$750	\$800	\$800	\$1,000	\$1,000	\$1,000	\$1,100
↓	6	\$500	\$750	\$750	\$800	\$800	\$850	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,100
↓	7	\$650	\$800	\$800	\$850	\$900	\$950	\$1,000	\$1,000	\$1,100	\$1,100	\$1,100	\$1,100
↓	8	\$800	\$850	\$850	\$850	\$900	\$950	\$1,000	\$1,000	\$1,100	\$1,100	\$1,200	\$1,200
↓	9	\$800	\$900	\$900	\$900	\$1,050	\$1,150	\$1,150	\$1,150	\$1,200	\$1,200	\$1,200	\$1,300
↓	10	\$800	\$950	\$950	\$1,025	\$1,150	\$1,150	\$1,150	\$1,150	\$1,400	\$1,400	\$1,400	\$1,400
↓	11	\$800	\$975	\$975	\$1,100	\$1,200	\$1,200	\$1,225	\$1,250	\$1,400	\$1,400	\$1,400	\$1,400
↓	12	\$800	\$1,050	\$1,150	\$1,200	\$1,200	\$1,200	\$1,300	\$1,300	\$1,400	\$1,400	\$1,400	\$1,400
↓	Max	\$1,075	\$1,400	\$1,500	\$1,500	\$1,500	\$1,500	\$1,600	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700

Proposed 25 Step Max (Steps 15-25 in increments of 5)

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$41,758	\$42,308	\$42,958	\$43,608	\$44,408	\$45,108	\$45,908	\$46,808	\$47,808	\$48,658	\$49,608	\$51,008
2	\$42,158	\$42,708	\$43,408	\$44,058	\$45,008	\$45,708	\$46,658	\$47,558	\$48,608	\$49,458	\$50,508	\$52,008
3	\$42,558	\$43,108	\$43,858	\$44,508	\$45,608	\$46,358	\$47,408	\$48,308	\$49,458	\$50,308	\$51,508	\$53,008
4	\$42,958	\$43,558	\$44,458	\$45,208	\$46,258	\$47,108	\$48,208	\$49,108	\$50,408	\$51,258	\$52,508	\$54,108
5	\$43,408	\$44,158	\$45,158	\$45,908	\$46,958	\$47,858	\$49,008	\$49,908	\$51,408	\$52,258	\$53,508	\$55,208
6	\$43,908	\$44,908	\$45,908	\$46,708	\$47,758	\$48,708	\$50,008	\$50,908	\$52,408	\$53,258	\$54,508	\$56,308
7	\$44,558	\$45,708	\$46,708	\$47,558	\$48,658	\$49,658	\$51,008	\$51,908	\$53,508	\$54,358	\$55,608	\$57,408
8	\$45,358	\$46,558	\$47,558	\$48,408	\$49,558	\$50,608	\$52,008	\$52,908	\$54,608	\$55,458	\$56,808	\$58,608
9	\$46,158	\$47,458	\$48,458	\$49,308	\$50,608	\$51,758	\$53,158	\$54,058	\$55,808	\$56,658	\$58,008	\$59,908
10	\$46,958	\$48,408	\$49,408	\$50,333	\$51,758	\$52,908	\$54,308	\$55,208	\$57,208	\$58,058	\$59,408	\$61,308
11	\$47,758	\$49,383	\$50,383	\$51,433	\$52,958	\$54,108	\$55,533	\$56,458	\$58,608	\$59,458	\$60,808	\$62,708
12	\$48,558	\$50,433	\$51,533	\$52,633	\$54,158	\$55,308	\$56,833	\$57,758	\$60,008	\$60,858	\$62,208	\$64,108
13	\$49,633	\$51,833	\$53,033	\$54,133	\$55,658	\$56,808	\$58,433	\$59,458	\$61,708	\$62,558	\$63,908	\$65,808
14			\$54,033	\$55,133	\$56,658	\$57,808	\$59,433	\$60,458	\$62,708	\$63,558	\$64,908	\$66,808
15			\$55,033	\$56,133	\$57,658	\$58,808	\$60,433	\$61,458	\$63,708	\$64,558	\$65,908	\$67,808
20					\$62,658	\$63,808	\$65,433	\$66,458	\$68,708	\$69,558	\$70,908	\$72,808
25					\$67,658	\$68,808	\$70,433	\$71,458	\$73,708	\$74,558	\$75,908	\$77,808

"Raises" by adopting this model

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
3	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
6	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
7	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
8	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
9	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
10	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
11	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
12	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
13	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
14			\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
15			\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
20					\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000
25					\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000

Current Max

Proposed 24 Step Max (Steps 13-24 in increments of 3)

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$41,758	\$42,308	\$42,958	\$43,608	\$44,408	\$45,108	\$45,908	\$46,808	\$47,808	\$48,658	\$49,608	\$51,008
2	\$42,158	\$42,708	\$43,408	\$44,058	\$45,008	\$45,708	\$46,658	\$47,558	\$48,608	\$49,458	\$50,508	\$52,008
3	\$42,558	\$43,108	\$43,858	\$44,508	\$45,608	\$46,358	\$47,408	\$48,308	\$49,458	\$50,308	\$51,508	\$53,008
4	\$42,958	\$43,558	\$44,458	\$45,208	\$46,258	\$47,108	\$48,208	\$49,108	\$50,408	\$51,258	\$52,508	\$54,108
5	\$43,408	\$44,158	\$45,158	\$45,908	\$46,958	\$47,858	\$49,008	\$49,908	\$51,408	\$52,258	\$53,508	\$55,208
6	\$43,908	\$44,908	\$45,908	\$46,708	\$47,758	\$48,708	\$50,008	\$50,908	\$52,408	\$53,258	\$54,508	\$56,308
7	\$44,558	\$45,708	\$46,708	\$47,558	\$48,658	\$49,658	\$51,008	\$51,908	\$53,508	\$54,358	\$55,608	\$57,408
8	\$45,358	\$46,558	\$47,558	\$48,408	\$49,558	\$50,608	\$52,008	\$52,908	\$54,608	\$55,458	\$56,808	\$58,608
9	\$46,158	\$47,458	\$48,458	\$49,308	\$50,608	\$51,758	\$53,158	\$54,058	\$55,808	\$56,658	\$58,008	\$59,908
10	\$46,958	\$48,408	\$49,408	\$50,333	\$51,758	\$52,908	\$54,308	\$55,208	\$57,208	\$58,058	\$59,408	\$61,308
11	\$47,758	\$49,383	\$50,383	\$51,433	\$52,958	\$54,108	\$55,533	\$56,458	\$58,608	\$59,458	\$60,808	\$62,708
12	\$48,558	\$50,433	\$51,533	\$52,633	\$54,158	\$55,308	\$56,833	\$57,758	\$60,008	\$60,858	\$62,208	\$64,108
13	\$49,633	\$51,833	\$53,033	\$54,133	\$55,658	\$56,808	\$58,433	\$59,458	\$61,708	\$62,558	\$63,908	\$65,808
14			\$54,033	\$55,133	\$56,658	\$57,808	\$59,433	\$60,458	\$62,708	\$63,558	\$64,908	\$66,808
15			\$55,033	\$56,133	\$57,658	\$58,808	\$60,433	\$61,458	\$63,708	\$64,558	\$65,908	\$67,808
18					\$60,658	\$61,808	\$63,433	\$64,458	\$66,708	\$67,558	\$68,908	\$70,808
21					\$63,658	\$64,808	\$66,433	\$67,458	\$69,708	\$70,558	\$71,908	\$73,808
24					\$66,658	\$67,808	\$69,433	\$70,458	\$72,708	\$73,558	\$74,908	\$76,808

