

## AGENDA

### NOTICE OF MEETING SPECIAL BOARD OF SCHOOL COMMITTEE MANCHESTER SCHOOL DISTRICT SAU #37

April 22, 2019  
Mayor and all School Board Members

5:30 p.m.  
Aldermanic Chambers,  
City Hall (3<sup>rd</sup> Floor)

1. Mayor Craig calls the meeting to order.
2. The Clerk calls the roll.
3. Update from the Negotiations Committee of the Board of School Committee
4. A motion is in order to go into non-public session under the provisions of RSA 91-A:2, I (a), Negotiations of Collective Bargaining Agreements.

**A roll call is required on the motion.**

5. A motion is in order to call the meeting back to order.  
**If the board so desires, a motion is in order to seal the minutes of the non-public session.**

### **ADJOURNMENT**

6. This being a special meeting of the board, no further business can be presented unless by 2/3 majority and a motion is in order to adjourn.

It is the policy of the Manchester Board of School Committee, in its actions, and those of its employees, that there shall be no discrimination on the basis of age, sex, race, color, marital status, physical or mental disability, religious creed, national origin or sexual orientation for employment in, or operation and administration of any program or activity in the Manchester School District. The Title IX Coordinator is Pamela Hogan; the 504 Coordinator is Mary Steady; and, the Title VI Coordinator is Wendy Perron.

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April 10, 2019

Honorable Arthur Beaudry  
Vice-Chairman  
Manchester Board of School Committee  
c/o Ms. Angela Carey, Clerk  
20 Hecker Street  
Manchester, NH 03102

RE: Special meeting request

Vice-Chairman Beaudry:

We, the members of the Special Committee on Negotiations, are writing to request a special meeting of the Board of School Committee be called so that we may present to the board, in public session, the legally allowed contents of our negotiation sessions with the Manchester Education Association. We ask this after consultation with our attorney who has advised that under New Hampshire law, we are entitled to release our information because the association's invocation of mediation is tantamount to a Declaration of Impasse.

Following the MEA's invocation of mediation and the receipt of a Right to Know request for our proposals from Concerned Taxpayers of Manchester President Jim Gaudet, we reviewed the applicable statutes with our attorney Matt Upton. While he advised that we were not obligated to release the information under the state's Right to Know statute, we were allowed to release certain information under the state's labor negotiations laws. As a committee, we discussed the merit of releasing what the law allowed, but did not require, us to release and decided to refrain. We thought releasing the information might antagonize the MEA in advance of our scheduled mediation session and diminish our chances of coming to agreement.

Since then, a litany of rumors and false information has found its way into the dialogue in our schools, social and other media outlets as well as other members in other bargaining units. Unfortunately, there have been outright falsehoods released by the MEA to the media and its

membership. We regret that things have reached a point where we simply must present the facts and provide all the supporting documentation to the board, the public and every employee of our district to clear the record and, hopefully, see some sort of reset in our relationship visa-vie the teachers union. We also see it as necessary to ensure the progress we've made with other bargaining units is not jeopardized by all the foolish falsehoods making the rounds.

As it will take time to properly present this information and as the matter is of great import to the district, all its employees, the taxpayers we represent and the families we serve, we believe a stand alone special meeting is in order and so we make that request. It will not be possible to meet our standard agenda deadline for a meeting on Monday, April 15<sup>th</sup> as there is a lot of information to organize and make presentable. We also have a very important negotiations meeting scheduled with the paraprofessionals that morning for which we are preparing diligently. Therefore, we would like to suggest that a special meeting be scheduled in the Aldermanic Chambers on Monday, April 22<sup>nd</sup>.

With appreciation for your facilitation of this request, we remain



Richard H. Girard  
Chairman

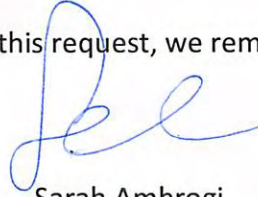
Sarah Ambrogi  
Ward 1

Ross Terrio  
Ward 7

Jimmy Lehoux  
Ward 8

Katie Desrochers  
Ward 11

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A handwritten signature in black ink, appearing to read "Jimmy Lehoux", with a long, sweeping underline.

Katie Desrochers  
Ward 11

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**4/22 Special Meeting  
Narrative Final Agenda  
Version**

Manchester Board of School Committee  
c/o Angela Carey, Board Clerk  
20 Hecker Street  
Manchester, NH 03102

April 18, 2019

RE: Negotiations with the Manchester Education Association.

Members of the Honorable Board:

The last time we came before the board to give a public update on negotiations was Tuesday, September 25, 2018, seven months ago. (Exhibit A) We did so to dispel the false and growing narrative that our committee was unwilling to meet, despite all evidence to the contrary. We also explained that the reason we had not yet presented a salary proposal was because of its interrelation to our proposals on health insurance and sick time and the overall complexity of the work we were doing. Coincidentally, the details of our much awaited proposals on these items were finalized shortly after the MEA announced it would return to the table in late October to discuss the many other items in need of attention until our salary and benefits proposals were finished.

On Saturday, November 3, 2018, we met with the newly re-formed MEA negotiations team and presented our proposals. We were there for well over three hours. In that presentation (Exhibit B), we reviewed the following:

- We were unable to fund steps in FY 2019, the current fiscal year.
- Future steps would likely exceed the tax cap.
- The MEA's request to reinstate the two steps that were "frozen" during the negotiations for their most recent contract.
- The MEA's request to add longevity steps to the salary schedule.
- The MEA's request for a significant increase in entry level pay.
- The MEA's refusal to consider different salary or benefit offerings for new hires.
- The MEA's request that all sick days be given at the beginning of the school year rather than being doled out each month.
- The MEA's request that its members be allowed to take their accrued time prior to serving 20 years in the Manchester School District.
- The board's need to stay within the Tax Cap.
- The board's desire to address absenteeism.
- The board's concerns over the large and rapidly rising unfunded liability of accrued time, which will likely have to be funded during the term of the next contract, and
- The board's need to create a sustainable salary and benefits system that would allow the district to compete well for teaching talent.

Simply put, if we were going to address the multiple and understandable positions of both parties, we needed to look at things a whole lot differently. New structures were going to be necessary.

Our answers came in what we've referred to as our "Three Legged Stool." It involved restructuring the step scale, overhauling of how we handled compensated sick and personal absences, changing how we protect employees who are out for extended periods of time due to illness, injury or pregnancy, and some small, but important changes to our health insurance offerings that made the whole thing work.

Before we get into the details of these proposals and why they're bundled together, we will first share the summary highlights that were presented to the MEA on November 3<sup>rd</sup>. (Exhibit C).

It's important to emphasize that it was the restructuring of the step scale enabled us not only to restore the two steps for those who were frozen during the last contract negotiation but to also restore the step lost due to the current year's freeze. Moreover, because we added to the number of steps, many of our teachers who are at the current top of scale would have been granted these three lost steps on their way to the new top step.

The changes to the step system saved enough money to both restore these three frozen steps in the coming fiscal year and provide a step raise. In short, our proposal included giving a significant number of our teachers four steps in 2020. A challenge we had to resolve in restoring these steps was that there remained a relatively small group of teachers who would see a decrease in their pay in the coming school year and a much smaller number whose pay would still be lower than it currently is in the year following that. Even though every teacher would have seen a respectable pay increase by the end of the contract, the committee did not want any teacher to experience any reduction in pay. Therefore, we worked very hard to find and include the more than half a million dollars needed to ensure no teacher saw a decrease in pay as we transitioned to the new step scale.

(Please see Exhibits D.1, D.2 and E for the spreadsheet of our entire proposal and our grid analysis as presented on November 3<sup>rd</sup>. These exhibits are meant to be read from left to right and show where teachers are on the current scale, where they would be on the new scale and what their salary would be in each year of the contract with the raise reflected in both dollars and percentages at the end.)

Our negotiations teams agreed to create a subcommittee consisting of myself, Committeeman Lehoux, MEA President Sue Hannan and MEA negotiator Michelle Couture and district Business Administrator Karen DeFrancis. At our meeting on December 12, 2018, the MEA expressed concerns that our proposals might leave members whose salaries were kept level with less take home pay because of our proposed changes to the health insurance premium sharing arrangement (which we'll get to momentarily). In that meeting, we agreed to offset any loss of take home pay that resulted from our proposals. We also agreed to provide them with some sort of fixed dollar pay raise during the brief time their pay would otherwise be flat. As things turned out, we were never given the opportunity to finalize those numbers, which we'll explain later in this presentation.

Our efforts to restructure the salary scale notwithstanding, we needed additional dollars to remedy this aforementioned shortfall and implement our other big change, which will be discussed momentarily.

On August 7<sup>th</sup>, we proposed adding a Site of Service feature to our existing non-HSA health insurance plans. (Exhibit F). At the time, we projected over \$394,000 in annual savings to the district AND almost \$227,000 in annual savings to the teachers. Site of Service doesn't shift costs from the employer to the employee. It encourages participants to use lower cost providers for things like lab work, x-rays and other diagnostic imaging, and outpatient surgeries through the application of higher co-pays for higher cost providers and little or no co-pays for approved Site of Service providers. At the time, we did not propose any changes to the premium sharing arrangement between the district and the teachers. The teachers would not respond to the offer until salaries were on the table.

As we wrestled with how to meet the requests of the teachers to restore lost steps and meet their other stated salary objectives, it became clear that we needed to find additional sources of funding. To that end,

we evaluated changes to the premium sharing arrangement. Currently, the district pays 85% of the teachers' health insurance premiums to a maximum of 85% of the HSA insurance plan. To provide for our aggressive plan to restore lost steps, we proposed that the district pay 80% of any health plan premium to a maximum of 80% of the HSA insurance plan. Our new projected savings (Exhibit G) were about \$322,000 from the Site of Service overlay and \$930,000 in premium costs for a total of more than \$1.25 million. That was just enough to put towards our salary and other benefits proposals. Because of the Site of Service savings to the teachers, the net overall increase in premium sharing to them would have been under \$760,000.

As we've mentioned, aside from salaries, there were two primary issues we needed to address: absenteeism and the district's \$10 million unfunded liability with accrued sick time. We were also mindful of concerns we heard from younger teachers about not having adequate sick time accrued to protect against a long term absence due to pregnancy, illness or an injury. During our search for an alternative, the administration raised serious concerns over the administration of sick bank which we also had to consider.

First, it has been said that the committee has not provided the MEA with a breakdown of sick time usage. This is not correct. Attached to this presentation are the reports we gave the MEA in November, one of which was updated in December. (Exhibits H & I) We also gave them a similar report last April, which is not attached because it was only a partial year report. The first is a 132 page spreadsheet that tallies every absence in every school for every day in the school year and summarizes them by type. The other is a 12 page summary report that provides the data by type, category, day of the week, school and a variety of other useful viewpoints. It is very easy to isolate why days are being taken, including days that end up being unpaid. (Refer to PowerPoint for absenteeism stats.)

In this proposal, we actually satisfied several of the requests made by the MEA while addressing our own concerns. To get there, we had to assess how the current system protected and provided for employees and how the time was being used so we could provide alternatives.

Currently, the system provides teachers with:

- 1.5 days of sick time per month from September to June to a maximum of 15 days per school year.
- Two personal days.
- If a teacher does not use any days, they can chose a bonus payment equal to their per-diem pay rate or receive a bonus personal day for use in the next school year.
- If a teacher is out for three or more days, they may be required to bring in a doctor's note to justify the absence.
- To guard against a prolonged absence due to illness, injury or pregnancy, teachers may accrue up to 120 days of sick time.
- If they've accrued those 120 days, they may not keep or otherwise cash in on any unused sick days at the end of the school year.
- After 20 years of service in the district, the district will buy back up to 90 days of accrued time as a severance payout.
- In addition to accruals, teachers may contribute a sick day to a "sick bank" which may provide some additional days in the event of a prolonged absence.

In short, the current system uses sick time for short term disability and does not provide for any long term disability protection. Teachers are without income once their accruals and sick bank, if available, are exhausted. It also prohibits teachers from taking their accruals if they leave the district before twenty years. Requiring teachers to accrue time month to month reflects a certain “punch clock” mentality that we do not believe reflects the professional status we wish them to have. None of these are common in professional environments with salaried employees.

Again, this structure has created a growing \$10 million unfunded liability our attorney and business administrator have warned us is likely going to be required to be funded within the lifetime of the next contract because of rules changes making their way through the body that governs government accounting. As it is extremely unlikely the district will be able to fund this liability, we have been warned that our bond rating, which is a key factor in determining the cost of borrowing, will be at serious risk of being downgraded. This is a real problem we know is on the horizon and it is imperative that we get ahead of it.

In the 2017-2018 school year, teachers took:

- 547 unpaid days because there were insufficient accruals to meet their needs,
- 9,985 sick days and
- 1,740 personal days for a
- total of 12,272 days out of the classroom.

This does not include another 2,009 days taken for a variety of reasons such as bereavement and professional development, among others that would not be affected by our proposal. This data is clearly in the reports we provided in November.

To address all of this, and then some, we proposed a system of compensated absences that addressed these shortfalls. The proposal only affects the use of what is currently called “sick” and “personal” time. No other compensated absences are changed.

Our PTO proposal includes:

- District provided Short Term Disability (STD) coverage for up to 26 weeks at 60% of pay free from federal income taxes, FICA and NH Retirement System assessments. It may be used for pregnancy.
- District provided Long Term Disability (LTD) coverage totaling 60% of the teacher’s income for up to two years and, in the case of total disability, until the teacher reaches their Social Security Normal Retirement Age. As with the STD, the income would not be taxable.
- Engagement by the district of a third party administrator to manage the disability plans.
- Protection of all current accruals from the depletion that will come from long term illness, injury or pregnancy.
- Eleven (11) paid days off given at the beginning of each school year. The number of days would be prorated for teachers hired after school starts.
  - We chose eleven days because that is the maximum number of consecutive work days an employee would be out of work before the STD coverage becomes effective.
- The days are no longer designated for “sick” or “personal” use. They are just “paid time off.”

- The only caveat on their use, as suggested by the MEA, would be if it is being used for personal, non-illness or injury related purposes, then the current contract language governing the use of personal days would still apply.
- They may still be used for any FMLA absences.

Our proposal also includes the creation of an annual Incentive Pool of \$500,000 created specifically to buy back any unused PTO at the end of each school year. Our Incentive Pool proposal:

- Covers all teachers.
- Stops the accrual of unfunded time.
- Reduces the unfunded liability by eliminating those accrued days in excess of 90, which currently are not paid out and would be unnecessary with our STD proposal.
- Pays out the value of the bought back days as an employer contribution to a teacher's 403(b) retirement plan, Health Savings Account or to a newly proposed Health Reimbursement Account (HRA). We chose this payout method:
  - Because the teachers would own these accounts they may leave the district with them at any time.
  - Unlike their current accruals, they are fully portable. In addition to being portable:
    - Contributions to the 403(b), over a career, are very likely to be of much greater value than any future severance check.
    - Contributions to the HRA or HSA directly reduce current out of pocket medical expenses.
- Will be paid to all teachers, including those who've maxed out their accruals and are losing days they don't use.
- Maintains any and all accrued time and uses each teacher's salary as of June 30, 2018 to establish its valuation for severance and otherwise pays it out as per the terms of the current contract. (See payout calculation example on slide 24 of this narrative's accompanying PowerPoint presentation. It is also in Exhibit B.)

Our proposals for short and long term disability and paid time off with an annual buyback were brought forward even though they were projected to COST the district money. We project the cost of the Incentive Pool plus the disability coverages will exceed our projected savings by \$374,000. We brought it forward anyway for the following reasons:

1. Based on conversations with our consultants and our analysis of the data, we conservatively believe this proposal will reduce teacher absenteeism by between 10% and 20%.
  - a. That would equate to between 1,200 to 2,400 fewer absences, which means our kids will have that many fewer disruptions in instruction and
  - b. The need for substitutes will be significantly reduced.
2. Our teachers will have access to a broader range of benefits we believe better provides for them when they are out for long periods of time due to illness, injury or pregnancy.
  - a. This is especially true in cases of long term disability where there is no protection for our teachers at all.
3. It eliminates the "use it or lose it" system that penalizes teachers who've maxed out their accruals.
4. It protects younger teachers who haven't had time to build accruals.
5. It prevents the current accruals of all teachers from being depleted.
6. It protects teachers who've lost their accruals because of a long term absence.

