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TO: Dr. Doug Brubaker
FROM: Charles W. Warren
DATE: April 14, 2017
SUBJECT: 2017-2018 Proposed Certified Salary Schedule

The page immediately following this memo summarizes the range of increases on the 2017-2018 proposed certified salary schedule. The average salary increase to certified staff is \$833.98 (an increase of 1.53% from the 2016-2017 salary). This summary is followed by the actual proposed certified salary schedule for 2017-2018 and the impact of the \$200 base increase combined with the embedded step increases.

This memo documents the calculations used to identify the sources of funds projected to support the proposed increase to the salary schedule base. Specifically, \$153,684 in funds are needed to increase the salary schedule base by \$100. Therefore, an estimated \$305,000 is needed for the proposed \$200 increase to the salary schedule base of \$37,750 to \$37,950.

	<u>New Funds Available</u>	
Local revenue funds	\$ 900,000	Note 1
State revenue funds	\$ 575,000	Note 2
Net replacement savings	\$ (180,000)	Note 3
<u>Length of service increments (step increases):</u>		Note 4
Licensed Staff	\$ (715,000)	
Non-licensed Staff	<u>\$ (275,000)</u>	
	<u>\$ 305,000</u>	

The district will look for cost cutting opportunities in utilities, capital outlays and supplies to offset the expected Maintenance & Operations (M&O) cost growth in 2017-2018. We may also look at a targeted fund decrease in light of recently legislated fund balance caps.

Please review the accompanying notes on page 2 that provide a narrative for each line. The full complement of 2017-2018 salary schedules will be available in a separate attachment.

At this time, no Board action is needed. Once ratified by the FSCTA membership on April 20, 2018, the board may take action on April 24, 2018 to approve the 2017-2018 salary schedules from the floor.

<Note 1>

Appraised values increased 2.88% in 2017. Although collection rates were accelerated in 2016, they are returning in 2017 to the more consistent rates of the last five years. This is due to late statement mailings and the higher withholding rates required by the collector's office to cover the high operating costs of the county pushed down to the assessor and collector offices.

<Note 2>

Arkansas legislators increased foundation funding by 1.01% to \$6,713 per student. No student growth was recognized in our third quarter average ADM (average daily membership) for 2016-2017. The same legislators increased English Language Learners (ELL) and (Alternative Learning Environment (ALE) rates, but froze National School Lunch (NSL) rates. To clarify, NSL is the name of the state categorical fund awarded to school districts to supplement the learning of students qualifying for free or reduced lunches. This NSL funding source is not associated or limited to child nutrition.

<Note3>

Savings earned from replacement positions dropped to only \$50,000. Educational increment cost stayed steady at \$200,000. "Educational increment" is the district term representing the movement of an employee that earned more college credit hours, thereby moving to a new column on the certified salary schedule.

<Note 4>

This represents the cost of district employees retaining current positions and moving one step in the salary schedule.

**Fort Smith Public Schools
Salary Projections
Projections for 2017-18**

Increase Base from \$37,750 to \$37,950 (Increase of \$200)

Range of Dollar Increases	\$ 240.00	to	\$ 1,834.00
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Range of Percentage Increases	0.45%	to	3.73%
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Average Increase	\$ 833.98		1.53%
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**FORT SMITH PUBLIC SCHOOLS
CERTIFIED STAFF
2017-2018 SALARY SCHEDULE**

-RANGE-

	01	02	03	04	05	06	07	08
STEP	BACHELOR	BACHELOR + 12 HRS	BACHELOR + 24 HRS	BACHELOR + 36 HRS	MASTER	MASTER + 15 HRS	MASTER + 30 HRS	DOCTOR
1	37,950.00	40,227.00	42,504.00	44,781.00	44,781.00	47,058.00	49,335.00	51,612.00
2	38,600.00	40,877.00	43,154.00	45,431.00	45,431.00	47,708.00	49,985.00	52,262.00
3	39,250.00	41,527.00	43,804.00	46,081.00	46,081.00	48,358.00	50,635.00	52,912.00
4	39,900.00	42,177.00	44,454.00	46,731.00	46,731.00	49,008.00	51,285.00	53,562.00
5	40,550.00	42,827.00	45,104.00	47,381.00	47,381.00	49,658.00	51,935.00	54,212.00
6	41,200.00	43,477.00	45,754.00	48,031.00	48,031.00	50,308.00	52,585.00	54,862.00
7	42,050.00	44,327.00	46,604.00	48,881.00	48,881.00	51,158.00	53,435.00	55,712.00
8	42,900.00	45,177.00	47,454.00	49,731.00	49,731.00	52,008.00	54,285.00	56,562.00
9	43,750.00	46,027.00	48,304.00	50,581.00	50,581.00	52,858.00	55,135.00	57,412.00
10	44,600.00	46,877.00	49,154.00	51,431.00	51,431.00	53,708.00	55,985.00	58,262.00
11	45,450.00	47,727.00	50,004.00	52,281.00	52,281.00	54,558.00	56,835.00	59,112.00
12	46,300.00	48,577.00	50,854.00	53,131.00	53,131.00	55,408.00	57,685.00	59,962.00
13	47,180.00	50,095.00	52,372.00	54,649.00	54,649.00	56,926.00	59,203.00	61,480.00
14	49,336.00	51,613.00	53,890.00	56,167.00	56,167.00	58,444.00	60,721.00	62,998.00
15	50,854.00	53,131.00	55,408.00	57,685.00	57,685.00	59,962.00	62,239.00	64,516.00
16	52,372.00	54,649.00	56,926.00	59,203.00	59,203.00	61,480.00	63,757.00	66,034.00
17	53,890.00	56,167.00	58,444.00	60,721.00	60,721.00	62,998.00	65,275.00	67,552.00
18	53,890.00	56,167.00	58,444.00	61,480.00	61,480.00	63,757.00	66,034.00	68,311.00
19	53,890.00	56,167.00	58,444.00	61,480.00	61,480.00	63,757.00	66,034.00	68,311.00
20	53,890.00	56,167.00	58,444.00	61,480.00	61,480.00	63,757.00	66,034.00	68,311.00
21	53,890.00	56,167.00	58,444.00	62,998.00	62,998.00	65,275.00	67,552.00	69,829.00