“Raises” by adopting this model

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
3	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
6	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
7	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
8	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
9	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
10	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
11	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
12	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
13	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
14			\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
15			\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
18					\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
21					\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
24					\$11,000	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000

Current Max

Proposed 13 Step Max + Equalization (equalizes step movement across all cells)

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$41,758	\$42,758	\$43,758	\$44,758	\$46,758	\$47,758	\$48,758	\$49,758	\$50,758	\$51,758	\$52,758	\$54,758
2	\$42,758	\$43,758	\$44,758	\$45,758	\$47,758	\$48,758	\$49,758	\$50,758	\$51,758	\$52,758	\$53,758	\$55,758
3	\$43,758	\$44,758	\$45,758	\$46,758	\$48,758	\$49,758	\$50,758	\$51,758	\$52,758	\$53,758	\$54,758	\$56,758
4	\$44,758	\$45,758	\$46,758	\$47,758	\$49,758	\$50,758	\$51,758	\$52,758	\$53,758	\$54,758	\$55,758	\$57,758
5	\$45,758	\$46,758	\$47,758	\$48,758	\$50,758	\$51,758	\$52,758	\$53,758	\$54,758	\$55,758	\$56,758	\$58,758
6	\$46,758	\$47,758	\$48,758	\$49,758	\$51,758	\$52,758	\$53,758	\$54,758	\$55,758	\$56,758	\$57,758	\$59,758
7	\$47,758	\$48,758	\$49,758	\$50,758	\$52,758	\$53,758	\$54,758	\$55,758	\$56,758	\$57,758	\$58,758	\$60,758
8	\$48,758	\$49,758	\$50,758	\$51,758	\$53,758	\$54,758	\$55,758	\$56,758	\$57,758	\$58,758	\$59,758	\$61,758
9	\$49,758	\$50,758	\$51,758	\$52,758	\$54,758	\$55,758	\$56,758	\$57,758	\$58,758	\$59,758	\$60,758	\$62,758
10	\$50,758	\$51,758	\$52,758	\$53,758	\$55,758	\$56,758	\$57,758	\$58,758	\$59,758	\$60,758	\$61,758	\$63,758
11	\$51,758	\$52,758	\$53,758	\$54,758	\$56,758	\$57,758	\$58,758	\$59,758	\$60,758	\$61,758	\$62,758	\$64,758
12	\$52,758	\$53,758	\$54,758	\$55,758	\$57,758	\$58,758	\$59,758	\$60,758	\$61,758	\$62,758	\$63,758	\$65,758
13	\$53,758	\$54,758	\$55,758	\$56,758	\$58,758	\$59,758	\$60,758	\$61,758	\$62,758	\$63,758	\$64,758	\$66,758

“Raises” by adopting this model

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$0	\$450	\$800	\$1,150	\$2,350	\$2,650	\$2,850	\$2,950	\$2,950	\$3,100	\$3,150	\$3,750
2	\$600	\$1,050	\$1,350	\$1,700	\$2,750	\$3,050	\$3,100	\$3,200	\$3,150	\$3,300	\$3,250	\$3,750
3	\$1,200	\$1,650	\$1,900	\$2,250	\$3,150	\$3,400	\$3,350	\$3,450	\$3,300	\$3,450	\$3,250	\$3,750
4	\$1,800	\$2,200	\$2,300	\$2,550	\$3,500	\$3,650	\$3,550	\$3,650	\$3,350	\$3,500	\$3,250	\$3,650
5	\$2,350	\$2,600	\$2,600	\$2,850	\$3,800	\$3,900	\$3,750	\$3,850	\$3,350	\$3,500	\$3,250	\$3,550
6	\$2,850	\$2,850	\$2,850	\$3,050	\$4,000	\$4,050	\$3,750	\$3,850	\$3,350	\$3,500	\$3,250	\$3,450
7	\$3,200	\$3,050	\$3,050	\$3,200	\$4,100	\$4,100	\$3,750	\$3,850	\$3,250	\$3,400	\$3,150	\$3,350
8	\$3,400	\$3,200	\$3,200	\$3,350	\$4,200	\$4,150	\$3,750	\$3,850	\$3,150	\$3,300	\$2,950	\$3,150
9	\$3,600	\$3,300	\$3,300	\$3,450	\$4,150	\$4,000	\$3,600	\$3,700	\$2,950	\$3,100	\$2,750	\$2,850
10	\$3,800	\$3,350	\$3,350	\$3,425	\$4,000	\$3,850	\$3,450	\$3,550	\$2,550	\$2,700	\$2,350	\$2,450
11	\$4,000	\$3,375	\$3,375	\$3,325	\$3,800	\$3,650	\$3,225	\$3,300	\$2,150	\$2,300	\$1,950	\$2,050
12	\$4,200	\$3,325	\$3,225	\$3,125	\$3,600	\$3,450	\$2,925	\$3,000	\$1,750	\$1,900	\$1,550	\$1,650
13	\$4,125	\$2,925	\$2,725	\$2,625	\$3,100	\$2,950	\$2,325	\$2,300	\$1,050	\$1,200	\$850	\$950

Current Max

Proposed 25 Step Max + Equalization (same 5 step increments, equalization applied)