7. It treats the teachers as responsible professionals that don't need to bring doctors notes to justify absences.
8. It provides for personal days based solely on the availability of staff in a building.
9. It eliminates the sick bank and the associated concerns raised by the administration as well as other questionable uses of sick time.
10. It proactively addresses the district's unfunded accrued severance liability.

Tying up the loose ends and getting back to where things stand today, we're sorry to say that despite the follow up meetings we had with the MEA in December to further explain these details and explore their concerns so we could respond, they countered our salary proposal without giving us the opportunity to address the issues they raised in our meeting. While their proposal did add steps to the salary schedule and compress the increments between them (Exhibit J), it also proposed giving everybody "make-up steps" regardless of whether or not they had ever been frozen. We opposed this idea because it perpetuated the inequity between people having the same seniority but getting different pay and decoupled the step system from seniority for the purposes of giving pay raises, which we viewed and still view as problematic.

The first year cost of their proposal was \$3.74 million, which was about double our agreed to budget framework. (Exhibit K) In addition to breaking the tax cap and not providing the oft demanded equity for teachers who were being paid less than peers with the same seniority, the proposal did little to address the issues either side raised at the table and made some of them worse.

Nonetheless, we used their proposed realignment of the step schedule to build a counter offer with the understanding that language would be included in the contract that put the MEA on record as agreeing that the step equity issue had been settled and would not be revisited in future negotiations nor subject to grievance. They agreed. In keeping with their "everybody gets make-up steps" approach, we modified their alterations of the step schedule and added another two steps so we could stay within the financial framework we'd agreed to and prevent what we came to call "spike years." (Exhibit L) At this point, we were about \$3.2 million apart in the discussion of salaries and had not received any answers or counters to our proposals on health insurance or PTO.

To its credit, the MEA revised its proposal. While it did use our 20 step salary schedule, now a \$3.4 million spike year in Fiscal '21 and still exceeded our limit in FY '20. (Exhibit M) The MEA did counter our PTO and health insurance proposals. Unfortunately, by our calculations, they would have added another \$1.3 million in new costs and lost savings on top of their salary proposal in just the first year of the contract. As we did not do any formal cost outs and have no original work product of our own to release, we cannot further discuss those proposals. Suffice it to say the MEA's counter offers did little to change the status quo, aggravated the problems we were trying to solve and spent well more than any of our projected savings on the items they did accept and didn't accept other items that also saved money.

Regardless, we again agreed to provide another proposal based on their reworking of the salary matrix, which continued the "make-up steps for all" approach. However, we also agreed that, following our submission, Mrs. Couture would work with me and Ms. DeFrancis to address whatever deficiencies they saw with the intent of coming to an agreement that we believed would be acceptable to both teams.

We sent an initial salary counter-proposal on February 5<sup>th</sup>, and a final version, with slightly higher salary offer that we needed time to tweak, on February 7<sup>th</sup>. That proposal cut the gap between both sides' prior offers down to \$1.5 million. It did not create any spike years, did not exceed our cap calculations but

did provide room to further negotiate a salary increase. The basis of our proposal remained on the framework established by the MEA, which we were able to modify to smooth out the spikes. (Exhibit N)

We were very surprised that the MEA invoked mediation. Even though its counter offers were not financially feasible, they did lead to what we thought were constructive discussions that improved everybody's understanding of both sides' proposals and the financial considerations driving them. That, coupled with the significant improvement in our last salary offer and their request to issue a joint statement advising of our progress gave us hope that we were approaching an agreement.

As you also know, the MEA claimed it had to invoke mediation to "force" a meeting in February. This is simply not true and the emails sent to arrange the meeting we expected to discuss our salary proposal have been appended to this presentation. (Exhibits O.1 – O.4). To be sure, we weren't avoiding a meeting; quite the opposite, actually. Knowing that Superintendent Vargas was preparing his budget recommendations, the meeting was pursued with a sense of urgency.

We entered the mediation session hopeful it would bear fruit. Every member of our team was present and we had Business Administrator DeFrancis with us to run any numbers we might need on the spot and Assistant Superintendent Jennifer Gillis was on hand to get immediate input from the administration on management items. Upon the arrival of the MEA bargaining team, we learned not only that MEA President Hannan would not be present, but also that they'd prepared nothing in response to our last offers. We were told that MEA Vice President Maxine Mosley had "full authority" to speak for the union that day but, at Noontime, we were told the session would have to end by 2:30 PM so she could attend an MEA meeting.

In wake of this meeting, we were accused of canceling a second mediation meeting and refusing to meet with them again. This is also not true and the necessary emails that prove it are also attached. (Exhibits P.1 & P.2) There was never a second session scheduled and we never refused to meet.

It was the earnest hope of our team that we would reach agreement with our teachers. We value their contributions at every level. To that end, we drafted a Statement of Purpose, Principles and Objectives which we gave to the MEA about a year ago. (Exhibit Q) We are deeply disappointed that we have been unable to reach agreement despite the extensive efforts of our entire district team. We know we can't give our teachers all they deserve but we hope that they will see and respect the enormous effort we've made to better provide for them and want them to know we have done this gladly as we appreciate all they do. We look forward to starting the negotiations again when the opportunity presents itself and we are hopeful that progress can be made. With that, we conclude our presentation and will address questions from members of the board.

Thank you for your considerate attention.

Sincerely,

Richard H. Girard  
Chairman

Sarah Ambrogi  
Ward I

Ross Terrio  
Ward 7

Jimmy Lehoux  
Ward 8

Katie Desrochers  
Ward II



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**4/22 Presentation on MEA  
Negotiations to the BOSC  
Final Agenda Version**

# Presentation on MEA Negotiations to the Board of School Committee

April 22, 2019  
Aldermanic Chambers  
Manchester City Hall

It's time to take a look at  
how we got here

»» It's not for lack of effort!

# Collectively, we have a REALLY big math problem

- ▶ Unable to fund steps in FY'19.
- ▶ Future steps would likely exceed the Tax Cap.
- ▶ MEA requested reinstatement of 2 “lost” steps, gave examples of inequity created between employees with same longevity.
- ▶ MEA requested Longevity Step Pay.
- ▶ MEA requested starting salary of \$40,000 for BA-1.
- ▶ MEA rejected new (two tiered) salary or benefit systems for new employees.

# Collectively, we have a really big MATH problem

- ▶ If we couldn't afford the current system and the MEA refused to accept any new systems for new hires, **then we had to figure out new structures if we wanted to address the issues raised by the MEA, which we did.**
- ▶ We also had to find a way to address the board's concerns about mounting severance liabilities and absenteeism.

# Our Proposals

We're happy to say we found ways to address  
virtually all of these issues

# Original Salary Proposal

- » Transforming the system
- Addressing equity
- Providing for the future

# Overhaul & Correction of the Step System

- ▶ Expansion from 15 to 24 steps.
- ▶ Steps 2–19 increase by 3% of previous step amount.
- ▶ Steps 20–24 increase by 1.5% of previous step amount.
- ▶ Staff that was frozen during last contract negotiation advanced up to 2 make-up steps.
- ▶ Staff currently frozen to receive make-up step.
  - ▶ Steps no longer a fixed dollar amount based on a percentage of BA-1. They now compound at the percentages listed above in each degree category



# Salary Proposal

- ▶ 5 year contract (FY '19 – FY '23).
- ▶ No changes in current year.
- ▶ Steps funded in FY '20 – FY '23.
- ▶ Across the board COLAs in FY '20 – FY '23 increase BA-1 pay to \$40,000.
- ▶ Up to 3 “frozen” steps reinstated in FY '20.
- ▶ Expanded step system addresses longevity and “top of scale” concerns.
  - ▶ This restructuring solved the math problem we faced in trying to figure out how to provide for lost and future steps while providing entry level pay increases which, in our proposal, elevates all steps in the next four years.

# The Raises– Base Pay

- ▶ Base Pay Increase from Fiscal '20 to '23:
  - Bachelor's Degree: +7.4%
  - Bachelor's plus 30: +6.3%
  - Master's Degree: +5.5%
  - Master's plus 30: +5.2%
  - CAGS: +5.6%
  - Ph.D: +5.2%

# The Raises– Top of Scale

- ▶ Top of Scale Increase from Fiscal '20 to '23:
  - Bachelors Degree: + 9.4%
  - Bachelors plus 30: +10.8%
  - Masters Degree: +12.2%
  - Masters plus 30: +15.1%
  - CAGS: +16.4%
  - Ph.D: +17.1%

# The Smallest Raises from FY '20-'23

- ▶ Bachelor's Degree: + 5.2%
- ▶ Bachelor's plus 30: + 8.1%
- ▶ Master's Degree: + 9.0%
- ▶ Master's plus 30: +11.7%
- ▶ CAGS: +13.0%
- ▶ Ph.D: +13.7%

# Overall Cost of 11-3-18 salary proposal from FY '20-'23

- Salary line increase: +13.2%
- FICA line increase: +13.1%
- NHRS line increase: +16.0%
- Extra Curricular & Add Pays: + 7.4%
- Total salary/payroll benefits: +13.5%
- Notes:
  - Eliminates BA-1 hiring bonus
  - Does not provide step increase for teachers on improvement plan
  - **This is NOT the budget impact as it does not factor turnover in staff.**

# Health Insurance

- »» A key change that makes the others possible

# Site of Service

- ▶ Compliments Smart Shopper program.
- ▶ Applied to the areas where most savings are within reach without inconveniencing employees:
  - Labs
  - Ambulatory Surgery
  - X-Ray and Ultrasound
  - MRA & CAT scans
- ▶ Used by NH state employees and multiple Anthem clients in NH.
- ▶ It reduces costs. It doesn't shift them.

# Health Savings

- ▶ Site of Service proposal maintains all current insurance plan offerings:
  - Saves the district \$322,408
  - Saves the employees \$170,382
- ▶ Moving the premium sharing from 85/15 to 80/20:
  - saves the district an additional \$929,576 (\$1,251,984 total savings with Site of Service)
  - including SOS savings, net cost to employees: \$759,194
  - District savings necessary to fund the “redline raises” and proposed Incentive Pool
- ▶ Without this change, our math problem returns.



# Paid Time Off Creation of Incentive Pool Disability Benefits

- »» A new way to handle long term absences and personal time, address absenteeism, reduce unfunded severance liability and provide portability of benefits

# Severance

- ▶ The district's current estimated **unfunded liability** for accrued time is approximately **\$10,000,000**.
- ▶ Currently, the district pays accrued time as severance from the salary line in its operating budget. Any overage in budgeted funds must come from elsewhere in the budget.
- ▶ The district will likely be forced by accounting changes to fund this liability or see its bond rating lowered.

# Absenteeism in 2017–2018

- ▶ Approximately 25% of all absences were on a Friday, 25% higher than other days.
- ▶ **538** teachers met the federal definition of **chronically absent** by missing 10 or more days of school.
- ▶ **350** teachers took 12 or more non-consecutive days off.
- ▶ **66** teachers took 12 or more consecutive days, totaling 3,727 days used.
- ▶ All of this factored heavily in our proposals.

# Absenteeism

- ▶ In the 17–18 school year:
  - On average, 82 subs were needed every day.
  - Percentage of teachers considered chronically absent by school type:
    - High School: 48.5%
    - Middle School: 51.5%
    - Elementary School: 40.8%
    - District Total: 45.0%

# In 2017–2018, teachers took

- ▶ **547** unpaid days because there were insufficient accruals to meet their needs,
- ▶ **9,985** sick days and
- ▶ **1,740** personal days for a
  
- ▶ Total of **12,272 days out of the classroom**
  - This does NOT count another **2,009** days taken for a variety of reasons such as bereavement and professional development, among others that would not be affected by our proposal.

# Proposal – Short & Long Term Disability

- ▶ Paid for by the district.
- ▶ Employees receive 60% of their pay, free from FICA, NH Retirement and federal income tax.
- ▶ Coverage starts on the 15th consecutive calendar days of illness, injury or pregnancy until Social Security Normal Retirement Age .
- ▶ District to self-insure and hire a third party administrator to oversee the program.
- ▶ Eliminates need for Sick Bank.

# Proposal – Paid Time Off

- ▶ The board proposed providing every teacher with 11 days of **Paid Time Off** (PTO):
  - This covers the up to 11 work days in STD elimination period.
- ▶ Days would be provided at the beginning of each school year instead of accrued on a monthly basis, prorated for mid-year hires, departures.
- ▶ For use as non-sick time, approval of principal required to ensure adequate staffing.
- ▶ Can still be used for family member FMLA.
- ▶ Creation of an **Incentive Pool** to buy back all unused days at the end of each school year.

# Proposal – Incentive Pool

- ▶ **\$500,000** proposed to be distributed.
- ▶ Amount distributed determined by dividing the total number of unused PTO days at the end of each school year into the pool to determine the value of each day.
- ▶ Every teacher will receive that per day amount for each unused day they have at the end of each school year.



# PTO Incentive Pool– Example

- ▶ \$500,000 Incentive Pool
- ▶ 5,000 unused PTO days
- ▶  $\$500,000 / 5,000 = \$100/\text{day}$
- ▶ Teacher with 11 unused PTO days receives \$1,100 ( $\$100 \times 11$ )
- ▶ Teacher with 5 unused PTO days receives \$500 ( $\$100 \times 5$ )
- ▶ Teacher with 0 unused PTO days receives \$0 ( $\$100 \times 0$ )

# Incentive Pool – Payouts

- ▶ Incentive payments to be made as an **employer contribution** either to the teacher's:
  - 403(b) retirement account,
  - Health Savings Account or
  - Health Reimbursement Arrangement (HRA).
    - New benefit offering from the board.
- ▶ Unlike the current severance, this structure:
  - Makes benefits portable.
  - Avoids payment of taxes and retirement assessments.
  - Provides for retirement or defrays medical expenses.

# Current Accruals

- ▶ Remain with any employee having them.
- ▶ Proposed to be kept at value as of 6/30/18.
- ▶ Would otherwise be paid out in accordance with current practice.
- ▶ Employees with accrued balances are included in new Incentive Pool.
- ▶ Proactively and constructively addresses our \$10 million unfunded severance liability.

# Benefits of STD/LTD/PTO

- ▶ Projected reduction in absenteeism:
  - 10% to 20% or
  - 1,200 to 2,400 fewer absences.
- ▶ More consistent instruction for students.
- ▶ Better benefit offerings for staff:
  - Protects teachers with low or no accruals.
  - Benefits are portable.
- ▶ Eliminates “use it or lose it.”
  - Protects current accruals from depletion by long term absence.
- ▶ Proactively addresses unfunded severance liabilities.

# Our salary proposal gets countered

»» And the numbers don't work

# MEA Proposal 1-3-19

- ▶ Everybody gets make up steps, even if they were never frozen on the scale.
  - This perpetuates the income disparity between teachers with the same seniority.
- ▶ Increasing the number of steps to 18 over time rather than expanding it all at once.
- ▶ Shrinking the increment between the steps over time rather than switching the scale all at once.
- ▶ FY '20 cost was \$3.74 million, well beyond what we could afford.

# Our counter offer to MEA proposal of 1-3-19

- ▶ Accepted the basic premises of the MEA's proposal:
  - Phased in new steps
  - Phased in compression of step differentials
  - Gave “make-up steps to all,” including those never frozen
- ▶ Added two steps (20 in total).
- ▶ Eliminated “spike year.”
- ▶ Had room for additional salary increases in FY '22 & '23.

