

Payroll Compensation Justification
June 20, 2022

Step	Total Compensation				Step	Annual Retention				
	21-22	Retention Stipend	21-22 Pay	3% Increase		22-23 Raise	Stipend	Total Compensation	Compensation Increase	
0	44,750	1,000	43,750	1,312.50	45,063	1	45,065	1,000	46,065	2.94%
1	45,805	1,000	44,805	1,344.15	46,149	2	46,150	1,000	47,150	2.94%
2	46,390	1,000	45,390	1,361.70	46,752	3	46,755	1,000	47,755	2.94%
3	46,440	1,000	45,440	1,363.20	46,803	4	46,805	1,000	47,805	2.94%
4	47,705	1,000	46,705	1,401.15	48,106	5	48,110	1,000	49,110	2.95%
5	48,930	1,000	47,930	1,437.90	49,368	6	49,370	1,000	50,370	2.94%
6	49,905	1,000	48,905	1,467.15	50,372	7	50,375	1,000	51,375	2.95%
7	50,220	1,000	49,220	1,476.60	50,697	8	50,700	1,000	51,700	2.95%
8	50,905	1,000	49,905	1,497.15	51,402	9	51,405	1,000	52,405	2.95%
9	51,175	1,000	50,175	1,505.25	51,680	10	51,680	1,000	52,680	2.94%
10	51,430	1,000	50,430	1,512.90	51,943	11	51,945	1,000	52,945	2.95%
11	51,850	1,000	50,850	1,525.50	52,376	12	52,380	1,000	53,380	2.95%
12	52,355	1,000	51,355	1,540.65	52,896	13	52,900	1,000	53,900	2.95%
13	52,635	1,000	51,635	1,549.05	53,184	14	53,185	1,000	54,185	2.94%
14	53,040	1,000	52,040	1,561.20	53,601	15	53,605	1,000	54,605	2.95%
15	53,750	1,000	52,750	1,582.50	54,333	16	54,335	1,000	55,335	2.95%
16	54,665	1,000	53,665	1,609.95	55,275	17	55,275	1,000	56,275	2.95%
17	55,590	1,000	54,590	1,637.70	56,228	18	56,230	1,000	57,230	2.95%
18	56,795	1,000	55,795	1,673.85	57,469	19	57,470	1,000	58,470	2.95%
19	57,525	1,000	56,525	1,695.75	58,221	20	58,225	1,000	59,225	2.96%
20	58,460	1,000	57,460	1,723.80	59,184	21	59,185	1,000	60,185	2.95%
21	59,190	1,000	58,190	1,745.70	59,936	22	59,940	1,000	60,940	2.96%
22	60,035	1,000	59,035	1,771.05	60,806	23	60,810	1,000	61,810	2.96%
23	60,605	1,000	59,605	1,788.15	61,393	24	61,395	1,000	62,395	2.95%
24	61,025	1,000	60,025	1,800.75	61,826	25	61,830	1,000	62,830	2.96%
25	61,830	1,000	60,830	1,824.90	62,655	26	62,655	1,000	63,655	2.95%
26	62,715	1,000	61,715	1,851.45	63,566	27	63,570	1,000	64,570	2.96%
27	63,580	1,000	62,580	1,877.40	64,457	28	64,460	1,000	65,460	2.96%
28	64,440	1,000	63,440	1,903.20	65,343	29	65,345	1,000	66,345	2.96%
29	65,035	1,000	64,035	1,921.05	65,956	30	65,960	1,000	66,960	2.96%
30	65,360	1,000	64,360	1,600.00	65,960	30	65,960	1,000	66,960	2.45%

Budget Impact of 3% for Professionals and 5% for all other staff - \$613,968
(this includes additional FTE's from new positions and ESSER position reduction \$363,467)

Annual Retention Stipend - \$286,075 (NO IMPACT ON THE GENERAL OPERATING BUDGET DUE TO UTILIZING ESSER FUNDS)