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$41,758	\$42,758	\$43,758	\$44,758	\$46,758	\$47,758	\$48,758	\$49,758	\$50,758	\$51,758	\$52,758	\$54,758
2	\$42,758	\$43,758	\$44,758	\$45,758	\$47,758	\$48,758	\$49,758	\$50,758	\$51,758	\$52,758	\$53,758	\$55,758
3	\$43,758	\$44,758	\$45,758	\$46,758	\$48,758	\$49,758	\$50,758	\$51,758	\$52,758	\$53,758	\$54,758	\$56,758
4	\$44,758	\$45,758	\$46,758	\$47,758	\$49,758	\$50,758	\$51,758	\$52,758	\$53,758	\$54,758	\$55,758	\$57,758
5	\$45,758	\$46,758	\$47,758	\$48,758	\$50,758	\$51,758	\$52,758	\$53,758	\$54,758	\$55,758	\$56,758	\$58,758
6	\$46,758	\$47,758	\$48,758	\$49,758	\$51,758	\$52,758	\$53,758	\$54,758	\$55,758	\$56,758	\$57,758	\$59,758
7	\$47,758	\$48,758	\$49,758	\$50,758	\$52,758	\$53,758	\$54,758	\$55,758	\$56,758	\$57,758	\$58,758	\$60,758
8	\$48,758	\$49,758	\$50,758	\$51,758	\$53,758	\$54,758	\$55,758	\$56,758	\$57,758	\$58,758	\$59,758	\$61,758
9	\$49,758	\$50,758	\$51,758	\$52,758	\$54,758	\$55,758	\$56,758	\$57,758	\$58,758	\$59,758	\$60,758	\$62,758
10	\$50,758	\$51,758	\$52,758	\$53,758	\$55,758	\$56,758	\$57,758	\$58,758	\$59,758	\$60,758	\$61,758	\$63,758
11	\$51,758	\$52,758	\$53,758	\$54,758	\$56,758	\$57,758	\$58,758	\$59,758	\$60,758	\$61,758	\$62,758	\$64,758
12	\$52,758	\$53,758	\$54,758	\$55,758	\$57,758	\$58,758	\$59,758	\$60,758	\$61,758	\$62,758	\$63,758	\$65,758
13	\$53,758	\$54,758	\$55,758	\$56,758	\$58,758	\$59,758	\$60,758	\$61,758	\$62,758	\$63,758	\$64,758	\$66,758
14			\$56,758	\$57,758	\$59,758	\$60,758	\$61,758	\$62,758	\$63,758	\$64,758	\$65,758	\$67,758
15			\$57,758	\$58,758	\$60,758	\$61,758	\$62,758	\$63,758	\$64,758	\$65,758	\$66,758	\$68,758
20					\$65,758	\$66,758	\$67,758	\$68,758	\$69,758	\$70,758	\$71,758	\$73,758
25					\$70,758	\$71,758	\$72,758	\$73,758	\$74,758	\$75,758	\$76,758	\$78,758

“Raises” by adopting this model

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$0	\$450	\$800	\$1,150	\$2,350	\$2,650	\$2,850	\$2,950	\$2,950	\$3,100	\$3,150	\$3,750
2	\$600	\$1,050	\$1,350	\$1,700	\$2,750	\$3,050	\$3,100	\$3,200	\$3,150	\$3,300	\$3,250	\$3,750
3	\$1,200	\$1,650	\$1,900	\$2,250	\$3,150	\$3,400	\$3,350	\$3,450	\$3,300	\$3,450	\$3,250	\$3,750
4	\$1,800	\$2,200	\$2,300	\$2,550	\$3,500	\$3,650	\$3,550	\$3,650	\$3,350	\$3,500	\$3,250	\$3,650
5	\$2,350	\$2,600	\$2,600	\$2,850	\$3,800	\$3,900	\$3,750	\$3,850	\$3,350	\$3,500	\$3,250	\$3,550
6	\$2,850	\$2,850	\$2,850	\$3,050	\$4,000	\$4,050	\$3,750	\$3,850	\$3,350	\$3,500	\$3,250	\$3,450
7	\$3,200	\$3,050	\$3,050	\$3,200	\$4,100	\$4,100	\$3,750	\$3,850	\$3,250	\$3,400	\$3,150	\$3,350
8	\$3,400	\$3,200	\$3,200	\$3,350	\$4,200	\$4,150	\$3,750	\$3,850	\$3,150	\$3,300	\$2,950	\$3,150
9	\$3,600	\$3,300	\$3,300	\$3,450	\$4,150	\$4,000	\$3,600	\$3,700	\$2,950	\$3,100	\$2,750	\$2,850
10	\$3,800	\$3,350	\$3,350	\$3,425	\$4,000	\$3,850	\$3,450	\$3,550	\$2,550	\$2,700	\$2,350	\$2,450
11	\$4,000	\$3,375	\$3,375	\$3,325	\$3,800	\$3,650	\$3,225	\$3,300	\$2,150	\$2,300	\$1,950	\$2,050
12	\$4,200	\$3,325	\$3,225	\$3,125	\$3,600	\$3,450	\$2,925	\$3,000	\$1,750	\$1,900	\$1,550	\$1,650
13	\$4,125	\$2,925	\$2,725	\$2,625	\$3,100	\$2,950	\$2,325	\$2,300	\$1,050	\$1,200	\$850	\$950
14			\$3,725	\$3,625	\$4,100	\$3,950	\$3,325	\$3,300	\$2,050	\$2,200	\$1,850	\$1,950
15			\$4,725	\$4,625	\$5,100	\$4,950	\$4,325	\$4,300	\$3,050	\$3,200	\$2,850	\$2,950
20					\$10,100	\$9,950	\$9,325	\$9,300	\$8,050	\$8,200	\$7,850	\$7,950
25					\$15,100	\$14,950	\$14,325	\$14,300	\$13,050	\$13,200	\$12,850	\$12,950

Current Max

Proposed 24 Step Max + Equalization (same 3 step increments, equalization applied)