# MEA proposal of 1-29-19

- ▶ Continued with same basic framework:
  - Make-up steps for all, including those never frozen
  - Phased in addition of new steps
  - Phased in compression of step differentials
- ▶ Accepted our proposal of 20 steps.
- ▶ Eliminated FY '20 spike of \$3.74 million.
  - FY '20 amount remained too high.
- ▶ Created FY '21 spike of \$3.4 million, which simply moved the “problem” to the next year.
- ▶ Overall cost of came down about \$300,000.



# Our proposal of 2-7-19

- ▶ Continued with same basic MEA framework.
- ▶ Eliminated spike year.
- ▶ **Added almost \$1 million to our prior proposal.**
  - Significantly closed the gap between proposals.
- ▶ Was to have been the basis for continued negotiation:
  - Still had some room to negotiate further increases.
  - Several attempts made to schedule the agreed to follow-up meeting.

# Multiple Attempts to Communicate

- ▶ After our meeting on January 31, 2019, our committee chair:
  - Sent two salary proposals via e-mail:
    - Preliminary on Feb. 5<sup>th</sup>
    - Final on Feb. 7<sup>th</sup>
    - Both suggested talking sooner than later.
  - Between Monday Feb. 11<sup>th</sup> and Tuesday Feb. 19<sup>th</sup>:
    - Sent two emails asking for a meeting.
    - Had two phone conversations asking for a meeting.
    - Had one in person conversation asking for a meeting.
- ▶ **The MEA invoked mediation on Feb. 21<sup>st</sup>.**

# Mediation scheduling

- ▶ All parties agreed to **the one** date provided by the mediator for March 21<sup>st</sup>.
- ▶ We did not agree to meet in the absence of the mediator.
  - The MEA invoked mediation on the grounds that an agreement was not possible without a third party.
- ▶ Mediation was **only** rescheduled for April 9<sup>th</sup>:
  - There was never a second date scheduled.
  - There was never a refusal to meet.

# Purpose

- ▶ *It is the purpose of the Manchester Board of School Committee to work with its employees to identify and correct situations that:*
  - Improve the district's ability to meet the needs of every child and educator.
  - Improve the district's operational effectiveness and efficiency.
  - Improve the district's involvement of educators and parents in its decision making processes.
  - Improve the district's ability to provide adequate staff and resources in our schools.

# Objectives

- ▶ *It is the objective of the Manchester Board of School Committee to work with its employees to identify and correct situations to:*
  - Provide district and building administrators with greater flexibility to meet the needs of our students.
  - Provide all staff with direct and consistent input on how to address the challenges faced by our students, families and educators at both the district and building levels.
  - Provide reasonable class sizes, necessary educational supports and sufficient material resources to improve working conditions and educational outcomes.

# Principles

- ▶ *Understanding that competition has come to the educational marketplace and will only intensify as parents are provided with more options, the governing principles of the Manchester Board of School Committee are, and must be, to work with its employees to make the district's schools more competitive and desirable by identifying and offering:*
  - Educational opportunities that are responsive to the needs, wants and desires of our students, families, staff and community.
  - Educators consistent opportunities to be involved in the decision making processes that affect what happens in their schools and classrooms.
  - District and building administrators the ability to address challenges, adapt to circumstances and efficiently, effectively and fairly manage the affairs entrusted to them.

# Questions?

We're glad to open the discussion.  
Thank you!

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**Exhibit A**

**9/25 BOSC Negotiations  
Update**



Members of the Honorable Board:

It is with both concern and frustration that we on the Special Committee on Negotiations address our efforts to negotiate a contract with the Manchester Education Association. Because of continued misrepresentations by union officials that are stirring discontent within its membership and causing upset in some parents, as well as statements and actions taken by members of this board, we believe it is necessary to give a public accounting of how things have come to the point they are at today.

First and foremost, talks between the committee and the association have faltered not because the committee refuses to negotiate, but because the union has refused to meet until and unless we are ready to present our salary proposal. It bears mentioning that our initial salary proposal, presented in March, would have reinstated step raises in the current school year and established a new pay matrix for new hires. It was summarily rejected by the association, which has presented two of its own salary proposals. Their first was a three year \$19.8 million dollar demand. Their second demand, which is also the one currently on the table, was for \$28 million over five years.

After I was appointed chairman of the committee at the end of March, we went from having two meetings scheduled with the association, one in April and one in May, to seven, including one in April, five in May and one in June. The association canceled the second to the last meeting, which was scheduled for May 29<sup>th</sup> and declared impasse on June 4<sup>th</sup>, the day of the last scheduled meeting, saying quote “the board and the association are very far apart on all of the major issues and that continuing conversations at this time will not be fruitful.”

It was eight weeks before the association returned to the table. Once they did, four more meetings were scheduled, three in August and an all day Saturday meeting in September. At the first meeting in August, we offered a health insurance proposal. During that meeting, the MEA asked us about the status of our salary proposal and whether or not it would be ready in time for our next meeting. They said if it wasn't going to be ready, they wanted to cancel the meeting. They also urged us to

reconsider our rejection of their five year \$28 million proposal, saying it was in line with what the police unions received from the city.

We told the MEA that we did not know if our salary proposal would be ready by the next meeting, but that if it wasn't, we believed it would be in everybody's interest to meet as scheduled because there were plenty of other issues to discuss, like the health insurance proposal we had just made and the school calendar, among many others. We also made it clear that because we'd already lost eight weeks of negotiation time due to their Declaration of Impasse, nine weeks if you count the meeting the canceled in May, that we were uninterested in any further delays.

The day of our next meeting, August 21<sup>st</sup>, the MEA sent an email asking whether or not our salary proposal was ready, saying they didn't want to meet if it wasn't. We told them it wasn't ready and suggested other topics for discussion. They canceled the meeting saying quote "until there is a salary proposal to discuss, the team does not want to meet."

Following that, our committee, in accordance with the MEA's dictate, decided to cancel the remaining two meetings, preferring to wait until our salary proposal was ready to present before scheduling another.

On August 27<sup>th</sup>, before our board's meeting, MEA President Sue Hannan and Vice President Maxine Mosely approached me and offered an olive branch of sorts. They presented a reorganization of the contract for our consideration and said they had taken another look at our responses to their proposals and noticed we had deferred on several items. Mrs. Hannan offered to provide written explanations of some of their proposals and asked if we would be willing to reinstate the daylong session we had planned for Saturday, September 8<sup>th</sup>. She said they would be willing to discuss other topics while we continued work on our salary proposal. I told her I had no objection and would check with the committee to confirm the members' availability.

On August 28<sup>th</sup>, I saw them again outside of City Hall on my way to a committee meeting. They had just met with the mayor about negotiations. We discussed the health insurance proposal we had made and I asked them to send their questions and requests in an email so I

could have them addressed. We received that information at 3:11 PM on September 17<sup>th</sup>, six weeks after we presented our proposal.

On August 31<sup>st</sup>, we received an email from the MEA looking to confirm our meeting on September 8<sup>th</sup>. To our surprise, it once again demanded the topic be salaries. We responded that we would not be ready to discuss salaries and suggested other topics. They again refused, saying quote “Let us know when you have a salary proposal, and we can schedule a meeting after that date.”

I have provided this timeline of events for the purpose of dispelling the idea that our committee has somehow ever been unwilling to come to the table. Of the eleven meetings scheduled since I assumed the chairmanship of this committee at the end of March, the MEA has canceled three of them, declared an impasse that lasted eight weeks, and then issued topic dictates that gave us no choice but to cancel the last two scheduled meetings, including the one that was resurrected to discuss something other than salaries but re-canceled because we were not prepared to discuss salaries. Frankly, ladies and gentlemen, our team is not the one playing games here.

There are two more items about these negotiations that need to be addressed in this setting. The first is about our pending salary proposal. Developing it has been an incredibly complex and challenging task. As this board knows, the committee was given certain direction with respect to salaries. In addition, our discussions with the MEA surfaced a variety of issues about which we were unaware and believed deserved to be addressed. It is neither a simple nor easy task to reconcile the many issues that are in need of resolution.

In addition to the salary, there is an associated benefit issue the board has also directed us to address: Sick time. We believe it is inextricably intertwined with our salary proposal. We have worked closely with outside consultants along with district staff to develop the details and account for a variety of variables, some foreseen, others not. These items are extremely difficult to quantify and cost out and it is imperative that everything be correct when presented. We have done, and continue to do, our due diligence and the committee would like to express its gratitude to the staff that has worked with it so

conscientiously. What we will say now is that we have established the framework and are refining the details and there are a whole lot of them and they have to be right. We will present it when it's ready to be presented and not beforehand. The MEA's refusal to meet until then is on them, not on us. For the record, we remain prepared to meet and invite the MEA back to the table to discuss any of the other topics that are ready for discussion while we finalize these proposals as we continue to believe that waiting will only succeed in delaying the date by which a contract, in total, can be agreed to.

Finally, there have been members of this board who've made statements in radio interviews, on social media and in direct discussion with union officials that have not helpful to the cause of restoring talks. These statements have not only been used to bolster the MEA's claims that we are the ones who are refusing talk, but they've also been used to infer that we're not even communicating with the board. Neither is true and it is the hope and request of every member of the committee that you will let us do the work we've been asked to do without having to deal with the needless distractions these unhelpful statements and actions have caused.

Thank you for your attention to this presentation. We know it was somewhat long and involved, but believed it was necessary. We also want you to know it was approved, as has every decision the committee has made since March 26<sup>th</sup>, by all of us on this committee.

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## Exhibit B

# Presentation on Salary and Benefits to the MEA – Revision

# Presentation on Salary and Benefits to the Manchester Education Association

November 3, 2018  
NEA-NH Office

It's taken us some time to  
get to this presentation

»» Let's look at why

# Collectively, we have a really big MATH problem

- ▶ Unable to fund steps in FY'19
- ▶ Future steps would likely exceed the Tax Cap
- ▶ MEA requested reinstatement of 2 “lost” steps, gave examples of inequity created between employees with same longevity
- ▶ MEA requested Longevity Step Pay
- ▶ MEA requested starting salary of \$40,000 for BA-1
- ▶ MEA rejected new (two tiered) salary or benefit systems for new employees



# Collectively, we have a really big MATH problem

- ▶ If we couldn't afford the current system and the MEA declined to accept any new systems for new hires, **then we had to figure out new structures if we wanted to address the issues raised by the MEA, which we did.**
- ▶ We also had to find a way to address the board's concerns about mounting severance liabilities and absenteeism.

# Our Proposals

We're happy to say we found ways to address  
virtually all of these issues

# Paid Time Off Creation of Incentive Pool Disability Benefits

- »» A new way to handle sick and personal time, address absenteeism, limit unfunded severance liability and provide portability of accrued benefits from unused paid time off

# Absenteeism

- ▶ In the 17–18 school year:
  - ◆ A total of 14,979.25 days were taken by employees who put in for a full or half day 15,804 times
    - 9,442.45 days (67%) were used for sick or personal purposes by employees who took a full or half day 10,116 times
    - 5,536.8 days (37%) were taken by employees who put in for a full or half day 5,688 times for other than sick or personal use
      - This includes 825 days taken from the Sick Bank by employees who requested a half or full day 870 times

# Absenteeism

- ▶ Approximately 25% of all absences were on a Friday, 25% higher than all other days
- ▶ Depending on the factors considered, teachers chronically absent represent 25% to 50% of the total number of faculty
- ▶ 350 teachers took 12 or more non-consecutive days off, accounting for 6,005 days used
- ▶ 66 teachers took 12 or more consecutive days, totaling another 3,727 days used
- ▶ 395 teachers were considered chronically absent, defined as absent at least 15 days

# Severance

- ▶ The district's current estimated **unfunded liability** for accrued severance time is approximately \$10,000,000
- ▶ Currently, the district pays severance from the salary line in its operating budget annually. Therefore, any overage in budgeted funds must come from elsewhere in the operating budget
- ▶ The district may be forced by accounting changes to fund this liability.

# Proposal – Paid Time Off

- ▶ The district will provide every teacher with 11 days of **Paid Time Off** (PTO)
- ▶ Those days will be provided at the beginning of each school year instead of accrued on a monthly basis
- ▶ There will be no restrictions on the use of this time. Teachers may use them as they see fit.
- ▶ District proposes to establish an **Incentive Pool** to buy back all unused days at the end of each school year

# Proposal – Incentive Pool

- ▶ The Incentive Pool will be divided by the total number of unused PTO Days at the end of each school year to establish the value of an unused day. Every teacher will receive that amount for each unused day they have at the end of each school year.
- ▶ Incentive payments will be made as an employer contribution either to a 403(b), HSA, and or Health Reimbursement Arrangement (HRA).



# Proposal – Incentive Pool

- ▶ This employer contribution allows the district to maximize payout to employees as it avoids FICA and NH Retirement System taxes
- ▶ HRA would be a new benefit established by the employer for the employee
- ▶ 403(b), HSA and HRA accounts are portable because they are the employee's. Therefore, if the employee leaves for any reason, they take these funds with them, unlike their current severance accruals

# PTO Incentive Pool– Example

- ▶ \$500,000 Incentive Pool
- ▶ 5,000 unused PTO Days
- ▶  $\$500,000 / 5,000 = \$100/\text{day}$
- ▶ Teacher with 11 unused PTO days receives \$1,100 ( $\$100 \times 11$ )
- ▶ Teacher with 5 unused PTO days receives \$500 ( $\$100 \times 5$ )
- ▶ Teacher with 0 unused PTO days receives \$0 ( $\$100 \times 0$ )

# Current Severance Accruals

- ▶ Remain with any employee having them
- ▶ Will be kept at value as of 6/30/18
- ▶ Will otherwise be paid out in accordance with current practice
- ▶ Employees with accrued balances are eligible to participate in new Incentive Pool annual buyback of unused PTO

# Short Term Disability (STD)

- ▶ Paid for by the district
- ▶ Benefits would be paid starting after the employee is absent for 14 or more consecutive calendar days (11 workdays)
- ▶ Employees receive 60% of their pay for up to 26 weeks
- ▶ District to self-insure and hire a third party administrator to oversee the program
- ▶ Eliminates need for Sick Bank and encourages judicious use of PTO

# Long Term Disability (LTD)

- ▶ District to purchase policy at its expense
- ▶ Benefit begins after STD comes to an end
- ▶ Employee will receive 60% of pay for two years if employee cannot do the material tasks of their occupation
- ▶ Employee will continue to receive 60% of pay after 2 years if they are “totally disabled”
- ▶ Policy will make up difference between 60% of salary and receipt of any “social benefit” or income from other work until reaching Social Security Normal Retirement Age

# Salary Proposal

- » Transforming the system
- Addressing equity
- Providing for the future

- ▶ Expansion from 15 to 24 steps
- ▶ Steps 2–19 increase by 3% of previous step
- ▶ Steps 20–24 increase by 1.5% of previous step
- ▶ Staff assigned to the step that reflects the number of years they have worked in the MSD

## Overhaul of the Step System

This restructuring solved the math problem we faced in trying to figure out how to provide for lost and future steps while providing entry level pay increases which, in our proposal, elevates all steps in the next four years.