Payroll Compensation Justification
June 20, 2022

Step	Total Compensation				Step	22-23 Raise	Retention		Total Compensation	Compensation Increase	
	21-22	Retention Stipend	21-22 Pay	3% Increase			Fall Retention Stipend	Spring Retention Stipend			
0	44,750	1,000	43,750	1,312.50	45,063	1	45,065	1,000	1,000	47,065	5.17%
1	45,805	1,000	44,805	1,344.15	46,149	2	46,150	1,000	1,000	48,150	5.12%
2	46,390	1,000	45,390	1,361.70	46,752	3	46,755	1,000	1,000	48,755	5.10%
3	46,440	1,000	45,440	1,363.20	46,803	4	46,805	1,000	1,000	48,805	5.09%
4	47,705	1,000	46,705	1,401.15	48,106	5	48,110	1,000	1,000	50,110	5.04%
5	48,930	1,000	47,930	1,437.90	49,368	6	49,370	1,000	1,000	51,370	4.99%
6	49,905	1,000	48,905	1,467.15	50,372	7	50,375	1,000	1,000	52,375	4.95%
7	50,220	1,000	49,220	1,476.60	50,697	8	50,700	1,000	1,000	52,700	4.94%
8	50,905	1,000	49,905	1,497.15	51,402	9	51,405	1,000	1,000	53,405	4.91%
9	51,175	1,000	50,175	1,505.25	51,680	10	51,680	1,000	1,000	53,680	4.89%
10	51,430	1,000	50,430	1,512.90	51,943	11	51,945	1,000	1,000	53,945	4.89%
11	51,850	1,000	50,850	1,525.50	52,376	12	52,380	1,000	1,000	54,380	4.88%
12	52,355	1,000	51,355	1,540.65	52,896	13	52,900	1,000	1,000	54,900	4.86%
13	52,635	1,000	51,635	1,549.05	53,184	14	53,185	1,000	1,000	55,185	4.84%
14	53,040	1,000	52,040	1,561.20	53,601	15	53,605	1,000	1,000	55,605	4.84%
15	53,750	1,000	52,750	1,582.50	54,333	16	54,335	1,000	1,000	56,335	4.81%
16	54,665	1,000	53,665	1,609.95	55,275	17	55,275	1,000	1,000	57,275	4.77%
17	55,590	1,000	54,590	1,637.70	56,228	18	56,230	1,000	1,000	58,230	4.75%
18	56,795	1,000	55,795	1,673.85	57,469	19	57,470	1,000	1,000	59,470	4.71%
19	57,525	1,000	56,525	1,695.75	58,221	20	58,225	1,000	1,000	60,225	4.69%
20	58,460	1,000	57,460	1,723.80	59,184	21	59,185	1,000	1,000	61,185	4.66%
21	59,190	1,000	58,190	1,745.70	59,936	22	59,940	1,000	1,000	61,940	4.65%
22	60,035	1,000	59,035	1,771.05	60,806	23	60,810	1,000	1,000	62,810	4.62%
23	60,605	1,000	59,605	1,788.15	61,393	24	61,395	1,000	1,000	63,395	4.60%
24	61,025	1,000	60,025	1,800.75	61,826	25	61,827	1,000	1,000	63,827	4.59%
25	61,830	1,000	60,830	1,824.90	62,655	26	62,655	1,000	1,000	64,655	4.57%
26	62,715	1,000	61,715	1,851.45	63,566	27	63,570	1,000	1,000	65,570	4.55%
27	63,580	1,000	62,580	1,877.40	64,457	28	64,460	1,000	1,000	66,460	4.53%
28	64,440	1,000	63,440	1,903.20	65,343	29	65,345	1,000	1,000	67,345	4.51%
29	65,035	1,000	64,035	1,921.05	65,956	30	65,960	1,000	1,000	67,960	4.50%
30	65,360	1,000	64,360	1,600.00	65,960	30	65,960	1,000	1,000	67,960	3.98%

Budget Impact of 3% for Professionals and 5% for all other staff - \$613,968
(this includes additional FTE's from new positions and ESSER position reduction \$363,467)

Fall Retention Stipend - \$286,075 (NO IMPACT ON THE GENERAL OPERATING BUDGET DUE TO UTILIZING ESSER FUNDS)

Spring Retention Stipend - \$286,075 (NO IMPACT ON THE GENERAL OPERATING BUDGET DUE TO UTILIZING FUND BALANCE)