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$41,758	\$42,758	\$43,758	\$44,758	\$46,758	\$47,758	\$48,758	\$49,758	\$50,758	\$51,758	\$52,758	\$54,758
2	\$42,758	\$43,758	\$44,758	\$45,758	\$47,758	\$48,758	\$49,758	\$50,758	\$51,758	\$52,758	\$53,758	\$55,758
3	\$43,758	\$44,758	\$45,758	\$46,758	\$48,758	\$49,758	\$50,758	\$51,758	\$52,758	\$53,758	\$54,758	\$56,758
4	\$44,758	\$45,758	\$46,758	\$47,758	\$49,758	\$50,758	\$51,758	\$52,758	\$53,758	\$54,758	\$55,758	\$57,758
5	\$45,758	\$46,758	\$47,758	\$48,758	\$50,758	\$51,758	\$52,758	\$53,758	\$54,758	\$55,758	\$56,758	\$58,758
6	\$46,758	\$47,758	\$48,758	\$49,758	\$51,758	\$52,758	\$53,758	\$54,758	\$55,758	\$56,758	\$57,758	\$59,758
7	\$47,758	\$48,758	\$49,758	\$50,758	\$52,758	\$53,758	\$54,758	\$55,758	\$56,758	\$57,758	\$58,758	\$60,758
8	\$48,758	\$49,758	\$50,758	\$51,758	\$53,758	\$54,758	\$55,758	\$56,758	\$57,758	\$58,758	\$59,758	\$61,758
9	\$49,758	\$50,758	\$51,758	\$52,758	\$54,758	\$55,758	\$56,758	\$57,758	\$58,758	\$59,758	\$60,758	\$62,758
10	\$50,758	\$51,758	\$52,758	\$53,758	\$55,758	\$56,758	\$57,758	\$58,758	\$59,758	\$60,758	\$61,758	\$63,758
11	\$51,758	\$52,758	\$53,758	\$54,758	\$56,758	\$57,758	\$58,758	\$59,758	\$60,758	\$61,758	\$62,758	\$64,758
12	\$52,758	\$53,758	\$54,758	\$55,758	\$57,758	\$58,758	\$59,758	\$60,758	\$61,758	\$62,758	\$63,758	\$65,758
13	\$53,758	\$54,758	\$55,758	\$56,758	\$58,758	\$59,758	\$60,758	\$61,758	\$62,758	\$63,758	\$64,758	\$66,758
14			\$56,758	\$57,758	\$59,758	\$60,758	\$61,758	\$62,758	\$63,758	\$64,758	\$65,758	\$67,758
15			\$57,758	\$58,758	\$60,758	\$61,758	\$62,758	\$63,758	\$64,758	\$65,758	\$66,758	\$68,758
18					\$63,758	\$64,758	\$65,758	\$66,758	\$67,758	\$68,758	\$69,758	\$71,758
21					\$66,758	\$67,758	\$68,758	\$69,758	\$70,758	\$71,758	\$72,758	\$74,758
24					\$69,758	\$70,758	\$71,758	\$72,758	\$73,758	\$74,758	\$75,758	\$77,758

"Raises" by adopting this model

	BS	BS+10	BS+20	BS+30	MS	MS+10	MS+20	MS+30	MS+40	MS+50	MS+60	PHD
1	\$0	\$450	\$800	\$1,150	\$2,350	\$2,650	\$2,850	\$2,950	\$2,950	\$3,100	\$3,150	\$3,750
2	\$600	\$1,050	\$1,350	\$1,700	\$2,750	\$3,050	\$3,100	\$3,200	\$3,150	\$3,300	\$3,250	\$3,750
3	\$1,200	\$1,650	\$1,900	\$2,250	\$3,150	\$3,400	\$3,350	\$3,450	\$3,300	\$3,450	\$3,250	\$3,750
4	\$1,800	\$2,200	\$2,300	\$2,550	\$3,500	\$3,650	\$3,550	\$3,650	\$3,350	\$3,500	\$3,250	\$3,650
5	\$2,350	\$2,600	\$2,600	\$2,850	\$3,800	\$3,900	\$3,750	\$3,850	\$3,350	\$3,500	\$3,250	\$3,550
6	\$2,850	\$2,850	\$2,850	\$3,050	\$4,000	\$4,050	\$3,750	\$3,850	\$3,350	\$3,500	\$3,250	\$3,450
7	\$3,200	\$3,050	\$3,050	\$3,200	\$4,100	\$4,100	\$3,750	\$3,850	\$3,250	\$3,400	\$3,150	\$3,350
8	\$3,400	\$3,200	\$3,200	\$3,350	\$4,200	\$4,150	\$3,750	\$3,850	\$3,150	\$3,300	\$2,950	\$3,150
9	\$3,600	\$3,300	\$3,300	\$3,450	\$4,150	\$4,000	\$3,600	\$3,700	\$2,950	\$3,100	\$2,750	\$2,850
10	\$3,800	\$3,350	\$3,350	\$3,425	\$4,000	\$3,850	\$3,450	\$3,550	\$2,550	\$2,700	\$2,350	\$2,450
11	\$4,000	\$3,375	\$3,375	\$3,325	\$3,800	\$3,650	\$3,225	\$3,300	\$2,150	\$2,300	\$1,950	\$2,050
12	\$4,200	\$3,325	\$3,225	\$3,125	\$3,600	\$3,450	\$2,925	\$3,000	\$1,750	\$1,900	\$1,550	\$1,650
13	\$4,125	\$2,925	\$2,725	\$2,625	\$3,100	\$2,950	\$2,325	\$2,300	\$1,050	\$1,200	\$850	\$950
14			\$3,725	\$3,625	\$4,100	\$3,950	\$3,325	\$3,300	\$2,050	\$2,200	\$1,850	\$1,950
15			\$4,725	\$4,625	\$5,100	\$4,950	\$4,325	\$4,300	\$3,050	\$3,200	\$2,850	\$2,950
18					\$8,100	\$7,950	\$7,325	\$7,300	\$6,050	\$6,200	\$5,850	\$5,950
21					\$11,100	\$10,950	\$10,325	\$10,300	\$9,050	\$9,200	\$8,850	\$8,950
24					\$14,100	\$13,950	\$13,325	\$13,300	\$12,050	\$12,200	\$11,850	\$11,950

Current Max

Salary Comparisons (2021-2022)