- ▶ 5 year contract (FY '19 – FY '23)
- ▶ No changes in current year
- ▶ Steps funded in FY '20 – FY '23
- ▶ Across the board COLAs in FY '20 – FY '23 increase BA-1 pay to \$40,000
- ▶ Up to 3 “frozen” steps reinstated in FY '20
- ▶ Expanded step system addresses longevity and “top of scale” concerns

## Salary Proposal – Refer to documents

Steps no longer a fixed dollar amount based on a percentage of BA-1. They now compound at the percentages listed above in each degree category



# We evaluated multiple ways to solve our math problem



Time for the handouts and detailed explanation of our salary proposal spreadsheets

# Health Insurance

- »» A key change that makes the others possible

# Changes Needed

- ▶ Site of Service proposal still maintains all current plan offerings, saves the district \$322,408 and the employees \$170,382
- ▶ Moving the premium sharing from 85/15 to 80/20 saves the district an additional \$929,576, which offsets the unexpected loss of savings projected from our PTO proposal
  - Without the additional savings, we would be unable to fund the “redline raises” (\$499,645) and the Incentive Pool (\$500,000)
  - This would cause our shared math problem to return or deprive the employees of raises and incentives

# More Math

## ▶ CPI Increase

- ▶ FY '19 – Baseline
- ▶ FY '20 – 2.37% (mayor)
- ▶ FY '21 – 2.50% (mayor)
- ▶ FY '22 – 2.50% (district)
- ▶ FY '23 – 2.50% (district)

## ▶ Est. Tax Warrant

- ▶ FY '19: \$102,412,079
- ▶ FY '20: \$104,839,245
- ▶ FY '21: \$107,460,226
- ▶ FY '22: \$110,146,732
- ▶ FY '23: \$112,900,400

Projected Tax Cap  
Increase – Percentage

Projected Tax Cap  
Increase – Dollars

# Questions?

We're glad to open discussion

5

## Exhibit C

# MEA Salary and Sick Proposal Presentation

## MEA Salary and Sick Proposal Presentation Outline for November 3, 2018

### MEA concerns/requests addressed:

- Restores two steps lost from last contract freeze, and one for the 18-19 school year
- Provides annual steps for each of the next four years, starting with the 19-20 school year
- Addresses desire for “longevity pay”
- Clear career-long salary progression
- Provides four successive COLA’s starting with the 19-20 school year, leading to \$40K salary for BA-1 pay with similar increases for other degree categories
- Top of scale more competitive, especially for those with advanced degrees
- Uniform treatment of employees as nothing is “two-tiered”
- Ability to take “severance” before 20 years of service to the district

### Board concerns/issues addressed:

- Step sustainability improved
- Raises, including steps, are within the tax cap
- Absenteeism addressed
- Long term severance liability addressed
- Non-renewals no longer subject to grievance
- Teachers on improvement plan do not get step increase until the plan has been satisfied

### Proposals:

- **Salary** (Effective Sept., 2019)
  - Status quo for FY 19
  - Implemented in FY 20:
    - Expansion from 15 steps to 24
    - Steps 2-19 receive 3% of the previous year’s step amount (compounds)
    - Steps 20-24 receive 1.5% of the previous year’s step amount
    - Base pay increase from FY 20 to FY 23:
      - BA: +7.4%
      - BA+30: +6.3%
      - MA: +5.5%
      - MA+30: +5.2%
      - CAGS: +5.6%
      - Ph.D.: +5.2%
    - Top of scale pay increase from FY 20 to FY 23:
      - BA: +9.4%
      - BA+30: +10.8%
      - MA: +12.2%
      - MA+30: +15.1%
      - CAGS: +16.4%
      - Ph.D.: +17.1%
    - Total salary line increase from FY 20 to FY 23: +13.2%
    - Total FICA line increase from FY 20 to FY 23: +13.1%
    - Total NHRS line increase from FY 20 to FY 23: +16%
    - Extra Curricular & Add Pays from FY 20 to FY 23: +\$7.4%
    - Total salary/payroll benefits increase from FY 20 to FY 23: +13.5%
    - Eliminates BA-1 hiring bonus

- **Paid Time Off with short and long term (LTD) disability benefits** (effective Sept., 2019)
  - Provision of 11 days of Paid Time Off in place of sick and personal days
    - Granted in full at the beginning of each school year
    - No restriction on use
    - Creation of PTO Incentive Pool
      - Unused PTO to be bought back by district on pro-rata basis at the end of the year
      - Incentive made as employer benefit to employee 403(b), HSA or HRA (Health Reimbursement Account, new benefit option)
        - Creates “severance with mobility” as employee is entitled to take whatever is in their account with them if they leave the district
  - Provision of STD coverage
    - District will self-insure and use a third party administrator, at its expense, to handle claims
    - Policy will provide coverage after an illness or injury lasting 15 calendar days (a maximum of 11 work days)
    - Coverage will last for 26 weeks from the original date of illness or injury
    - Benefit equal to 60% of teacher’s pay
  - Provision of LTD coverage
    - District will purchase a policy at its expense
    - Elimination period will be covered by short term disability claim (26 weeks)
    - Policy will provide two years of benefits if employee cannot do the material tasks of their occupation
    - Policy will cover employee for long term illness or disability until Social Security Normal Retirement Age if employee cannot perform any job that for which they are reasonably suited for by education or training (total disability)
    - Policy will continue to provide benefits with a “social benefits” offset provision
    - Employee guaranteed to receive 60% of salary under policy, regardless of other social benefit collections or other job income.
  - Current Severance Accruals
    - Remain with employee
    - Terms of payout after 20 years in the MSD remain unchanged
    - Does not preclude staff with accrued severance from receiving annual PTO Incentive Pool payout
    - Frozen at value as of June 30, 2018
    - May not be used in addition to the annual PTO allocation
- **Health Insurance** (effective July, 2019)
  - Site of Service HMO, as proposed with pricing correction
  - 80/20 premium sharing
    - The district will pay 80% of the premium on the HSA Plan and no more than that amount on any other plan utilized by an employee. *While this wasn’t part of our original proposal, it became clear that the savings generated by this proposal were necessary to fund our salary and PTO proposals. Therefore we have included it as part of these proposals. Try though we did, we were unable to develop alternative scenarios that allowed us to provide these types of increases. We also note that this underscores the reasons we originally wanted to present our health insurance proposal in conjunction with these proposals as we knew the uncertainties with which we were dealing as we looked for ways to address the association’s issues.*



**Budget Analysis:**

Salary Proposal: (Effective Sept., 2019)

- \*Total salary increases: **\$ 9,559,577** (paid to employees)
- Total FICA increase: **\$ 732,521** (paid for employees)
- Total NHRS increase: **\$ 2,025,406** (paid for employees)
- Sub-total increase: **\$12,333,361**
- \*Includes **\$499,645** in one time “red-line” expenses in FY 20 funded by the move to 80/20 premium share.

PTO/STD/LTD Proposals: (Effective Sept., 2019)

- STD Admin: **\$30,000** (paid for employees)
- LTD policy: **\$200,000** (paid for employees)
- Incentive Pool: **\$500,000** (paid to employees)
- PTO savings: **\$356,000** (STD coverage after 11 PTO days used)
- Sub-total increase: **\$374,000**

Health Insurance Proposal: (Effective July, 2019)

- Site of Service: **\$322,408** (reduction in cost)
- 80/20 sharing: **\$929,576** (transfer of cost)
- Sub-Total: **\$1,251,984**

Net cost to district of salary/PTO/health insurance proposals: **\$11,455,377**

District proposal savings	Payouts to/for employees	Employee savings/concessions
PTO: \$356,000	PTO Pool: <b>\$500,000</b>	Sick/STD delta: <b>\$328,700</b>
SOS: \$322,408	STD/LTD: <b>\$230,000</b>	80/20: <b>\$929,576</b>
80/20: \$929,576	*Redlining: <b>\$499,645</b>	Site of Service: <b>\$170,382</b>
Total: \$1,607,984	Total: <b>\$1,229,645</b>	Total: <b>\$1,087,894</b>

Total net increase in compensation to employees: \$11,745,467

The difference between the district’s proposal savings and payouts from those savings to or for the employees is \$378,339. The Special Committee on Negotiations will consider how to allocate those funds as negotiations proceed.

For the committee,

Richard H. Girard  
Chairman  
Special Committee on Negotiations

6

## Exhibit D.1

# Comprehensive Committee Proposal of 11.3.18

**Scenario #8(2) with 8(6)c pay scale (with no reduction in pay)**

	Incremental (Savings) / Cost by Contract Year					
	FY19	FY20	FY21	FY22	FY23	Total
Salary Increase	\$ -	\$ 1,865,728	\$ 2,382,584	\$ 2,433,549	\$ 2,877,717	\$ 9,559,577
FICA/Retirement	-	466,618	595,884	608,631	719,717	2,390,850
Additional Salary Increase (a)	*	399,684	(377,434)	(22,250)	-	-
Additional FICA/Retirement (a)	*	99,961	(94,396)	(5,565)	-	0
Increase in Extra-Curricular & Add Pays	-	10,725	10,725	7,150	10,725	39,325
FICA/Retirement on Extra-Curricular & Add Pays	-	2,682	2,682	1,788	2,682	9,835
Savings from elimination of BA-1 Hiring Bonus	-	(23,468)	-	-	-	(23,468)
FICA/Retirement savings	-	(5,869)	-	-	-	(5,869)
Health Insurance Savings-Site of Service	*	(322,408)	-	-	-	(322,408)
Health Insurance Savings-80/20	*	(929,576)	-	-	-	(929,576)
Sick Time Savings	*	(356,000)	-	-	-	(356,000)
End of Year PTO Incentive Pool	*	500,000	-	-	-	500,000
Short & Long Term Disability	*	230,000	-	-	-	230,000
Contingency	*	378,339	-	-	-	378,339
<b>Total Cost (b)</b>	<b>-</b>	<b>2,316,416</b>	<b>2,520,045</b>	<b>3,023,303</b>	<b>3,610,841</b>	<b>11,470,605</b>

	Projected Budget					
	Current	FY19	FY20	FY21	FY22	FY23
Salary Total	72,393,592	72,393,592	74,659,004	76,664,154	79,075,452	81,953,169
BA-1 Hiring Bonus	23,468	23,468	-	-	-	-
Extra Curricular & Add Pays	532,638	532,638	543,363	554,088	561,238	571,963
FICA	5,580,652	5,580,652	5,752,981	5,907,195	6,092,207	6,313,173
Retirement @ 17.36%	12,664,068	12,664,068	13,055,131	13,405,087	13,824,929	14,326,363
Retirement Rate Increase to 17.8% (c)	-	-	330,890	339,760	350,401	363,111
Subtotal - Salary Related	91,194,418	91,194,418	94,341,369	96,870,284	99,904,228	103,527,779
District Share of Health Insurance	16,124,904	16,124,904	14,872,920	14,872,920	14,872,920	14,872,920
Increase in Health Insurance (trend at 3%) (d)	-	-	446,188	905,761	1,379,121	1,866,682
End of Year PTO Incentive Pool	-	-	500,000	500,000	500,000	500,000
Sick Time Savings	-	-	(356,000)	(356,000)	(356,000)	(356,000)
Short & Long Term Disability	-	-	230,000	230,000	230,000	230,000
Contingency	-	-	378,339	378,339	378,339	378,339
District Share of Dental Insurance	1,229,102	1,229,102	1,229,102	1,229,102	1,229,102	1,229,102
Subtotal - Health and Dental	17,354,006	17,354,006	17,300,549	17,760,122	18,233,482	18,721,043
<b>Total Compensation (b)</b>	<b>108,548,424</b>	<b>108,548,424</b>	<b>111,641,918</b>	<b>114,630,406</b>	<b>118,137,710</b>	<b>122,248,822</b>

**Notes:**

- (a) FY20/21 additional salary is a one-time expense therefore it is reduced from the following year to avoid double counting as it.
- (b) General Fund represents approximately 90% of total costs.
- (c) Retirement rates will increase in FY20 from 17.36% to 17.8%. The cost increase has been included for budgeting purposes, but not included as a contract cost.
- (d) Increase in health insurance costs at 3% trend, included for budgeting purposes, but not included as a contract cost.
- \*Savings utilized to offset cost of additional proposals.

**Scenario #8(2) with 8(6)c pay scale (with no reduction in pay)**

3% increase to each step from previous step (2-19) 1.5% (20-24)  
3 Years lost steps made up in Year 2 (FY20) (results in 4 steps in FY20)  
Step given each year, except FY19 (which is made up in FY20)  
Increase to salary schedule in Years 2-5 of contract

Starting salary on Step 1 same as current contract for 1st year (FY19)  
FY18 Step 1-3 no make up step as they were hired under new contract  
Also the Step 4 has two categories:

Those hired in last year of no contract so received a step the following year, no make up needed  
Teachers hired in previous year that did not receive step, would qualify  
Assumed all 36 Step 4's would receive the 2 steps

Dates of service would need to be reviewed/audited prior to final analysis  
Assumes all employees lost steps, analysis would have to be done for new hires  
Once final analysis is done it will be presented to MEA for approval and once approved it will be  
non-greivable

Manchester School District  
Salary Scatter Gram  
School Year 2018/2019

School Year 2018/2019 \*

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	35	4	17	2	0	1	59
2	17	2	13	2	0	1	36
3	49	10	70.5	3	2	0	134.5
4	17	1	18	0	0	0	36
6	8	2	22	4	0	0	36
6	13	3	13	3	0	0	32
7	9	1	20	2	0	0	32
8	14.5	0	27	5.8	0	0	47.3
9	11	1	19	5	0	0	36
10	15	3	28	1	2	0	49
11	13	6	46	5	2	3	76
12	10	2	29	5	0	1	47
13	23	2	26	4	0	0	55
14	15	1	36	6	2	0	60
15	168	23	185.6	58.4	16.6	5	456.6
Totals	417.6	61	670.1	108.2	24.6	11	1190.4

36	4	50.6	20.4	4.6	2
12	1	17	2	0	0
22	5	30	10	1	0
14	3	15	9	1	0
12	0	11	0	0	0
11	4	9	0	0	0
3	2	11	4	3	0
4	1	7	1	0	0
5	1	2	2	1	0
49	2	33	10	6	3
168	23	185.6	58.4	16.6	5

FY18  
Yrs  
of Serv  
Less 2  
117.6 15  
32 16  
68 17  
42 18  
23 19  
24 20  
23 21  
13 22  
11 23  
103 24+

School Year 2018/2019 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
6	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735

School Year 2018/2019 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ 1,303,750	\$ 160,920	\$ 709,240	\$ 89,400	\$ -	\$ 46,563	\$ 2,309,873
2	\$ 671,245	\$ 84,930	\$ 571,415	\$ 93,870	\$ -	\$ 48,798	\$ 1,470,258
3	\$ 2,044,280	\$ 447,000	\$ 3,256,395	\$ 147,510	\$ 99,830	\$ -	\$ 6,996,016
4	\$ 747,235	\$ 46,935	\$ 871,650	\$ -	\$ -	\$ -	\$ 1,665,820
6	\$ 369,520	\$ 98,340	\$ 1,114,520	\$ 214,560	\$ -	\$ -	\$ 1,796,940
6	\$ 629,525	\$ 154,215	\$ 687,635	\$ 167,625	\$ -	\$ -	\$ 1,639,000
7	\$ 455,940	\$ 53,640	\$ 1,102,600	\$ 116,220	\$ -	\$ -	\$ 1,728,400
8	\$ 766,978	\$ -	\$ 1,548,855	\$ 350,001	\$ -	\$ -	\$ 2,665,834
9	\$ 606,430	\$ 58,110	\$ 1,132,400	\$ 312,900	\$ -	\$ -	\$ 2,109,840
10	\$ 860,475	\$ 181,035	\$ 1,731,380	\$ 64,815	\$ 131,120	\$ -	\$ 2,968,825
11	\$ 774,800	\$ 375,480	\$ 2,947,220	\$ 335,250	\$ 135,590	\$ 206,739	\$ 4,776,079
12	\$ 618,350	\$ 129,630	\$ 1,922,845	\$ 346,425	\$ -	\$ 71,148	\$ 3,088,398
13	\$ 1,473,610	\$ 134,100	\$ 1,782,040	\$ 286,080	\$ -	\$ -	\$ 3,675,830
14	\$ 994,575	\$ 69,285	\$ 2,547,900	\$ 442,530	\$ 149,000	\$ -	\$ 4,203,290
15	\$ 11,327,064	\$ 1,619,269	\$ 13,343,341	\$ 4,372,583	\$ 1,255,259	\$ 383,675	\$ 32,301,181
Totals	\$ 23,643,777	\$ 3,612,889	\$ 36,269,436	\$ 7,338,769	\$ 1,770,789	\$ 766,923	\$ 72,393,592

\*Included in the total staff are 16.6 vacant positions budgeted but not yet filled (8 at BA-3 & 8.6 at MA-3)