Payroll Compensation Justification
June 20, 2022

Step	Total Compensation				Step	Annual Retention				
	21-22	Retention Stipend	21-22 Pay	4% Increase		22-23 Raise	Stipend	Total Compensation	Compensation Increase	
0	44,750	1,000	43,750	1,750.00	45,500	1	45,500	1,000	46,500	3.91%
1	45,805	1,000	44,805	1,792.20	46,597	2	46,600	1,000	47,600	3.92%
2	46,390	1,000	45,390	1,815.60	47,206	3	47,210	1,000	48,210	3.92%
3	46,440	1,000	45,440	1,817.60	47,258	4	47,260	1,000	48,260	3.92%
4	47,705	1,000	46,705	1,868.20	48,573	5	48,575	1,000	49,575	3.92%
5	48,930	1,000	47,930	1,917.20	49,847	6	49,850	1,000	50,850	3.92%
6	49,905	1,000	48,905	1,956.20	50,861	7	50,865	1,000	51,865	3.93%
7	50,220	1,000	49,220	1,968.80	51,189	8	51,190	1,000	52,190	3.92%
8	50,905	1,000	49,905	1,996.20	51,901	9	51,905	1,000	52,905	3.93%
9	51,175	1,000	50,175	2,007.00	52,182	10	52,185	1,000	53,185	3.93%
10	51,430	1,000	50,430	2,017.20	52,447	11	52,450	1,000	53,450	3.93%
11	51,850	1,000	50,850	2,034.00	52,884	12	52,885	1,000	53,885	3.92%
12	52,355	1,000	51,355	2,054.20	53,409	13	53,410	1,000	54,410	3.93%
13	52,635	1,000	51,635	2,065.40	53,700	14	53,700	1,000	54,700	3.92%
14	53,040	1,000	52,040	2,081.60	54,122	15	54,125	1,000	55,125	3.93%
15	53,750	1,000	52,750	2,110.00	54,860	16	54,860	1,000	55,860	3.93%
16	54,665	1,000	53,665	2,146.60	55,812	17	55,815	1,000	56,815	3.93%
17	55,590	1,000	54,590	2,183.60	56,774	18	56,775	1,000	57,775	3.93%
18	56,795	1,000	55,795	2,231.80	58,027	19	58,030	1,000	59,030	3.94%
19	57,525	1,000	56,525	2,261.00	58,786	20	58,790	1,000	59,790	3.94%
20	58,460	1,000	57,460	2,298.40	59,758	21	59,760	1,000	60,760	3.93%
21	59,190	1,000	58,190	2,327.60	60,518	22	60,520	1,000	61,520	3.94%
22	60,035	1,000	59,035	2,361.40	61,396	23	61,400	1,000	62,400	3.94%
23	60,605	1,000	59,605	2,384.20	61,989	24	61,990	1,000	62,990	3.94%
24	61,025	1,000	60,025	2,401.00	62,426	25	62,430	1,000	63,430	3.94%
25	61,830	1,000	60,830	2,433.20	63,263	26	63,265	1,000	64,265	3.94%
26	62,715	1,000	61,715	2,468.60	64,184	27	64,185	1,000	65,185	3.94%
27	63,580	1,000	62,580	2,503.20	65,083	28	65,085	1,000	66,085	3.94%
28	64,440	1,000	63,440	2,537.60	65,978	29	65,980	1,000	66,980	3.94%
29	65,035	1,000	64,035	2,561.40	66,596	30	66,600	1,000	67,600	3.94%
30	65,360	1,000	64,360	2,574.40	66,600	30	66,600	1,000	67,600	3.43%

Budget Impact of 4% for Professionals and 5% for all other staff - \$710,968
(this includes additional FTE's from new positions and ESSER position reduction \$378,005)

Annual Retention Stipend - \$286,075 (NO IMPACT ON THE GENERAL OPERATING BUDGET DUE TO UTILIZING ESSER FUNDS)