Teacher Sample: Bachelor's + 0, Step 1							
Proposal or School Name	Max 13 LPS 21-22	Manhattan	Maize	Topeka	KCK	Olathe	Shawnee Mission
	\$41,758	\$42,200	\$44,100	\$45,500	\$44,384	\$43,286	\$43,779
Max 13 LPS 21-22	\$0	-\$442	-\$2,342	-\$3,742	-\$2,626	-\$1,528	-\$2,021
\$41,758	0.00%	-1.06%	-5.61%	-8.96%	-6.29%	-3.66%	-4.84%
Max 25 (Incr. 5)	\$0	-\$442	-\$2,342	-\$3,742	-\$2,626	-\$1,528	-\$2,021
\$41,758	0.00%	-1.06%	-5.61%	-8.96%	-6.29%	-3.66%	-4.84%
Max 24 (Incr. 3)	\$0	-\$442	-\$2,342	-\$3,742	-\$2,626	-\$1,528	-\$2,021
\$41,758	0.00%	-1.06%	-5.61%	-8.96%	-6.29%	-3.66%	-4.84%
Max 13 + Equalization	\$0	-\$442	-\$2,342	-\$3,742	-\$2,626	-\$1,528	-\$2,021
\$41,758	0.00%	-1.06%	-5.61%	-8.96%	-6.29%	-3.66%	-4.84%
Max 25 + Equalization	\$0	-\$442	-\$2,342	-\$3,742	-\$2,626	-\$1,528	-\$2,021
\$41,758	0.00%	-1.06%	-5.61%	-8.96%	-6.29%	-3.66%	-4.84%
Max 24 + Equalization	\$0	-\$442	-\$2,342	-\$3,742	-\$2,626	-\$1,528	-\$2,021
\$41,758	0.00%	-1.06%	-5.61%	-8.96%	-6.29%	-3.66%	-4.84%

Teacher Sample: Bachelor's + 30, Step 13							
Proposal or School Name	Max 13 LPS 21-22	Manhattan	Maize	Topeka	KCK	Olathe	Shawnee Mission
	\$54,133	\$53,985	\$53,700	\$54,900	\$52,762	\$51,207	\$56,510
Max 13 LPS 21-22	\$0	\$148	\$433	-\$767	\$1,371	\$2,926	-\$2,377
\$54,133	0.00%	0.27%	0.80%	-1.42%	2.53%	5.41%	-4.39%
Max 25 (Incr. 5)	\$0	\$148	\$433	-\$767	\$1,371	\$2,926	-\$2,377
\$54,133	0.00%	0.27%	0.80%	-1.42%	2.53%	5.41%	-4.39%
Max 24 (Incr. 3)	\$0	\$148	\$433	-\$767	\$1,371	\$2,926	-\$2,377
\$54,133	0.00%	0.27%	0.80%	-1.42%	2.53%	5.41%	-4.39%
Max 13 + Equalization	\$2,625	\$2,773	\$3,058	\$1,858	\$3,996	\$5,551	\$248
\$56,758	4.62%	4.89%	5.39%	3.27%	7.04%	9.78%	0.44%
Max 25 + Equalization	\$2,625	\$2,773	\$3,058	\$1,858	\$3,996	\$5,551	\$248
\$56,758	4.62%	4.89%	5.39%	3.27%	7.04%	9.78%	0.44%
Max 24 + Equalization	\$2,625	\$2,773	\$3,058	\$1,858	\$3,996	\$5,551	\$248
\$56,758	4.62%	4.89%	5.39%	3.27%	7.04%	9.78%	0.44%

Teacher Sample: Bachelor's + 30, Highest Possible Step

Proposal or School Name	<u>Max 13 LPS 21-22</u>	<u>Manhattan</u>	<u>Maize</u>	<u>Topeka</u>	<u>KCK</u>	<u>Olathe</u>	<u>Shawnee Mission</u>
	\$54,133	\$54,625	\$64,600	\$59,900	\$58,978	\$51,207	\$56,510
<u>Max 13 LPS 21-22</u>	\$0	-\$492	-\$10,467	-\$5,767	-\$4,845	\$2,926	-\$2,377
\$54,133	0.00%	-0.91%	-19.34%	-10.65%	-8.95%	5.41%	-4.39%
<u>Max 25 (Incr. 5)</u>	\$2,000	\$1,508	-\$8,467	-\$3,767	-\$2,845	\$4,926	-\$377
\$56,133	3.56%	2.69%	-15.08%	-6.71%	-5.07%	8.78%	-0.67%
<u>Max 24 (Incr. 3)</u>	\$2,000	\$1,508	-\$8,467	-\$3,767	-\$2,845	\$4,926	-\$377
\$56,133	3.56%	2.69%	-15.08%	-6.71%	-5.07%	8.78%	-0.67%
<u>Max 13 + Equalization</u>	\$2,625	\$2,133	-\$7,842	-\$3,142	-\$2,220	\$5,551	\$248
\$56,758	4.62%	3.76%	-13.82%	-5.54%	-3.91%	9.78%	0.44%
<u>Max 25 + Equalization</u>	\$4,625	\$4,133	-\$5,842	-\$1,142	-\$220	\$7,551	\$2,248
\$58,758	7.87%	7.03%	-9.94%	-1.94%	-0.37%	12.85%	3.83%
<u>Max 24 + Equalization</u>	\$4,625	\$4,133	-\$5,842	-\$1,142	-\$220	\$7,551	\$2,248
\$58,758	7.87%	7.03%	-9.94%	-1.94%	-0.37%	12.85%	3.83%

Teacher Sample: Master's + 0, Step 1

Proposal or School Name	<u>Max 13 LPS 21-22</u>	<u>Manhattan</u>	<u>Maize</u>	<u>Topeka</u>	<u>KCK</u>	<u>Olathe</u>	<u>Shawnee Mission</u>
	\$44,408	\$44,715	\$46,600	\$50,900	\$50,946	\$49,561	\$50,893
<u>Max 13 LPS 21-22</u>	\$0	-\$307	-\$2,192	-\$6,492	-\$6,538	-\$5,153	-\$6,485
\$44,408	0.00%	-0.69%	-4.94%	-14.62%	-14.72%	-11.60%	-14.60%
<u>Max 25 (Incr. 5)</u>	\$0	-\$307	-\$2,192	-\$6,492	-\$6,538	-\$5,153	-\$6,485
\$44,408	0.00%	-0.69%	-4.94%	-14.62%	-14.72%	-11.60%	-14.60%
<u>Max 24 (Incr. 3)</u>	\$0	-\$307	-\$2,192	-\$6,492	-\$6,538	-\$5,153	-\$6,485
\$44,408	0.00%	-0.69%	-4.94%	-14.62%	-14.72%	-11.60%	-14.60%
<u>Max 13 + Equalization</u>	\$2,350	\$2,043	\$158	-\$4,142	-\$4,188	-\$2,803	-\$4,135
\$46,758	5.03%	4.37%	0.34%	-8.86%	-8.96%	-5.99%	-8.84%
<u>Max 25 + Equalization</u>	\$2,350	\$2,043	\$158	-\$4,142	-\$4,188	-\$2,803	-\$4,135
\$46,758	5.03%	4.37%	0.34%	-8.86%	-8.96%	-5.99%	-8.84%
<u>Max 24 + Equalization</u>	\$2,350	\$2,043	\$158	-\$4,142	-\$4,188	-\$2,803	-\$4,135
\$46,758	5.03%	4.37%	0.34%	-8.86%	-8.96%	-5.99%	-8.84%