Manchester School District  
 Salary Scatter Gram  
 School Year 2018/2019

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	35	4	17	2	0	1	59
2	17	2	13	2	0	1	35
3	49	10	70.5	3	2	0	134.5
4	17	1	18	0	0	0	36
5	8	2	22	4	0	0	36
6	13	3	13	3	0	0	32
7	9	1	20	2	0	0	32
8	14.5	0	27	5.8	0	0	47.3
9	11	1	19	5	0	0	36
10	15	3	28	1	2	0	49
11	13	6	46	5	2	3	75
12	10	2	29	5	0	1	47
13	23	2	26	4	0	0	55
14	15	1	36	6	2	0	60
15	168	23	185.6	58.4	16.6	5	456.6
16	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0
Totals	417.5	61	570.1	106.2	24.6	11	1190.4

FY18  
Yrs  
of Serv  
Less 2

36	4	50.6	20.4	4.6	2	117.6	15
12	1	17	2	0	0	32	16
22	5	30	10	1	0	68	17
14	3	15	9	1	0	42	18
12	0	11	0	0	0	23	19
11	4	9	0	0	0	24	20
3	2	11	4	3	0	23	21
4	1	7	1	0	0	13	22
5	1	2	2	1	0	11	23
49	2	33	10	6	3	103	24+
168	23	186	58.4	16.6	5	456.6	

School Year 2018/2019 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735
16	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

School Year 2018/2019 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ 1,303,750	\$ 160,920	\$ 709,240	\$ 89,400	\$ -	\$ 46,563	\$ 2,309,873
2	\$ 671,245	\$ 84,930	\$ 571,415	\$ 93,870	\$ -	\$ 48,798	\$ 1,470,258
3	\$ 2,044,280	\$ 447,000	\$ 3,256,395	\$ 147,510	\$ 99,830	\$ -	\$ 5,985,015
4	\$ 747,235	\$ 46,935	\$ 871,650	\$ -	\$ -	\$ -	\$ 1,665,820
5	\$ 369,520	\$ 98,340	\$ 1,114,520	\$ 214,560	\$ -	\$ -	\$ 1,796,940
6	\$ 629,525	\$ 154,215	\$ 687,635	\$ 167,625	\$ -	\$ -	\$ 1,639,000
7	\$ 455,940	\$ 53,640	\$ 1,102,600	\$ 116,220	\$ -	\$ -	\$ 1,728,400
8	\$ 766,978	\$ -	\$ 1,548,855	\$ 350,001	\$ -	\$ -	\$ 2,665,834
9	\$ 606,430	\$ 58,110	\$ 1,132,400	\$ 312,900	\$ -	\$ -	\$ 2,109,840
10	\$ 860,475	\$ 181,035	\$ 1,731,380	\$ 64,815	\$ 131,120	\$ -	\$ 2,968,825
11	\$ 774,800	\$ 375,480	\$ 2,947,220	\$ 335,250	\$ 135,590	\$ 206,739	\$ 4,775,079
12	\$ 618,350	\$ 129,630	\$ 1,922,845	\$ 346,425	\$ -	\$ 71,148	\$ 3,088,398
13	\$ 1,473,610	\$ 134,100	\$ 1,782,040	\$ 286,080	\$ -	\$ -	\$ 3,675,830
14	\$ 994,575	\$ 69,285	\$ 2,547,900	\$ 442,530	\$ 149,000	\$ -	\$ 4,203,290
15	\$ 11,327,064	\$ 1,619,269	\$ 13,343,341	\$ 4,372,583	\$ 1,255,259	\$ 383,675	\$ 32,301,191
16	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Totals	\$23,643,777	\$3,612,889	\$35,269,436	\$7,339,769	\$1,770,799	\$756,923	\$ 72,393,592

FY19 Cost  
 FY18 Cost  
 Increase 0.00%  
 FICA/Retirement (25.01%)  
 Total Savings

Manchester School District  
Salary Scatter Gram  
School Year 2019/2020

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	35	4	17	2	0	1	59
4	17	2	13	2	0	1	35
5	49	10	70.5	3	2	0	134.5
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	17	1	18	0	0	0	36
9	8	2	22	4	0	0	36
10	13	3	13	3	0	0	32
11	9	1	20	2	0	0	32
12	14.5	0	27	5.8	0	0	47.3
13	11	1	19	5	0	0	36
14	15	3	28	1	2	0	49
15	13	6	46	5	2	3	75
16	10	2	29	5	0	1	47
17	23	2	26	4	0	0	55
18	15	1	36	6	2	0	60
19	36	4	50.6	20.4	4.6	2	117.6
20	12	1	17	2	0	0	32
21	22	5	30	10	1	0	68
22	14	3	15	9	1	0	42
23	12	0	11	0	0	0	23
24	72	10	62	17	10	3	174
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

							FY18 Yrs of Serv Less 2	FY18 S/Be	FY19 S/Be	FY20 S/Be
36	4	50.6	20.4	4.6	2	117.6	15	17	18	19
12	1	17	2	0	0	32	16	18	19	20
22	5	30	10	1	0	68	17	19	20	21
14	3	15	9	1	0	42	18	20	21	22
12	0	11	0	0	0	23	19	21	22	23
11	4	9	0	0	0	24	20	22	23	24
3	2	11	4	3	0	23	21	23	24	24
4	1	7	1	0	0	13	22	24	24	24
5	1	2	2	1	0	11	23	24	24	24
49	2	33	10	6	3	103	24+	24	24	24
<b>168</b>	<b>23</b>	<b>186</b>	<b>58.4</b>	<b>16.6</b>	<b>5</b>	<b>456.6</b>				

School Year 2019/2020 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 38,000	\$ 40,980	\$ 42,470	\$ 45,450	\$ 46,195	\$ 47,313
2	\$ 39,140	\$ 42,209	\$ 43,744	\$ 46,814	\$ 47,581	\$ 48,732
3	\$ 40,314	\$ 43,476	\$ 45,056	\$ 48,218	\$ 49,008	\$ 50,194
4	\$ 41,524	\$ 44,780	\$ 46,408	\$ 49,664	\$ 50,479	\$ 51,700
5	\$ 42,769	\$ 46,123	\$ 47,800	\$ 51,154	\$ 51,993	\$ 53,251
6	\$ 44,052	\$ 47,507	\$ 49,234	\$ 52,689	\$ 53,553	\$ 54,849
7	\$ 45,374	\$ 48,932	\$ 50,711	\$ 54,270	\$ 55,159	\$ 56,494
8	\$ 46,735	\$ 50,400	\$ 52,233	\$ 55,898	\$ 56,814	\$ 58,189
9	\$ 48,137	\$ 51,912	\$ 53,800	\$ 57,575	\$ 58,518	\$ 59,935
10	\$ 49,581	\$ 53,470	\$ 55,414	\$ 59,302	\$ 60,274	\$ 61,733
11	\$ 51,069	\$ 55,074	\$ 57,076	\$ 61,081	\$ 62,082	\$ 63,585
12	\$ 52,601	\$ 56,726	\$ 58,788	\$ 62,913	\$ 63,945	\$ 65,492
13	\$ 54,179	\$ 58,428	\$ 60,552	\$ 64,801	\$ 65,863	\$ 67,457
14	\$ 55,804	\$ 60,181	\$ 62,369	\$ 66,745	\$ 67,839	\$ 69,481
15	\$ 57,478	\$ 61,986	\$ 64,240	\$ 68,747	\$ 69,874	\$ 71,565
16	\$ 59,203	\$ 63,846	\$ 66,167	\$ 70,810	\$ 71,970	\$ 73,712
17	\$ 60,979	\$ 65,761	\$ 68,152	\$ 72,934	\$ 74,129	\$ 75,923
18	\$ 62,808	\$ 67,734	\$ 70,196	\$ 75,122	\$ 76,353	\$ 78,201
19	\$ 64,692	\$ 69,766	\$ 72,302	\$ 77,376	\$ 78,644	\$ 80,547
20	\$ 66,663	\$ 70,812	\$ 73,387	\$ 78,536	\$ 79,824	\$ 81,755
21	\$ 66,648	\$ 71,874	\$ 74,488	\$ 79,714	\$ 81,021	\$ 82,982
22	\$ 67,648	\$ 72,952	\$ 75,605	\$ 80,910	\$ 82,236	\$ 84,226
23	\$ 68,662	\$ 74,047	\$ 76,739	\$ 82,124	\$ 83,470	\$ 85,490
24	\$ 69,692	\$ 75,157	\$ 77,890	\$ 83,355	\$ 84,722	\$ 86,772

School Year 2019/2020 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ 1,410,997	\$ 173,903	\$ 765,959	\$ 96,436	\$ -	\$ 50,194	\$ 2,497,489
4	\$ 705,902	\$ 89,560	\$ 603,306	\$ 99,329	\$ -	\$ 51,700	\$ 1,549,798
5	\$ 2,095,697	\$ 461,234	\$ 3,369,925	\$ 153,463	\$ 103,986	\$ -	\$ 6,184,305
6	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	\$ 794,499	\$ 50,400	\$ 940,189	\$ -	\$ -	\$ -	\$ 1,785,088
9	\$ 385,098	\$ 103,824	\$ 1,183,594	\$ 230,299	\$ -	\$ -	\$ 1,802,815
10	\$ 644,558	\$ 160,409	\$ 720,378	\$ 177,906	\$ -	\$ -	\$ 1,703,251
11	\$ 459,619	\$ 55,074	\$ 1,141,523	\$ 122,162	\$ -	\$ -	\$ 1,778,378
12	\$ 762,713	\$ -	\$ 1,587,287	\$ 364,898	\$ -	\$ -	\$ 2,714,898
13	\$ 595,968	\$ 58,428	\$ 1,150,489	\$ 324,004	\$ -	\$ -	\$ 2,128,889
14	\$ 837,064	\$ 180,542	\$ 1,746,322	\$ 66,745	\$ 135,678	\$ -	\$ 2,866,350
15	\$ 747,219	\$ 371,916	\$ 2,955,026	\$ 343,736	\$ 139,748	\$ 214,695	\$ 4,772,340
16	\$ 592,028	\$ 127,691	\$ 1,918,839	\$ 354,048	\$ -	\$ 73,712	\$ 3,066,318
17	\$ 1,402,513	\$ 131,522	\$ 1,771,949	\$ 291,736	\$ -	\$ -	\$ 3,597,720
18	\$ 942,123	\$ 67,734	\$ 2,527,072	\$ 450,732	\$ 152,707	\$ -	\$ 4,140,387
19	\$ 2,328,928	\$ 279,063	\$ 3,658,498	\$ 1,578,462	\$ 361,762	\$ 161,094	\$ 8,367,807
20	\$ 787,954	\$ 70,812	\$ 1,247,577	\$ 157,072	\$ -	\$ -	\$ 2,263,415
21	\$ 1,466,251	\$ 359,372	\$ 2,234,630	\$ 797,143	\$ 81,021	\$ -	\$ 4,938,417
22	\$ 947,065	\$ 218,857	\$ 1,134,075	\$ 728,190	\$ 82,236	\$ -	\$ 3,110,423
23	\$ 823,947	\$ -	\$ 844,130	\$ -	\$ -	\$ -	\$ 1,668,078
24	\$ 5,017,835	\$ 751,575	\$ 4,829,189	\$ 1,417,043	\$ 847,218	\$ 260,317	\$ 13,123,176
<b>Totals</b>	<b>\$ 23,747,979</b>	<b>\$ 3,711,914</b>	<b>\$ 38,329,956</b>	<b>\$ 7,753,402</b>	<b>\$ 1,904,355</b>	<b>\$ 811,713</b>	<b>\$ 74,259,320</b>

FY20 Cost  
FY19 Cost  
Increase 2.58%  
FICA/Retirement (25.01%)  
Total Cost  
74,259,320  
1,865,728  
466,618  
2,332,346

Manchester School District  
 Salary Scatter Gram  
 School Year 2020/2021

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	35	4	17	2	0	1	59
5	17	2	13	2	0	1	35
6	49	10	70.5	3	2	0	134.5
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	17	1	18	0	0	0	36
10	8	2	22	4	0	0	36
11	13	3	13	3	0	0	32
12	9	1	20	2	0	0	32
13	14.5	0	27	5.8	0	0	47.3
14	11	1	19	5	0	0	36
15	15	3	28	1	2	0	49
16	13	6	46	5	2	3	75
17	10	2	29	5	0	1	47
18	23	2	26	4	0	0	55
19	15	1	36	6	2	0	60
20	36	4	50.6	20.4	4.6	2	117.6
21	12	1	17	2	0	0	32
22	22	5	30	10	1	0	68
23	14	3	15	9	1	0	42
24	84	10	73	17	10	3	197
Totals	417.6	61	570.1	106.2	24.6	11	1190.4

School Year 2020/2021 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 38,750	\$ 41,500	\$ 42,750	\$ 45,750	\$ 46,750	\$ 47,750
2	\$ 39,913	\$ 42,745	\$ 44,033	\$ 47,123	\$ 48,153	\$ 49,183
3	\$ 41,110	\$ 44,027	\$ 45,353	\$ 48,536	\$ 49,597	\$ 50,658
4	\$ 42,343	\$ 45,348	\$ 46,714	\$ 49,992	\$ 51,085	\$ 52,178
5	\$ 43,613	\$ 46,709	\$ 48,116	\$ 51,492	\$ 52,618	\$ 53,743
6	\$ 44,922	\$ 48,110	\$ 49,559	\$ 53,037	\$ 54,196	\$ 55,355
7	\$ 46,270	\$ 49,553	\$ 51,046	\$ 54,628	\$ 55,822	\$ 57,016
8	\$ 47,658	\$ 51,040	\$ 52,577	\$ 56,267	\$ 57,497	\$ 58,726
9	\$ 49,087	\$ 52,571	\$ 54,154	\$ 57,955	\$ 59,222	\$ 60,488
10	\$ 50,560	\$ 54,148	\$ 55,779	\$ 59,693	\$ 60,998	\$ 62,303
11	\$ 52,077	\$ 55,773	\$ 57,452	\$ 61,484	\$ 62,828	\$ 64,172
12	\$ 53,639	\$ 57,446	\$ 59,176	\$ 63,329	\$ 64,713	\$ 66,097
13	\$ 55,248	\$ 59,169	\$ 60,951	\$ 65,229	\$ 66,654	\$ 68,080
14	\$ 56,906	\$ 60,944	\$ 62,780	\$ 67,185	\$ 68,654	\$ 70,122
15	\$ 58,613	\$ 62,772	\$ 64,663	\$ 69,201	\$ 70,714	\$ 72,226
16	\$ 60,371	\$ 64,656	\$ 66,603	\$ 71,277	\$ 72,835	\$ 74,393
17	\$ 62,182	\$ 66,595	\$ 68,601	\$ 73,415	\$ 75,020	\$ 76,625
18	\$ 64,048	\$ 68,593	\$ 70,659	\$ 75,618	\$ 77,271	\$ 78,923
19	\$ 65,969	\$ 70,651	\$ 72,779	\$ 77,886	\$ 79,589	\$ 81,291
20	\$ 66,959	\$ 71,711	\$ 73,871	\$ 79,055	\$ 80,783	\$ 82,511
21	\$ 67,963	\$ 72,786	\$ 74,979	\$ 80,240	\$ 81,994	\$ 83,748
22	\$ 68,983	\$ 73,878	\$ 76,103	\$ 81,444	\$ 83,224	\$ 85,004
23	\$ 70,017	\$ 74,986	\$ 77,245	\$ 82,666	\$ 84,473	\$ 86,279
24	\$ 71,068	\$ 76,111	\$ 78,404	\$ 83,906	\$ 85,740	\$ 87,574