SCHEDULE NOTES:

- * Schedule is based upon a 193-day contract year. For contracts exceeding 193 days, a "days index" is applied to the base salary listed above.
- * Individuals who achieve the National Board for Professional Teaching Standards Certificate will be granted an annual \$2,000 award for the ten-year life of the certificate in addition to pay on above salary schedule.

BENEFITS FOR FULL-TIME PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2017-2018 will be up to \$3,000.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance**--\$10,000--Premium paid by district.
- * **Tax Sheltered Annuities (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

Proposed Schedule of Raise for Existing Staff

MIN	240.00
MAX	1,834.00

Base	200.00
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Year of Service	<u>BACHELOR</u>	<u>BACHELOR +12 HRs</u>	<u>BACHELOR +24 HRs</u>	<u>BACHELOR +36 HRs</u>	<u>MASTER</u>	<u>MASTER +15 HRs</u>	<u>MASTER +30 HRs</u>	<u>DOCTOR</u>
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1								
2	850	862	874	886	886	898	910	922
3	850	862	874	886	886	898	910	922
4	850	862	874	886	886	898	910	922
5	850	862	874	886	886	898	910	922
6	850	862	874	886	886	898	910	922
7	1050	1062	1074	1086	1086	1098	1110	1122
8	1050	1062	1074	1086	1086	1098	1110	1122
9	1050	1062	1074	1086	1086	1098	1110	1122
10	1050	1062	1074	1086	1086	1098	1110	1122
11	1050	1062	1074	1086	1086	1098	1110	1122
12	1050	1062	1074	1086	1086	1098	1110	1122
13	1718	1730	1742	1754	1754	1766	1778	1790
14	1726	1738	1750	1762	1762	1774	1786	1798
15	1734	1746	1758	1770	1770	1782	1794	1806
16	1742	1754	1766	1778	1778	1790	1802	1814
17	1750	1762	1774	1786	1786	1798	1810	1822
18	240	252	264	1035	1035	1047	1059	1071
19	240	252	264	280	280	292	304	316
20	240	252	264	280	280	292	304	316
21	240	252	264	1798	1798	1810	1822	1834
22 plus	240	252	264	288	288	300	312	324

Schedule of % Increases for Existing Staff

MIN	0.45%
MAX	3.73%
AVG	1.53%

Base	200.00
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Year of Service	<u>BACHELOR</u>	<u>BACHELOR +12 HRs</u>	<u>BACHELOR +24 HRs</u>	<u>BACHELOR +36 HRs</u>	<u>MASTER</u>	<u>MASTER +15 HRs</u>	<u>MASTER +30 HRs</u>	<u>DOCTOR</u>
1								
2	2.25%	2.15%	2.07%	1.99%	1.99%	1.92%	1.85%	1.80%
3	2.21%	2.12%	2.04%	1.96%	1.96%	1.89%	1.83%	1.77%
4	2.18%	2.09%	2.01%	1.93%	1.93%	1.87%	1.81%	1.75%
5	2.14%	2.05%	1.98%	1.91%	1.91%	1.84%	1.78%	1.73%
6	2.11%	2.02%	1.95%	1.88%	1.88%	1.82%	1.76%	1.71%
7	2.56%	2.45%	2.36%	2.27%	2.27%	2.19%	2.12%	2.06%
8	2.51%	2.41%	2.32%	2.23%	2.23%	2.16%	2.09%	2.02%
9	2.46%	2.36%	2.27%	2.19%	2.19%	2.12%	2.05%	1.99%
10	2.41%	2.32%	2.23%	2.16%	2.16%	2.09%	2.02%	1.96%
11	2.36%	2.28%	2.19%	2.12%	2.12%	2.05%	1.99%	1.93%
12	2.32%	2.24%	2.16%	2.09%	2.09%	2.02%	1.96%	1.91%
13	3.73%	3.58%	3.44%	3.32%	3.32%	3.20%	3.10%	3.00%
14	3.63%	3.48%	3.36%	3.24%	3.24%	3.13%	3.03%	2.94%
15	3.53%	3.40%	3.28%	3.17%	3.17%	3.06%	2.97%	2.88%
16	3.44%	3.32%	3.20%	3.10%	3.10%	3.00%	2.91%	2.82%
17	3.36%	3.24%	3.13%	3.03%	3.03%	2.94%	2.85%	2.77%
18	0.45%	0.45%	0.45%	1.71%	1.71%	1.67%	1.63%	1.59%
19	0.45%	0.45%	0.45%	0.46%	0.46%	0.46%	0.46%	0.46%
20	0.45%	0.45%	0.45%	0.46%	0.46%	0.46%	0.46%	0.46%
21	0.45%	0.45%	0.45%	2.94%	2.94%	2.85%	2.77%	2.70%
22 PLUS	0.45%	0.45%	0.45%	0.46%	0.46%	0.46%	0.46%	0.47%