Teacher Sample: Master's + 0, Step 9							
Proposal or School Name	Max 13 LPS 21-22	Manhattan	Maize	Topeka	KCK	Olathe	Shawnee Mission
	\$50,608	\$50,950	\$51,200	\$54,900	\$55,169	\$55,268	\$58,975
Max 13 LPS 21-22	\$0	-\$342	-\$592	-\$4,292	-\$4,561	-\$4,660	-\$8,367
\$50,608	0.00%	-0.68%	-1.17%	-8.48%	-9.01%	-9.21%	-16.53%
Max 25 (Incr. 5)	\$0	-\$342	-\$592	-\$4,292	-\$4,561	-\$4,660	-\$8,367
\$50,608	0.00%	-0.68%	-1.17%	-8.48%	-9.01%	-9.21%	-16.53%
Max 24 (Incr. 3)	\$0	-\$342	-\$592	-\$4,292	-\$4,561	-\$4,660	-\$8,367
\$50,608	0.00%	-0.68%	-1.17%	-8.48%	-9.01%	-9.21%	-16.53%
Max 13 + Equalization	\$4,150	\$3,808	\$3,558	-\$142	-\$411	-\$510	-\$4,217
\$54,758	7.58%	6.95%	6.50%	-0.26%	-0.75%	-0.93%	-7.70%
Max 25 + Equalization	\$4,150	\$3,808	\$3,558	-\$142	-\$411	-\$510	-\$4,217
\$54,758	7.58%	6.95%	6.50%	-0.26%	-0.75%	-0.93%	-7.70%
Max 24 + Equalization	\$4,150	\$3,808	\$3,558	-\$142	-\$411	-\$510	-\$4,217
\$54,758	7.58%	6.95%	6.50%	-0.26%	-0.75%	-0.93%	-7.70%

Teacher Sample: Master's + 0, Step 13							
Proposal or School Name	Max 13 LPS 21-22	Manhattan	Maize	Topeka	KCK	Olathe	Shawnee Mission
	\$55,658	\$53,985	\$55,000	\$56,900	\$57,937	\$56,641	\$65,166
Max 13 LPS 21-22	\$0	\$1,673	\$658	-\$1,242	-\$2,279	-\$983	-\$9,508
\$55,658	0.00%	3.01%	1.18%	-2.23%	-4.09%	-1.77%	-17.08%
Max 25 (Incr. 5)	\$0	\$1,673	\$658	-\$1,242	-\$2,279	-\$983	-\$9,508
\$55,658	0.00%	3.01%	1.18%	-2.23%	-4.09%	-1.77%	-17.08%
Max 24 (Incr. 3)	\$0	\$1,673	\$658	-\$1,242	-\$2,279	-\$983	-\$9,508
\$55,658	0.00%	3.01%	1.18%	-2.23%	-4.09%	-1.77%	-17.08%
Max 13 + Equalization	\$3,100	\$4,773	\$3,758	\$1,858	\$821	\$2,117	-\$6,408
\$58,758	5.28%	8.12%	6.40%	3.16%	1.40%	3.60%	-10.91%
Max 25 + Equalization	\$3,100	\$4,773	\$3,758	\$1,858	\$821	\$2,117	-\$6,408
\$58,758	5.28%	8.12%	6.40%	3.16%	1.40%	3.60%	-10.91%
Max 24 + Equalization	\$3,100	\$4,773	\$3,758	\$1,858	\$821	\$2,117	-\$6,408
\$58,758	5.28%	8.12%	6.40%	3.16%	1.40%	3.60%	-10.91%

Teacher Sample: Master's + 0, Highest Possible Step

Proposal or School Name	<u>Max 13 LPS 21-22</u>	<u>Manhattan</u>	<u>Maize</u>	<u>Topeka</u>	<u>KCK</u>	<u>Olathe</u>	<u>Shawnee Mission</u>
	\$55,658	\$54,625	\$66,200	\$63,400	\$69,355	\$64,072	\$65,166
<u>Max 13 LPS 21-22</u>	\$0	\$1,033	-\$10,542	-\$7,742	-\$13,697	-\$8,414	-\$9,508
\$55,658	0.00%	1.86%	-18.94%	-13.91%	-24.61%	-15.12%	-17.08%
<u>Max 25 (Incr. 5)</u>	\$12,000	\$13,033	\$1,458	\$4,258	-\$1,697	\$3,586	\$2,492
\$67,658	17.74%	19.26%	2.15%	6.29%	-2.51%	5.30%	3.68%
<u>Max 24 (Incr. 3)</u>	\$11,000	\$12,033	\$458	\$3,258	-\$2,697	\$2,586	\$1,492
\$66,658	16.50%	18.05%	0.69%	4.89%	-4.05%	3.88%	2.24
<u>Max 13 + Equalization</u>	\$3,100	\$4,133	-\$7,442	-\$4,642	-\$10,597	-\$5,314	-\$6,408
\$58,758	5.28%	7.03%	-12.67%	-7.90%	-18.03%	-9.04%	-10.91%
<u>Max 25 + Equalization</u>	\$15,100	\$16,133	\$4,558	\$7,358	\$1,403	\$6,686	\$5,592
\$70,758	21.34%	22.80%	6.44%	10.40%	1.98%	9.45%	7.90%
<u>Max 24 + Equalization</u>	\$14,100	\$15,133	\$3,558	\$6,358	\$403	\$5,686	\$4,592
\$69,758	20.21%	21.69%	5.10%	9.11%	0.58%	8.15%	6.58%