School Year 2020/2021 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	\$ 1,482,011	\$ 181,393	\$ 794,139	\$ 99,985	\$ -	\$ 52,178	\$ 2,609,705
5	\$ 741,429	\$ 93,417	\$ 625,502	\$ 102,984	\$ -	\$ 53,743	\$ 1,617,075
6	\$ 2,201,172	\$ 481,099	\$ 3,493,907	\$ 159,110	\$ 108,392	\$ -	\$ 6,443,680
7	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	\$ 834,485	\$ 52,571	\$ 974,780	\$ -	\$ -	\$ -	\$ 1,861,836
10	\$ 404,480	\$ 108,296	\$ 1,227,139	\$ 238,773	\$ -	\$ -	\$ 1,878,689
11	\$ 676,998	\$ 167,318	\$ 746,882	\$ 184,453	\$ -	\$ -	\$ 1,776,650
12	\$ 482,752	\$ 57,446	\$ 1,183,520	\$ 126,657	\$ -	\$ -	\$ 1,850,375
13	\$ 801,099	\$ -	\$ 1,645,685	\$ 378,326	\$ -	\$ -	\$ 2,826,110
14	\$ 625,962	\$ 60,944	\$ 1,192,817	\$ 335,927	\$ -	\$ -	\$ 2,216,660
15	\$ 879,193	\$ 188,317	\$ 1,810,570	\$ 69,201	\$ 141,427	\$ -	\$ 3,088,708
16	\$ 784,826	\$ 387,934	\$ 3,063,743	\$ 356,385	\$ 145,670	\$ 223,179	\$ 4,961,737
17	\$ 621,824	\$ 133,191	\$ 1,989,435	\$ 367,077	\$ -	\$ 76,625	\$ 3,188,161
18	\$ 1,473,100	\$ 137,186	\$ 1,837,140	\$ 302,471	\$ -	\$ -	\$ 3,749,898
19	\$ 989,539	\$ 70,651	\$ 2,620,044	\$ 467,318	\$ 159,177	\$ -	\$ 4,306,730
20	\$ 2,410,518	\$ 286,843	\$ 3,737,857	\$ 1,612,714	\$ 371,600	\$ 165,021	\$ 8,584,653
21	\$ 815,558	\$ 72,786	\$ 1,274,639	\$ 160,481	\$ -	\$ -	\$ 2,323,465
22	\$ 1,517,618	\$ 369,391	\$ 2,283,103	\$ 814,440	\$ 83,224	\$ -	\$ 6,087,777
23	\$ 980,243	\$ 224,959	\$ 1,158,675	\$ 743,991	\$ 84,473	\$ -	\$ 3,192,341
24	\$ 5,969,683	\$ 761,112	\$ 5,723,468	\$ 1,426,397	\$ 857,397	\$ 262,721	\$ 16,000,776
Totals	\$24,682,490	\$3,834,864	\$37,383,044	\$7,946,690	\$1,961,360	\$ 833,466	\$ 76,641,904

74,269,320  
 2,382,684  
 695,884  
 2,978,468

FY21 Cost  
 FY20 Cost  
 Increase 3.21%  
 FICA/Retirement (25.01%)  
 Total Cost



Manchester School District  
 Salary Scatter Gram  
 School Year 2021/2022

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	35	4	17	2	0	1	59
6	17	2	13	2	0	1	35
7	49	10	70.5	3	2	0	134.5
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	17	1	18	0	0	0	36
11	8	2	22	4	0	0	36
12	13	3	13	3	0	0	32
13	9	1	20	2	0	0	32
14	14.5	0	27	5.8	0	0	47.3
15	11	1	19	5	0	0	36
16	15	3	28	1	2	0	49
17	13	6	46	5	2	3	75
18	10	2	29	5	0	1	47
19	23	2	26	4	0	0	55
20	15	1	36	6	2	0	60
21	36	4	50.6	20.4	4.6	2	117.6
22	12	1	17	2	0	0	32
23	22	5	30	10	1	0	68
24	98	13	88	26	11	3	239
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

School Year 2021/2022 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 39,250	\$ 42,000	\$ 43,250	\$ 46,250	\$ 47,250	\$ 48,250
2	\$ 40,428	\$ 43,260	\$ 44,548	\$ 47,638	\$ 48,668	\$ 49,698
3	\$ 41,640	\$ 44,558	\$ 45,884	\$ 49,067	\$ 50,128	\$ 51,188
4	\$ 42,890	\$ 45,895	\$ 47,260	\$ 50,539	\$ 51,631	\$ 52,724
5	\$ 44,176	\$ 47,271	\$ 48,678	\$ 52,055	\$ 53,180	\$ 54,306
6	\$ 45,502	\$ 48,690	\$ 50,139	\$ 53,616	\$ 54,776	\$ 55,935
7	\$ 46,867	\$ 50,150	\$ 51,643	\$ 55,225	\$ 56,419	\$ 57,613
8	\$ 48,273	\$ 51,655	\$ 53,192	\$ 56,882	\$ 58,112	\$ 59,341
9	\$ 49,721	\$ 53,204	\$ 54,788	\$ 58,588	\$ 59,855	\$ 61,122
10	\$ 51,212	\$ 54,800	\$ 56,431	\$ 60,346	\$ 61,651	\$ 62,955
11	\$ 52,749	\$ 56,444	\$ 58,124	\$ 62,156	\$ 63,500	\$ 64,844
12	\$ 54,331	\$ 58,138	\$ 59,868	\$ 64,021	\$ 65,405	\$ 66,789
13	\$ 55,961	\$ 59,882	\$ 61,664	\$ 65,941	\$ 67,367	\$ 68,793
14	\$ 57,640	\$ 61,678	\$ 63,514	\$ 67,920	\$ 69,388	\$ 70,857
15	\$ 59,369	\$ 63,529	\$ 65,420	\$ 69,957	\$ 71,470	\$ 72,982
16	\$ 61,150	\$ 65,435	\$ 67,382	\$ 72,056	\$ 73,614	\$ 75,172
17	\$ 62,985	\$ 67,398	\$ 69,404	\$ 74,218	\$ 75,822	\$ 77,427
18	\$ 64,874	\$ 69,420	\$ 71,486	\$ 76,444	\$ 78,097	\$ 79,750
19	\$ 66,820	\$ 71,502	\$ 73,630	\$ 78,738	\$ 80,440	\$ 82,142
20	\$ 67,823	\$ 72,575	\$ 74,735	\$ 79,919	\$ 81,647	\$ 83,375
21	\$ 68,840	\$ 73,663	\$ 75,856	\$ 81,117	\$ 82,871	\$ 84,625
22	\$ 69,873	\$ 74,768	\$ 76,994	\$ 82,334	\$ 84,114	\$ 85,895
23	\$ 70,921	\$ 75,890	\$ 78,148	\$ 83,569	\$ 85,376	\$ 87,183
24	\$ 71,985	\$ 77,028	\$ 79,321	\$ 84,823	\$ 86,657	\$ 88,491

School Year 2021/2022 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5	\$ 1,546,168	\$ 189,085	\$ 827,530	\$ 104,110	\$ -	\$ 54,306	\$ 2,721,199
6	\$ 773,526	\$ 97,379	\$ 651,802	\$ 107,233	\$ -	\$ 55,935	\$ 1,685,874
7	\$ 2,296,461	\$ 501,502	\$ 3,640,815	\$ 165,675	\$ 112,838	\$ -	\$ 6,717,290
8	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10	\$ 870,610	\$ 54,800	\$ 1,015,766	\$ -	\$ -	\$ -	\$ 1,941,176
11	\$ 421,990	\$ 112,889	\$ 1,278,736	\$ 248,625	\$ -	\$ -	\$ 2,062,240
12	\$ 706,305	\$ 174,413	\$ 778,285	\$ 192,062	\$ -	\$ -	\$ 1,851,067
13	\$ 503,650	\$ 59,882	\$ 1,233,283	\$ 131,883	\$ -	\$ -	\$ 1,928,698
14	\$ 835,779	\$ -	\$ 1,714,880	\$ 393,934	\$ -	\$ -	\$ 2,944,594
15	\$ 653,061	\$ 63,529	\$ 1,242,971	\$ 349,786	\$ -	\$ -	\$ 2,309,346
16	\$ 917,253	\$ 196,304	\$ 1,886,699	\$ 72,056	\$ 147,228	\$ -	\$ 3,219,540
17	\$ 818,801	\$ 404,386	\$ 3,192,563	\$ 371,088	\$ 151,645	\$ 232,281	\$ 5,170,765
18	\$ 648,743	\$ 138,839	\$ 2,073,084	\$ 382,221	\$ -	\$ 79,750	\$ 3,322,637
19	\$ 1,536,871	\$ 143,004	\$ 1,914,386	\$ 314,950	\$ -	\$ -	\$ 3,809,212
20	\$ 1,017,342	\$ 72,575	\$ 2,690,449	\$ 479,512	\$ 163,293	\$ -	\$ 4,423,170
21	\$ 2,478,245	\$ 294,653	\$ 3,838,299	\$ 1,654,794	\$ 381,208	\$ 169,250	\$ 8,816,450
22	\$ 838,473	\$ 74,768	\$ 1,308,890	\$ 164,668	\$ -	\$ -	\$ 2,386,800
23	\$ 1,560,258	\$ 379,449	\$ 2,344,453	\$ 835,691	\$ 85,376	\$ -	\$ 5,205,228
24	\$ 7,054,496	\$ 1,001,366	\$ 6,980,219	\$ 2,205,390	\$ 953,224	\$ 265,472	\$ 18,460,166
<b>Totals</b>	<b>\$25,478,033</b>	<b>\$3,958,825</b>	<b>\$38,613,110</b>	<b>\$8,173,678</b>	<b>\$1,994,811</b>	<b>\$ 856,894</b>	<b>\$ 79,075,452</b>

FY22 Cost  
 FY21 Cost  
 Increase 3.18%  
 FICA/Retirement (25.01%)  
 Total Cost

Manchester School District  
 Salary Scatter Gram  
 School Year 2022/2023

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
6	35	4	17	2	0	1	59
7	17	2	13	2	0	1	35
8	49	10	70.5	3	2	0	134.5
9	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0
11	17	1	18	0	0	0	36
12	8	2	22	4	0	0	36
13	13	3	13	3	0	0	32
14	9	1	20	2	0	0	32
15	14.5	0	27	5.8	0	0	47.3
16	11	1	19	5	0	0	36
17	15	3	28	1	2	0	49
18	13	6	46	5	2	3	75
19	10	2	29	5	0	1	47
20	23	2	26	4	0	0	55
21	15	1	36	6	2	0	60
22	36	4	50.6	20.4	4.6	2	117.6
23	12	1	17	2	0	0	32
24	120	18	118	36	12	3	307
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

School Year 2022/2023 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 40,000	\$ 42,750	\$ 44,000	\$ 47,000	\$ 48,000	\$ 49,000
2	\$ 41,200	\$ 44,033	\$ 45,320	\$ 48,410	\$ 49,440	\$ 50,470
3	\$ 42,436	\$ 45,353	\$ 46,680	\$ 49,862	\$ 50,923	\$ 51,984
4	\$ 43,709	\$ 46,714	\$ 48,080	\$ 51,358	\$ 52,451	\$ 53,544
5	\$ 45,020	\$ 48,116	\$ 49,522	\$ 52,899	\$ 54,024	\$ 55,150
6	\$ 46,371	\$ 49,559	\$ 51,008	\$ 54,486	\$ 55,645	\$ 56,804
7	\$ 47,762	\$ 51,046	\$ 52,538	\$ 56,120	\$ 57,315	\$ 58,509
8	\$ 49,195	\$ 52,577	\$ 54,114	\$ 57,804	\$ 59,034	\$ 60,264
9	\$ 50,671	\$ 54,154	\$ 55,738	\$ 59,538	\$ 60,805	\$ 62,072
10	\$ 52,191	\$ 55,779	\$ 57,410	\$ 61,324	\$ 62,629	\$ 63,934
11	\$ 53,757	\$ 57,452	\$ 59,132	\$ 63,164	\$ 64,508	\$ 65,852
12	\$ 55,369	\$ 59,176	\$ 60,906	\$ 65,059	\$ 66,443	\$ 67,827
13	\$ 57,030	\$ 60,951	\$ 62,733	\$ 67,011	\$ 68,437	\$ 69,862
14	\$ 58,741	\$ 62,780	\$ 64,615	\$ 69,021	\$ 70,490	\$ 71,958
15	\$ 60,504	\$ 64,663	\$ 66,554	\$ 71,092	\$ 72,604	\$ 74,117
16	\$ 62,319	\$ 66,603	\$ 68,551	\$ 73,224	\$ 74,782	\$ 76,340
17	\$ 64,188	\$ 68,601	\$ 70,607	\$ 75,421	\$ 77,026	\$ 78,631
18	\$ 66,114	\$ 70,659	\$ 72,725	\$ 77,684	\$ 79,337	\$ 80,990
19	\$ 68,097	\$ 72,779	\$ 74,907	\$ 80,014	\$ 81,717	\$ 83,419
20	\$ 69,119	\$ 73,871	\$ 76,031	\$ 81,215	\$ 82,943	\$ 84,671
21	\$ 70,156	\$ 74,979	\$ 77,171	\$ 82,433	\$ 84,187	\$ 85,941
22	\$ 71,208	\$ 76,103	\$ 78,329	\$ 83,669	\$ 85,449	\$ 87,230
23	\$ 72,276	\$ 77,245	\$ 79,504	\$ 84,924	\$ 86,731	\$ 88,538
24	\$ 73,360	\$ 78,404	\$ 80,696	\$ 86,198	\$ 88,032	\$ 89,866

School Year 2022/2023 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6	\$ 1,622,984	\$ 198,236	\$ 867,137	\$ 108,972	\$ -	\$ 56,804	\$ 2,854,133
7	\$ 811,956	\$ 102,091	\$ 682,998	\$ 112,241	\$ -	\$ 58,509	\$ 1,767,794
8	\$ 2,410,553	\$ 525,771	\$ 3,815,069	\$ 173,412	\$ 118,068	\$ -	\$ 7,042,873
9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
11	\$ 913,863	\$ 57,452	\$ 1,064,382	\$ -	\$ -	\$ -	\$ 2,035,697
12	\$ 442,955	\$ 118,352	\$ 1,339,938	\$ 260,236	\$ -	\$ -	\$ 2,161,481
13	\$ 741,396	\$ 182,854	\$ 815,535	\$ 201,032	\$ -	\$ -	\$ 1,940,817
14	\$ 528,672	\$ 62,780	\$ 1,292,310	\$ 138,042	\$ -	\$ -	\$ 2,021,804
15	\$ 877,302	\$ -	\$ 1,796,957	\$ 412,332	\$ -	\$ -	\$ 3,086,591
16	\$ 685,506	\$ 66,603	\$ 1,302,461	\$ 366,122	\$ -	\$ -	\$ 2,420,692
17	\$ 962,824	\$ 205,804	\$ 1,976,998	\$ 75,421	\$ 154,052	\$ -	\$ 3,375,099
18	\$ 859,481	\$ 423,955	\$ 3,345,364	\$ 388,419	\$ 158,673	\$ 242,969	\$ 5,418,861
19	\$ 680,973	\$ 145,558	\$ 2,172,305	\$ 400,072	\$ -	\$ 83,419	\$ 3,482,327
20	\$ 1,589,732	\$ 147,741	\$ 1,976,797	\$ 324,858	\$ -	\$ -	\$ 4,039,129
21	\$ 1,052,333	\$ 74,979	\$ 2,778,160	\$ 494,597	\$ 168,373	\$ -	\$ 4,588,443
22	\$ 2,563,484	\$ 304,414	\$ 3,963,432	\$ 1,706,853	\$ 393,068	\$ 174,459	\$ 9,105,710
23	\$ 867,312	\$ 77,245	\$ 1,351,561	\$ 169,849	\$ -	\$ -	\$ 2,465,967
24	\$ 8,803,219	\$ 1,411,266	\$ 9,522,148	\$ 3,103,135	\$ 1,056,386	\$ 269,599	\$ 24,185,752
<b>Totals</b>	<b>\$26,414,544</b>	<b>\$4,105,102</b>	<b>\$40,063,551</b>	<b>\$8,435,593</b>	<b>\$2,048,620</b>	<b>\$ 885,759</b>	<b>\$ 81,953,169</b>