Payroll Compensation Justification
June 20, 2022

Step	Total				Step	22-23 Raise	Fall		Spring		Total Compensation	Compensation Increase
	Compensation 21-22	Retention Stipend	21-22 Pay	4% Increase			Retention Stipend	Retention Stipend				
0	44,750	1,000	43,750	1,750.00	45,500	1	45,500	1,000	1,000	47,500	6.15%	
1	45,805	1,000	44,805	1,792.20	46,597	2	46,600	1,000	1,000	48,600	6.10%	
2	46,390	1,000	45,390	1,815.60	47,206	3	47,210	1,000	1,000	49,210	6.08%	
3	46,440	1,000	45,440	1,817.60	47,258	4	47,260	1,000	1,000	49,260	6.07%	
4	47,705	1,000	46,705	1,868.20	48,573	5	48,575	1,000	1,000	50,575	6.02%	
5	48,930	1,000	47,930	1,917.20	49,847	6	49,850	1,000	1,000	51,850	5.97%	
6	49,905	1,000	48,905	1,956.20	50,861	7	50,865	1,000	1,000	52,865	5.93%	
7	50,220	1,000	49,220	1,968.80	51,189	8	51,190	1,000	1,000	53,190	5.91%	
8	50,905	1,000	49,905	1,996.20	51,901	9	51,905	1,000	1,000	53,905	5.89%	
9	51,175	1,000	50,175	2,007.00	52,182	10	52,185	1,000	1,000	54,185	5.88%	
10	51,430	1,000	50,430	2,017.20	52,447	11	52,450	1,000	1,000	54,450	5.87%	
11	51,850	1,000	50,850	2,034.00	52,884	12	52,885	1,000	1,000	54,885	5.85%	
12	52,355	1,000	51,355	2,054.20	53,409	13	53,410	1,000	1,000	55,410	5.84%	
13	52,635	1,000	51,635	2,065.40	53,700	14	53,700	1,000	1,000	55,700	5.82%	
14	53,040	1,000	52,040	2,081.60	54,122	15	54,125	1,000	1,000	56,125	5.82%	
15	53,750	1,000	52,750	2,110.00	54,860	16	54,860	1,000	1,000	56,860	5.79%	
16	54,665	1,000	53,665	2,146.60	55,812	17	55,815	1,000	1,000	57,815	5.76%	
17	55,590	1,000	54,590	2,183.60	56,774	18	56,775	1,000	1,000	58,775	5.73%	
18	56,795	1,000	55,795	2,231.80	58,027	19	58,030	1,000	1,000	60,030	5.70%	
19	57,525	1,000	56,525	2,261.00	58,786	20	58,790	1,000	1,000	60,790	5.68%	
20	58,460	1,000	57,460	2,298.40	59,758	21	59,760	1,000	1,000	61,760	5.64%	
21	59,190	1,000	58,190	2,327.60	60,518	22	60,520	1,000	1,000	62,520	5.63%	
22	60,035	1,000	59,035	2,361.40	61,396	23	61,400	1,000	1,000	63,400	5.61%	
23	60,605	1,000	59,605	2,384.20	61,989	24	61,990	1,000	1,000	63,990	5.59%	
24	61,025	1,000	60,025	2,401.00	62,426	25	62,430	1,000	1,000	64,430	5.58%	
25	61,830	1,000	60,830	2,433.20	63,263	26	63,265	1,000	1,000	65,265	5.56%	
26	62,715	1,000	61,715	2,468.60	64,184	27	64,185	1,000	1,000	66,185	5.53%	
27	63,580	1,000	62,580	2,503.20	65,083	28	65,085	1,000	1,000	67,085	5.51%	
28	64,440	1,000	63,440	2,537.60	65,978	29	65,980	1,000	1,000	67,980	5.49%	
29	65,035	1,000	64,035	2,561.40	66,596	30	66,600	1,000	1,000	68,600	5.48%	
30	65,360	1,000	64,360	2,574.40	66,934	30	66,600	1,000	1,000	68,600	4.96%	

Budget Impact of 4% for Professionals and 5% for all other staff - \$710,968
(this includes additional FTE's from new positions and ESSER position reduction \$378,005)

Fall Retention Stipend - \$286,075 (NO IMPACT ON THE GENERAL OPERATING BUDGET DUE TO UTILIZING ESSER FUNDS)

Spring Retention Stipend - \$286,075 (NO IMPACT ON THE GENERAL OPERATING BUDGET DUE TO UTILIZING FUND BALANCE)