Teacher Sample: Master's + 60, Step 13

Proposal or School Name	<u>Max 13 LPS 21-22</u>	<u>Manhattan</u>	<u>Maize</u>	<u>Topeka</u>	<u>KCK</u>	<u>Olathe</u>	<u>Shawnee Mission</u>
	\$63,908	\$57,455	\$60,600	\$61,100	\$63,732	\$73,439	\$72,979
<u>Max 13 LPS 21-22</u>	\$0	\$6,453	\$3,308	\$2,808	\$176	-\$9,531	-\$9,071
\$63,908	0.00%	10.10%	5.18%	4.39%	0.28%	-14.91%	-14.19%
<u>Max 25 (Incr. 5)</u>	\$0	\$6,453	\$3,308	\$2,808	\$176	-\$9,531	-\$9,071
\$63,908	0.00%	10.10%	5.18%	4.39%	0.28%	-14.91%	-14.19%
<u>Max 24 (Incr. 3)</u>	\$0	\$6,453	\$3,308	\$2,808	\$176	-\$9,531	-\$9,071
\$63,908	0.00%	10.10%	5.18%	4.39%	0.28%	-14.91%	-14.19%
<u>Max 13 + Equalization</u>	\$850	\$7,303	\$4,158	\$3,658	\$1,026	-\$8,681	-\$8,221
\$64,758	1.31%	11.28%	6.42%	5.65%	1.58%	-13.41%	-12.69%
<u>Max 25 + Equalization</u>	\$850	\$7,303	\$4,158	\$3,658	\$1,026	-\$8,681	-\$8,221
\$64,758	1.31%	11.28%	6.42%	5.65%	1.58%	-13.41%	-12.69%
<u>Max 24 + Equalization</u>	\$850	\$7,303	\$4,158	\$3,658	\$1,026	-\$8,681	-\$8,221
\$64,758	1.31%	11.28%	6.42%	5.65%	1.58%	-13.41%	-12.69%

Teacher Sample: Master's + 60, Highest Possible Step

Proposal or School Name	Max 13 LPS 21-22	Manhattan	Maize	Topeka	KCK	Olathe	Shawnee Mission
	\$63,908	\$65,030	\$73,000	\$67,600	\$76,995	\$84,421	\$80,794
Max 13 LPS 21-22	\$0	-\$1,122	-\$9,092	-\$3,692	-\$13,087	-\$20,513	-\$16,886
\$63,908	0.00%	-1.76%	-14.23%	-5.78%	-20.48%	-32.10%	-26.42%
Max 25 (Incr. 5)	\$12,000	\$10,878	\$2,908	\$8,308	-\$1,087	-\$8,513	-\$4,886
\$75,908	15.81%	14.33%	3.83%	10.94%	-1.43%	-11.21%	-6.44%
Max 24 (Incr. 3)	\$11,000	\$9,878	\$1,908	\$7,308	-\$2,087	-\$9,513	-\$5,886
\$74,908	14.68%	13.19%	2.55%	9.76%	-2.79%	-12.70%	-7.86%
Max 13 + Equalization	\$850	-\$272	-\$8,242	-\$2,842	-\$12,237	-\$19,663	-\$16,036
\$64,758	1.31%	-0.42%	-12.73%	-4.39%	-18.90%	-30.36%	-24.76%
Max 25 + Equalization	\$12,850	\$11,728	\$3,758	\$9,158	-\$237	-\$7,663	-\$4,036
\$76,758	16.74%	15.28%	4.90%	11.93%	-0.31%	-9.98%	-5.26%
Max 24 + Equalization	\$11,850	\$10,728	\$2,758	\$8,158	-\$1,237	-\$8,663	-\$5,036
\$75,758	15.64%	14.16%	3.64%	10.77%	-1.63%	-11.44%	-6.65%

Career Earnings

Teacher Sample: Bachelor's + 0, Career Earnings (30 Years)
(BS + 0 for entire career, 1 step vertical movement per year)

Proposal or School Name	Max 13 LPS 21-22	Manhattan	Maize	Topeka	KCK	Olathe	Shawnee Mission
	\$1,429,490	\$1,396,340	\$1,476,300	\$1,487,500	\$1,513,482	\$1,396,892	\$954,881
Max 13 LPS 21-22	\$0	\$33,150	-\$46,810	-\$58,010	-\$83,992	\$32,598	\$474,609
	0.00%	2.32%	-3.27%	-4.06%	-5.88%	2.28%	33.20%
\$1,429,490	0.00 years	-0.67 years	0.94 years	1.17 years	1.69 years	-0.66 years	-9.56 years
Max 25 (Incr. 5)	\$0	\$33,150	-\$46,810	-\$58,010	-\$83,992	\$32,598	\$474,609
	0.00%	2.32%	-3.27%	-4.06%	-5.88%	2.28%	33.20%
\$1,429,490	0.00 years	-0.67 years	0.94 years	1.17 years	1.69 years	-0.66 years	-9.56 years
Max 24 (Incr. 3)	\$0	\$33,150	-\$46,810	-\$58,010	-\$83,992	\$32,598	\$474,609
	0.00%	2.32%	-3.27%	-4.06%	-5.88%	2.28%	33.20%
\$1,429,490	0.00 years	-0.67 years	0.94 years	1.17 years	1.69 years	-0.66 years	-9.56 years
Max 13 + Equalization	\$105,250	\$138,400	\$58,440	\$47,240	\$21,258	\$137,848	\$579,859
	6.86%	9.02%	3.81%	3.08%	1.39%	8.98%	37.78%
\$1,534,740	-1.96 years	-2.57 years	-1.09 years	-0.88 years	-0.40 years	-2.56 years	-10.79 years
Max 25 + Equalization	\$105,250	\$138,400	\$58,440	\$47,240	\$21,258	\$137,848	\$579,859
	6.86%	9.02%	3.81%	3.08%	1.39%	8.98%	37.78%
\$1,534,740	-1.96 years	-2.57 years	-1.09 years	-0.88 years	-0.40 years	-2.56 years	-10.79 years
Max 24 + Equalization	\$105,250	\$138,400	\$58,440	\$47,240	\$21,258	\$137,848	\$579,859
	6.86%	9.02%	3.81%	3.08%	1.39%	8.98%	37.78%
\$1,534,740	-1.96 years	-2.79 years	-1.18 years	-0.88 years	-0.40 years	-2.56 years	-10.79 years

Teacher Sample: Master's + 0, Career Earnings (30 Years)

(BS+0 to Master's+0 one horizontal step at a time with 1 year of vertical movement, then vertical movement only after Master's+0)