FY23 Cost  
 79,075,452  
 FY22 Cost  
 2,877,717  
 Increase 3.64%  
 719,717  
 FICA/Retirement (25.01%)  
 3,590,346  
 Total Cost

FY18	FY19	FY20	FY21	FY22	FY23	5 Year		Avg Annual												
						\$	%													
					BA	1	40,000													
				BA	1	39,250	BA	2	41,200											
			BA	1	38,750	BA	2	40,428	BA	3	42,436									
		BA	1	38,000	BA	2	39,913	BA	3	41,640	BA	4	43,709							
	BA	1	37,250	BA	2	39,140	BA	3	41,110	BA	4	42,890	BA	5	45,020					
BA	1	37,250	BA	1	37,250	BA	3	40,314	BA	4	42,343	BA	5	44,176	BA	6	46,371	9,121	24.5%	4.9%
BA	2	39,485	BA	2	39,485	BA	4	41,524	BA	5	43,613	BA	6	45,502	BA	7	47,762	8,277	21.0%	4.2%
BA	3	41,720	BA	3	41,720	BA	5	42,769	BA	6	44,922	BA	7	46,867	BA	8	49,195	7,475	17.9%	3.6%
BA	4	43,955	BA	4	43,955	BA	6	44,052	BA	7	46,270	BA	8	48,273	BA	9	50,671	6,716	15.3%	3.1%
BA	4	43,955	BA	4	43,955	BA	7	45,374	BA	8	47,658	BA	9	49,721	BA	10	52,191	8,236	18.7%	3.7%
BA	4	43,955	BA	4	43,955	BA	8	46,735	BA	9	49,087	BA	10	51,212	BA	11	53,757	9,802	22.3%	4.5%
BA	5	46,190	BA	5	46,190	BA	9	48,137	BA	10	50,560	BA	11	52,749	BA	12	55,369	9,179	19.9%	4.0%
BA	6	48,425	BA	6	48,425	BA	10	49,581	BA	11	52,077	BA	12	54,331	BA	13	57,030	8,605	17.8%	3.6%
BA	7	50,660	BA	7	50,660	BA	11	51,069	BA	12	53,639	BA	13	55,961	BA	14	58,741	8,081	16.0%	3.2%
BA	8	52,895	BA	8	52,895	BA	12	52,601	BA	13	55,248	BA	14	57,640	BA	15	60,504	7,609	14.4%	2.9%
BA	9	55,130	BA	9	55,130	BA	13	54,179	BA	14	56,906	BA	15	59,369	BA	16	62,319	7,189	13.0%	2.6%
BA	10	57,365	BA	10	57,365	BA	14	55,804	BA	15	58,613	BA	16	61,150	BA	17	64,188	6,823	11.9%	2.4%
BA	11	59,600	BA	11	59,600	BA	15	57,478	BA	16	60,371	BA	17	62,985	BA	18	66,114	6,514	10.9%	2.2%
BA	12	61,835	BA	12	61,835	BA	16	59,203	BA	17	62,182	BA	18	64,874	BA	19	68,097	6,262	10.1%	2.0%
BA	13	64,070	BA	13	64,070	BA	17	60,979	BA	18	64,048	BA	19	66,820	BA	20	69,119	5,049	7.9%	1.6%
BA	14	66,305	BA	14	66,305	BA	18	62,808	BA	19	65,969	BA	20	67,823	BA	21	70,156	3,851	5.8%	1.2%
BA	15	67,423	BA	15	67,423	BA	19	64,692	BA	20	66,959	BA	21	68,840	BA	22	71,208	3,785	5.6%	1.1%
BA	15	67,423	BA	15	67,423	BA	20	65,663	BA	21	67,963	BA	22	69,873	BA	23	72,276	4,853	7.2%	1.4%
BA	15	67,423	BA	15	67,423	BA	21	66,648	BA	22	68,983	BA	23	70,921	BA	24	73,360	5,937	8.8%	1.8%
BA	15	67,423	BA	15	67,423	BA	22	67,648	BA	23	70,017	BA	24	71,985	BA	24	73,360	5,937	8.8%	1.8%
BA	15	67,423	BA	15	67,423	BA	23	68,662	BA	24	71,068	BA	24	71,985	BA	24	73,360	5,937	8.8%	1.8%
BA	15	67,423	BA	15	67,423	BA	24	69,692	BA	24	71,068	BA	24	71,985	BA	24	73,360	5,937	8.8%	1.8%
BA	15	67,423	BA	15	67,423	BA	24	69,692	BA	24	71,068	BA	24	71,985	BA	24	73,360	5,937	8.8%	1.8%
											BA+30	1	42,750							
											BA+30	2	44,033							
						BA+30	1	41,500	BA+30	2	43,260	BA+30	3	45,353						
			BA+30	1	40,980	BA+30	2	42,745	BA+30	3	44,558	BA+30	4	46,714						
	BA+30	1	40,230	BA+30	2	42,209	BA+30	3	44,027	BA+30	4	45,895	BA+30	5	48,116					
BA+30	1	40,230	BA+30	1	40,230	BA+30	3	43,476	BA+30	4	45,348	BA+30	5	47,271	BA+30	6	49,559	9,329	23.2%	4.6%
BA+30	2	42,465	BA+30	2	42,465	BA+30	4	44,780	BA+30	5	46,709	BA+30	6	48,690	BA+30	7	51,046	8,581	20.2%	4.0%
BA+30	3	44,700	BA+30	3	44,700	BA+30	5	46,123	BA+30	6	48,110	BA+30	7	50,150	BA+30	8	52,577	7,877	17.6%	3.5%
BA+30	4	46,935	BA+30	4	46,935	BA+30	6	47,507	BA+30	7	49,553	BA+30	8	51,655	BA+30	9	54,154	7,219	15.4%	3.1%
BA+30	4	46,935	BA+30	4	46,935	BA+30	7	48,932	BA+30	8	51,040	BA+30	9	53,204	BA+30	10	55,779	8,844	18.8%	3.8%
BA+30	4	46,935	BA+30	4	46,935	BA+30	8	50,400	BA+30	9	52,571	BA+30	10	54,800	BA+30	11	57,452	10,517	22.4%	4.5%
BA+30	5	49,170	BA+30	5	49,170	BA+30	9	51,912	BA+30	10	54,148	BA+30	11	56,444	BA+30	12	59,176	10,006	20.3%	4.1%
BA+30	6	51,405	BA+30	6	51,405	BA+30	10	53,470	BA+30	11	55,773	BA+30	12	58,138	BA+30	13	60,951	9,546	18.6%	3.7%
BA+30	7	53,640	BA+30	7	53,640	BA+30	11	55,074	BA+30	12	57,446	BA+30	13	59,882	BA+30	14	62,780	9,140	17.0%	3.4%
BA+30	8	55,875	BA+30	8	55,875	BA+30	12	56,726	BA+30	13	59,169	BA+30	14	61,678	BA+30	15	64,663	8,788	15.7%	3.1%

FY18			FY19			FY20			FY21			FY22			FY23			5 Year		Avg
															\$	%	Annual			
BA+30	9	58,110	BA+30	9	58,110	BA+30	13	58,428	BA+30	14	60,944	BA+30	15	63,529	BA+30	16	66,603	8,493	14.6%	2.9%
BA+30	10	60,345	BA+30	10	60,345	BA+30	14	60,181	BA+30	15	62,772	BA+30	16	65,435	BA+30	17	68,601	8,256	13.7%	2.7%
BA+30	11	62,580	BA+30	11	62,580	BA+30	15	61,986	BA+30	16	64,656	BA+30	17	67,398	BA+30	18	70,659	8,079	12.9%	2.6%
BA+30	12	64,815	BA+30	12	64,815	BA+30	16	63,846	BA+30	17	66,595	BA+30	18	69,420	BA+30	19	72,779	7,964	12.3%	2.5%
BA+30	13	67,050	BA+30	13	67,050	BA+30	17	65,761	BA+30	18	68,593	BA+30	19	71,502	BA+30	20	73,871	6,821	10.2%	2.0%
BA+30	14	69,285	BA+30	14	69,285	BA+30	18	67,734	BA+30	19	70,651	BA+30	20	72,575	BA+30	21	74,979	5,694	8.2%	1.6%
BA+30	15	70,403	BA+30	15	70,403	BA+30	19	69,766	BA+30	20	71,711	BA+30	21	73,663	BA+30	22	76,103	5,700	8.1%	1.6%
BA+30	15	70,403	BA+30	15	70,403	BA+30	20	70,812	BA+30	21	72,786	BA+30	22	74,768	BA+30	23	77,245	6,842	9.7%	1.9%
BA+30	15	70,403	BA+30	15	70,403	BA+30	21	71,874	BA+30	22	73,878	BA+30	23	75,890	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	22	72,952	BA+30	23	74,986	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	23	74,047	BA+30	24	76,111	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	24	75,157	BA+30	24	76,111	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	24	75,157	BA+30	24	76,111	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
															MA	1	44,000			
															MA	1	43,250			
									MA	1	42,750	MA	2	44,548	MA	2	45,320			
									MA	2	44,033	MA	3	45,884	MA	3	46,680			
						MA	1	42,470	MA	3	45,353	MA	4	47,260	MA	4	48,080			
			MA	1	41,720	MA	2	43,744	MA	4	46,714	MA	5	48,678	MA	5	49,522			
MA	1	41,720	MA	1	41,720	MA	3	45,056	MA	5	48,678	MA	6	51,008	MA	6	51,008	9,288	22.3%	4.5%
MA	2	43,955	MA	2	43,955	MA	4	46,408	MA	6	50,139	MA	7	52,538	MA	7	52,538	8,583	19.5%	3.9%
MA	3	46,190	MA	3	46,190	MA	5	47,800	MA	7	51,643	MA	8	54,114	MA	8	54,114	7,924	17.2%	3.4%
MA	4	48,425	MA	4	48,425	MA	6	49,234	MA	8	53,192	MA	9	55,738	MA	9	55,738	7,313	15.1%	3.0%
MA	4	48,425	MA	4	48,425	MA	7	50,711	MA	9	54,788	MA	10	57,410	MA	10	57,410	8,985	18.6%	3.7%
MA	4	48,425	MA	4	48,425	MA	8	52,233	MA	10	56,431	MA	11	59,132	MA	11	59,132	10,707	22.1%	4.4%
MA	5	50,660	MA	5	50,660	MA	9	53,800	MA	11	58,124	MA	12	60,906	MA	12	60,906	10,246	20.2%	4.0%
MA	6	52,895	MA	6	52,895	MA	10	55,414	MA	12	59,868	MA	13	62,733	MA	13	62,733	9,838	18.6%	3.7%
MA	7	55,130	MA	7	55,130	MA	11	57,076	MA	13	61,664	MA	14	64,615	MA	14	64,615	9,485	17.2%	3.4%
MA	8	57,365	MA	8	57,365	MA	12	58,788	MA	14	63,514	MA	15	66,554	MA	15	66,554	9,189	16.0%	3.2%
MA	9	59,600	MA	9	59,600	MA	13	60,552	MA	15	65,420	MA	16	68,551	MA	16	68,551	8,951	15.0%	3.0%
MA	10	61,835	MA	10	61,835	MA	14	62,369	MA	16	67,382	MA	17	70,607	MA	17	70,607	8,772	14.2%	2.8%
MA	11	64,070	MA	11	64,070	MA	15	64,240	MA	17	69,404	MA	18	72,725	MA	18	72,725	8,655	13.5%	2.7%
MA	12	66,305	MA	12	66,305	MA	16	66,167	MA	18	71,486	MA	19	74,907	MA	19	74,907	8,602	13.0%	2.6%
MA	13	68,540	MA	13	68,540	MA	17	68,152	MA	19	73,630	MA	20	76,031	MA	20	76,031	7,491	10.9%	2.2%
MA	14	70,775	MA	14	70,775	MA	18	70,196	MA	20	74,735	MA	21	77,171	MA	21	77,171	6,396	9.0%	1.8%
MA	15	71,893	MA	15	71,893	MA	19	72,302	MA	21	75,856	MA	22	78,329	MA	22	78,329	6,436	9.0%	1.8%
MA	15	71,893	MA	15	71,893	MA	20	73,387	MA	22	76,994	MA	23	79,504	MA	23	79,504	7,611	10.6%	2.1%
MA	15	71,893	MA	15	71,893	MA	21	74,488	MA	23	78,148	MA	24	80,696	MA	24	80,696	8,803	12.2%	2.4%
MA	15	71,893	MA	15	71,893	MA	22	75,605	MA	24	79,321	MA	24	80,696	MA	24	80,696	8,803	12.2%	2.4%
MA	15	71,893	MA	15	71,893	MA	23	76,739	MA	24	78,404	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%
MA	15	71,893	MA	15	71,893	MA	24	77,890	MA	24	78,404	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%
MA	15	71,893	MA	15	71,893	MA	24	77,890	MA	24	78,404	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%
															MA+30	1	47,000			
															MA+30	1	46,250			
									MA+30	1	45,750	MA+30	2	47,638	MA+30	2	48,410			
															MA+30	3	49,862			