Proposal or School Name	Max 13 LPS 21-22	Manhattan	Maize	Topeka	KCK	Olathe	Shawnee Mission
	\$1,577,790	\$1,503,515	\$1,725,900	\$1,724,500	\$1,757,164	\$1,812,934	\$1,838,852
Max 13 LPS 21-22	\$0	\$74,275	-\$148,110	-\$146,710	-\$179,374	-\$235,144	-\$261,062
\$1,577,790	0.00%	4.71%	-9.39%	-9.30%	-11.37%	-14.90%	-16.55%
	0.00 years	-1.33 years	2.66 years	2.64 years	3.22 years	4.22 years	4.69 years
Max 25 (Incr. 5)	\$118,000	\$192,275	-\$30,110	-\$28,710	-\$61,374	-\$117,144	-\$143,062
\$1,695,790	6.96%	11.34%	-1.78%	-1.69%	-3.62%	-6.91%	-8.44%
	-1.74 years	-2.84 years	0.45 years	0.42 years	0.91 years	1.73 years	2.11 years
Max 24 (Incr. 3)	\$123,000	\$197,275	-\$25,110	-\$23,710	-\$56,374	-\$112,144	-\$138,062
\$1,700,790	7.23%	11.60%	-1.48%	-1.39%	-3.31%	-6.59%	-8.12%
	-1.85 years	-2.96 years	0.38 years	0.36 years	0.85 years	1.68 years	2.07 years
Max 13 + Equalization	\$92,950	\$167,225	-\$55,160	-\$53,760	-\$86,424	-\$142,194	-\$168,112
\$1,670,740	5.56%	10.01%	-3.30%	-3.22%	-5.17%	-8.51%	-10.06%
	-1.58 years	-2.85 years	0.94 years	0.91 years	1.47 years	2.42 years	2.86 years
Max 25 + Equalization	\$210,950	\$285,225	\$62,840	\$64,240	\$31,576	-\$24,194	-\$50,112
\$1,788,740	11.79%	15.95%	3.51%	3.59%	1.77%	-1.35%	-2.80%
	-2.98 years	-4.03 years	-0.89 years	-0.91 years	-0.45 years	0.34 years	0.71 years
Max 24 + Equalization	\$215,950	\$290,225	\$67,840	\$69,240	\$36,576	-\$19,194	-\$45,112
\$1,793,740	12.04%	16.18%	3.78%	3.86%	2.04%	-1.07%	-2.51%
	-3.10 years	-4.16 years	-0.97 years	-0.99 years	-0.52 years	0.28 years	0.65 years

Teacher Sample: Master's +60, Career Earnings (30 Years)

(BS+0 to Master's+60 (diagonal movement, 1 vertical and 1 horizontal step until Master's+60)

Proposal or School Name	Max 13 LPS 21-22	Manhattan	Maize	Topeka	KCK	Olathe	Shawnee Mission
	\$1,760,340	\$1,724,445	\$1,870,000	\$1,825,300	\$1,918,968	\$2,161,970	\$2,224,540
Max 13 LPS 21-22	\$0	\$35,895	-\$109,660	-\$64,960	-\$158,628	-\$401,630	-\$464,200
\$1,760,340	0.00%	2.04%	-6.23%	-3.69%	-9.01%	-22.82%	-26.37%
	0.00 years	-0.56 years	1.72 years	1.02 years	2.48 years	6.28 years	7.26 years
Max 25 (Incr. 5)	\$118,000	\$153,895	\$8,340	\$53,040	-\$40,628	-\$283,630	-\$346,200
\$1,878,340	6.28%	8.19%	0.44%	2.82%	-2.16%	-15.10%	-18.43%
	-1.55 years	-2.03 years	-0.11 years	-0.70 years	0.54 years	3.74 years	4.56 years
Max 24 (Incr. 3)	\$123,000	\$158,895	\$13,340	\$58,040	-\$35,628	-\$278,630	-\$341,200
\$1,883,340	6.53%	8.44%	0.71%	3.08%	-1.89%	-14.79%	-18.12%
	-1.64 years	-2.12 years	-0.18 years	-0.77 years	0.48 years	3.72 years	4.55 years
Max 13 + Equalization	\$45,400	\$81,295	-\$64,260	-\$19,560	-\$113,228	-\$356,230	-\$418,800
\$1,805,740	2.51%	4.50%	-3.56%	-1.08%	-6.27%	-19.73%	-23.19%
	-0.70 years	-1.26 years	0.99 years	0.30 years	1.75 years	5.50 years	6.47 years
Max 25 + Equalization	\$163,400	\$199,295	\$53,740	\$98,440	\$4,772	-\$238,230	-\$300,800
\$1,923,740	8.49%	10.36%	2.79%	5.12%	0.25%	-12.38%	-15.64%
	-2.13 years	-2.60 years	-0.70 years	-1.28 years	-0.06 years	3.10 years	3.92 years
Max 24 + Equalization	\$168,400	\$204,295	\$58,740	\$103,440	\$9,772	-\$233,230	-\$295,800
\$1,928,740	8.73%	10.59%	3.05%	5.36%	0.51%	-12.09%	-15.34%
	-2.22 years	-2.70 years	-0.78 years	-1.37 years	-0.13 years	3.08 years	3.90 years

Comparison Cost of Salary Matrix Tables for 2021-2022

These comparison costs were generated based on inputting the 2021-2022 USD 497 scattergram into the matrix tables for other districts and the new proposed models. The costs below do not reflect the actual cost of the table in that district, but reflect how much the table would cost when used with the 2021-2022 USD 497 staff scattergram. Also, since our current Salary Matrix and Employee Scattergram has changed, this does not represent how much it would cost to adopt each model, but is a snapshot in time to compare the relative cost of each model.

School District Matrix Model	Cost of Table with LPS Scattergram	Difference From LPS Max 13	% Difference
Eudora	\$49,745,550	-\$1,078,074	-2.12%
Manhattan	\$49,826,420	-\$997,204	-1.96%
LPS Max 13	\$50,823,624	\$0	0.00%
LPS Max 25	\$52,524,624	\$1,701,000	3.35%
LPS Max 24	\$52,618,624	\$1,795,000	3.53%
Gardner-Edgerton	\$53,358,050	\$2,534,426	4.99%
LPS Max 13 + Eq	\$53,423,324	\$2,599,700	5.12%
Andover	\$53,543,162	\$2,719,538	5.35%
Maize	\$53,763,700	\$2,940,076	5.78%
Topeka	\$54,340,800	\$3,517,176	6.92%
KCK	\$54,860,714	\$4,037,090	7.94%
Olathe	\$54,926,118	\$4,102,494	8.07%
LPS Max 25 + Eq	\$55,124,324	\$4,300,700	8.46%
LPS Max 24 + Eq	\$55,218,324	\$4,394,700	8.65%
Blue Valley	\$55,244,718	\$4,421,094	8.70%
Shawnee Mission	\$59,301,019	\$8,477,395	16.68%