FY18	FY19	FY20	FY21	FY22	FY23	5 Year		Avg Annual
						\$	%	
		MA+30 1 45,450	MA+30 2 47,123	MA+30 3 49,067	MA+30 4 51,358			
	MA+30 1 44,700	MA+30 2 46,814	MA+30 3 48,536	MA+30 4 50,539	MA+30 5 52,899			
MA+30 1 44,700	MA+30 1 44,700	MA+30 3 48,218	MA+30 4 49,992	MA+30 5 52,055	MA+30 6 54,486	9,786	21.9%	4.4%
MA+30 2 46,935	MA+30 2 46,935	MA+30 4 49,664	MA+30 5 51,492	MA+30 6 53,616	MA+30 7 56,120	9,185	19.6%	3.9%
MA+30 3 49,170	MA+30 3 49,170	MA+30 5 51,154	MA+30 6 53,037	MA+30 7 55,225	MA+30 8 57,804	8,634	17.6%	3.5%
MA+30 4 51,405	MA+30 4 51,405	MA+30 6 52,689	MA+30 7 54,628	MA+30 8 56,882	MA+30 9 59,538	8,133	15.8%	3.2%
MA+30 4 51,405	MA+30 4 51,405	MA+30 7 54,270	MA+30 8 56,267	MA+30 9 58,588	MA+30 10 61,324	9,919	19.3%	3.9%
MA+30 4 51,405	MA+30 4 51,405	MA+30 8 55,898	MA+30 9 57,955	MA+30 10 60,346	MA+30 11 63,164	11,759	22.9%	4.6%
MA+30 5 53,640	MA+30 5 53,640	MA+30 9 57,575	MA+30 10 59,693	MA+30 11 62,156	MA+30 12 65,059	11,419	21.3%	4.3%
MA+30 6 55,875	MA+30 6 55,875	MA+30 10 59,302	MA+30 11 61,484	MA+30 12 64,021	MA+30 13 67,011	11,136	19.9%	4.0%
MA+30 7 58,110	MA+30 7 58,110	MA+30 11 61,081	MA+30 12 63,329	MA+30 13 65,941	MA+30 14 69,021	10,911	18.8%	3.8%
MA+30 8 60,345	MA+30 8 60,345	MA+30 12 62,913	MA+30 13 65,229	MA+30 14 67,920	MA+30 15 71,092	10,747	17.8%	3.6%
MA+30 9 62,580	MA+30 9 62,580	MA+30 13 64,801	MA+30 14 67,185	MA+30 15 69,957	MA+30 16 73,224	10,644	17.0%	3.4%
MA+30 10 64,815	MA+30 10 64,815	MA+30 14 66,745	MA+30 15 69,201	MA+30 16 72,056	MA+30 17 75,421	10,606	16.4%	3.3%
MA+30 11 67,050	MA+30 11 67,050	MA+30 15 68,747	MA+30 16 71,277	MA+30 17 74,218	MA+30 18 77,684	10,634	15.9%	3.2%
MA+30 12 69,285	MA+30 12 69,285	MA+30 16 70,810	MA+30 17 73,415	MA+30 18 76,444	MA+30 19 80,014	10,729	15.5%	3.1%
MA+30 13 71,520	MA+30 13 71,520	MA+30 17 72,934	MA+30 18 75,618	MA+30 19 78,738	MA+30 20 81,215	9,695	13.6%	2.7%
MA+30 14 73,755	MA+30 14 73,755	MA+30 18 75,122	MA+30 19 77,886	MA+30 20 79,919	MA+30 21 82,433	8,678	11.8%	2.4%
MA+30 15 74,873	MA+30 15 74,873	MA+30 19 77,376	MA+30 20 79,055	MA+30 21 81,117	MA+30 22 83,669	8,796	11.7%	2.3%
MA+30 15 74,873	MA+30 15 74,873	MA+30 20 78,536	MA+30 21 80,240	MA+30 22 82,334	MA+30 23 84,924	10,051	13.4%	2.7%
MA+30 15 74,873	MA+30 15 74,873	MA+30 21 79,714	MA+30 22 81,444	MA+30 23 83,569	MA+30 24 86,198	11,325	15.1%	3.0%
MA+30 15 74,873	MA+30 15 74,873	MA+30 22 80,910	MA+30 23 82,666	MA+30 24 84,823	MA+30 24 86,198	11,325	15.1%	3.0%
MA+30 15 74,873	MA+30 15 74,873	MA+30 23 82,124	MA+30 24 83,906	MA+30 24 84,823	MA+30 24 86,198	11,325	15.1%	3.0%
MA+30 15 74,873	MA+30 15 74,873	MA+30 24 83,355	MA+30 24 83,906	MA+30 24 84,823	MA+30 24 86,198	11,325	15.1%	3.0%
MA+30 15 74,873	MA+30 15 74,873	MA+30 24 83,355	MA+30 24 83,906	MA+30 24 84,823	MA+30 24 86,198	11,325	15.1%	3.0%
					CAGS 1 48,000			
				CAGS 1 47,250	CAGS 2 49,440			
			CAGS 1 46,750	CAGS 2 48,668	CAGS 3 50,923			
		CAGS 1 46,195	CAGS 2 48,153	CAGS 3 50,128	CAGS 4 52,451			
	CAGS 1 45,445	CAGS 2 47,581	CAGS 3 49,597	CAGS 4 51,631	CAGS 5 54,024			
CAGS 1 45,445	CAGS 1 45,445	CAGS 3 49,008	CAGS 4 51,085	CAGS 5 53,180	CAGS 6 55,645	10,200	22.4%	4.5%
CAGS 2 47,680	CAGS 2 47,680	CAGS 4 50,479	CAGS 5 52,618	CAGS 6 54,776	CAGS 7 57,315	9,635	20.2%	4.0%
CAGS 3 49,915	CAGS 3 49,915	CAGS 5 51,993	CAGS 6 54,196	CAGS 7 56,419	CAGS 8 59,034	9,119	18.3%	3.7%
CAGS 4 52,150	CAGS 4 52,150	CAGS 6 53,553	CAGS 7 55,822	CAGS 8 58,112	CAGS 9 60,805	8,655	16.6%	3.3%
CAGS 4 52,150	CAGS 4 52,150	CAGS 7 55,159	CAGS 8 57,497	CAGS 9 59,855	CAGS 10 62,629	10,479	20.1%	4.0%
CAGS 4 52,150	CAGS 4 52,150	CAGS 8 56,814	CAGS 9 59,222	CAGS 10 61,651	CAGS 11 64,508	12,358	23.7%	4.7%
CAGS 5 54,385	CAGS 5 54,385	CAGS 9 58,518	CAGS 10 60,998	CAGS 11 63,500	CAGS 12 66,443	12,058	22.2%	4.4%
CAGS 6 56,620	CAGS 6 56,620	CAGS 10 60,274	CAGS 11 62,828	CAGS 12 65,405	CAGS 13 68,437	11,817	20.9%	4.2%
CAGS 7 58,855	CAGS 7 58,855	CAGS 11 62,082	CAGS 12 64,713	CAGS 13 67,367	CAGS 14 70,490	11,635	19.8%	4.0%
CAGS 8 61,090	CAGS 8 61,090	CAGS 12 63,945	CAGS 13 66,654	CAGS 14 69,388	CAGS 15 72,604	11,514	18.8%	3.8%
CAGS 9 63,325	CAGS 9 63,325	CAGS 13 65,863	CAGS 14 68,654	CAGS 15 71,470	CAGS 16 74,782	11,457	18.1%	3.6%
CAGS 10 65,560	CAGS 10 65,560	CAGS 14 67,839	CAGS 15 70,714	CAGS 16 73,614	CAGS 17 77,026	11,466	17.5%	3.5%
CAGS 11 67,795	CAGS 11 67,795	CAGS 15 69,874	CAGS 16 72,835	CAGS 17 75,822	CAGS 18 79,337	11,542	17.0%	3.4%
CAGS 12 70,030	CAGS 12 70,030	CAGS 16 71,970	CAGS 17 75,020	CAGS 18 78,097	CAGS 19 81,717	11,687	16.7%	3.3%
CAGS 13 72,265	CAGS 13 72,265	CAGS 17 74,129	CAGS 18 77,271	CAGS 19 80,440	CAGS 20 82,943	10,678	14.8%	3.0%

FY18	FY19		FY20		FY21		FY22		FY23		5 Year		Avg	
											\$	%	Annual	
CAGS 14	74,500	CAGS 14	74,500	CAGS 18	76,353	CAGS 19	79,589	CAGS 20	81,647	CAGS 21	84,187	9,687	13.0%	2.6%
CAGS 15	75,618	CAGS 15	75,618	CAGS 19	78,644	CAGS 20	80,783	CAGS 21	82,871	CAGS 22	85,449	9,831	13.0%	2.6%
CAGS 15	75,618	CAGS 15	75,618	CAGS 20	79,824	CAGS 21	81,994	CAGS 22	84,114	CAGS 23	86,731	11,113	14.7%	2.9%
CAGS 15	75,618	CAGS 15	75,618	CAGS 21	81,021	CAGS 22	83,224	CAGS 23	85,376	CAGS 24	88,032	12,414	16.4%	3.3%
CAGS 15	75,618	CAGS 15	75,618	CAGS 22	82,236	CAGS 23	84,473	CAGS 24	86,657	CAGS 24	88,032	12,414	16.4%	3.3%
CAGS 15	75,618	CAGS 15	75,618	CAGS 23	83,470	CAGS 24	85,740	CAGS 24	86,657	CAGS 24	88,032	12,414	16.4%	3.3%
CAGS 15	75,618	CAGS 15	75,618	CAGS 24	84,722	CAGS 24	85,740	CAGS 24	86,657	CAGS 24	88,032	12,414	16.4%	3.3%
CAGS 15	75,618	CAGS 15	75,618	CAGS 24	84,722	CAGS 24	85,740	CAGS 24	86,657	CAGS 24	88,032	12,414	16.4%	3.3%
										DOC 1	49,000			
								DOC 1	48,250	DOC 2	50,470			
						DOC 1	47,750	DOC 2	49,698	DOC 3	51,984			
				DOC 1	47,313	DOC 2	49,183	DOC 3	51,188	DOC 4	53,544			
		DOC 1	46,563	DOC 2	48,732	DOC 3	50,658	DOC 4	52,724	DOC 5	55,150			
DOC 1	46,563	DOC 1	46,563	DOC 3	50,194	DOC 4	52,178	DOC 5	54,306	DOC 6	56,804	10,241	22.0%	4.4%
DOC 2	48,798	DOC 2	48,798	DOC 4	51,700	DOC 5	53,743	DOC 6	55,935	DOC 7	58,509	9,711	19.9%	4.0%
DOC 3	51,033	DOC 3	51,033	DOC 5	53,251	DOC 6	55,355	DOC 7	57,613	DOC 8	60,264	9,231	18.1%	3.6%
DOC 4	53,268	DOC 4	53,268	DOC 6	54,849	DOC 7	57,016	DOC 8	59,341	DOC 9	62,072	8,804	16.5%	3.3%
DOC 4	53,268	DOC 4	53,268	DOC 7	56,494	DOC 8	58,726	DOC 9	61,122	DOC 10	63,934	10,666	20.0%	4.0%
DOC 4	53,268	DOC 4	53,268	DOC 8	58,189	DOC 9	60,488	DOC 10	62,955	DOC 11	65,852	12,584	23.6%	4.7%
DOC 5	55,503	DOC 5	55,503	DOC 9	59,935	DOC 10	62,303	DOC 11	64,844	DOC 12	67,827	12,324	22.2%	4.4%
DOC 6	57,738	DOC 6	57,738	DOC 10	61,733	DOC 11	64,172	DOC 12	66,789	DOC 13	69,862	12,124	21.0%	4.2%
DOC 7	59,973	DOC 7	59,973	DOC 11	63,585	DOC 12	66,097	DOC 13	68,793	DOC 14	71,958	11,985	20.0%	4.0%
DOC 8	62,208	DOC 8	62,208	DOC 12	65,492	DOC 13	68,080	DOC 14	70,857	DOC 15	74,117	11,909	19.1%	3.8%
DOC 9	64,443	DOC 9	64,443	DOC 13	67,457	DOC 14	70,122	DOC 15	72,982	DOC 16	76,340	11,897	18.5%	3.7%
DOC 10	66,678	DOC 10	66,678	DOC 14	69,481	DOC 15	72,226	DOC 16	75,172	DOC 17	78,631	11,953	17.9%	3.6%
DOC 11	68,913	DOC 11	68,913	DOC 15	71,565	DOC 16	74,393	DOC 17	77,427	DOC 18	80,990	12,077	17.5%	3.5%
DOC 12	71,148	DOC 12	71,148	DOC 16	73,712	DOC 17	76,625	DOC 18	79,750	DOC 19	83,419	12,271	17.2%	3.4%
DOC 13	73,383	DOC 13	73,383	DOC 17	75,923	DOC 18	78,923	DOC 19	82,142	DOC 20	84,671	11,288	15.4%	3.1%
DOC 14	75,618	DOC 14	75,618	DOC 18	78,201	DOC 19	81,291	DOC 20	83,375	DOC 21	85,941	10,323	13.7%	2.7%
DOC 15	76,735	DOC 15	76,735	DOC 19	80,547	DOC 20	82,511	DOC 21	84,625	DOC 22	87,230	10,495	13.7%	2.7%
DOC 15	76,735	DOC 15	76,735	DOC 20	81,755	DOC 21	83,748	DOC 22	85,895	DOC 23	88,538	11,803	15.4%	3.1%
DOC 15	76,735	DOC 15	76,735	DOC 21	82,982	DOC 22	85,004	DOC 23	87,183	DOC 24	89,866	13,131	17.1%	3.4%
DOC 15	76,735	DOC 15	76,735	DOC 22	84,226	DOC 23	86,279	DOC 24	88,491	DOC 24	89,866	13,131	17.1%	3.4%
DOC 15	76,735	DOC 15	76,735	DOC 23	85,490	DOC 24	87,574	DOC 24	88,491	DOC 24	89,866	13,131	17.1%	3.4%
DOC 15	76,735	DOC 15	76,735	DOC 24	86,772	DOC 24	87,574	DOC 24	88,491	DOC 24	89,866	13,131	17.1%	3.4%
DOC 15	76,735	DOC 15	76,735	DOC 24	86,772	DOC 24	87,574	DOC 24	88,491	DOC 24	89,866	13,131	17.1%	3.4%

		FY18		FY19		FY20		FY21		FY22		FY23		5 Year		Avg					
														\$	%	Annual					
										BA	1	40,000									
									BA	1	39,250	BA	2	41,200							
								BA	1	38,750	BA	2	40,428	BA	3	42,436					
						BA	1	38,000	BA	2	39,913	BA	3	41,640	BA	4	43,709				
				BA	1	37,250	BA	2	39,140	BA	3	41,110	BA	4	42,890	BA	5	45,020			
BA	1	37,250	BA	1	37,250	BA	3	40,314	BA	4	42,343	BA	5	44,176	BA	6	46,371	9,121	24.5%	4.9%	
BA	2	39,485	BA	2	39,485	BA	4	41,524	BA	5	43,613	BA	6	45,502	BA	7	47,762	8,277	21.0%	4.2%	
BA	3	41,720	BA	3	41,720	BA	5	42,769	BA	6	44,922	BA	7	46,867	BA	8	49,195	7,475	17.9%	3.6%	
BA	4	43,955	BA	4	43,955	BA	6	44,052	BA	7	46,270	BA	8	48,273	BA	9	50,671	6,716	15.3%	3.1%	
BA	4	43,955	BA	4	43,955	BA	7	45,374	BA	8	47,658	BA	9	49,721	BA	10	52,191	8,236	18.7%	3.7%	
BA	4	43,955	BA	4	43,955	BA	8	46,735	BA	9	49,087	BA	10	51,212	BA	11	53,757	9,802	22.3%	4.5%	
BA	5	46,190	BA	5	46,190	BA	9	48,137	BA	10	50,560	BA	11	52,749	BA	12	55,369	9,179	19.9%	4.0%	
BA	6	48,425	BA	6	48,425	BA	10	49,581	BA	11	52,077	BA	12	54,331	BA	13	57,030	8,605	17.8%	3.6%	
BA	7	50,660	BA	7	50,660	BA	11	51,069	BA	12	53,639	BA	13	55,961	BA	14	58,741	8,081	16.0%	3.2%	
BA	8	52,895	BA	8	52,895	BA	12	52,895	BA	13	55,248	BA	14	57,640	BA	15	60,504	7,609	14.4%	2.9%	
BA	9	55,130	BA	9	55,130	BA	13	55,130	BA	14	56,906	BA	15	59,369	BA	16	62,319	7,189	13.0%	2.6%	
BA	10	57,365	BA	10	57,365	BA	14	57,365	BA	15	58,613	BA	16	61,150	BA	17	64,188	6,823	11.9%	2.4%	
BA	11	59,600	BA	11	59,600	BA	15	59,600	BA	16	60,371	BA	17	62,985	BA	18	66,114	6,514	10.9%	2.2%	
BA	12	61,835	BA	12	61,835	BA	16	61,835	BA	17	62,182	BA	18	64,874	BA	19	68,097	6,262	10.1%	2.0%	
BA	13	64,070	BA	13	64,070	BA	17	64,070	BA	18	64,070	BA	19	66,820	BA	20	69,119	5,049	7.9%	1.6%	
BA	14	66,305	BA	14	66,305	BA	18	66,305	BA	19	66,305	BA	20	67,823	BA	21	70,156	3,851	5.8%	1.2%	
BA	15	67,423	BA	15	67,423	BA	19	67,423	BA	20	67,423	BA	21	68,840	BA	22	71,208	3,785	5.6%	1.1%	
BA	15	67,423	BA	15	67,423	BA	20	67,423	BA	21	67,963	BA	22	69,873	BA	23	72,276	4,853	7.2%	1.4%	
BA	15	67,423	BA	15	67,423	BA	21	67,423	BA	22	68,983	BA	23	70,921	BA	24	73,360	5,937	8.8%	1.8%	
BA	15	67,423	BA	15	67,423	BA	22	67,648	BA	23	70,017	BA	24	71,985	BA	24	73,360	5,937	8.8%	1.8%	
BA	15	67,423	BA	15	67,423	BA	23	68,662	BA	24	71,068	BA	24	71,985	BA	24	73,360	5,937	8.8%	1.8%	
BA	15	67,423	BA	15	67,423	BA	24	69,692	BA	24	71,068	BA	24	71,985	BA	24	73,360	5,937	8.8%	1.8%	
BA	15	67,423	BA	15	67,423	BA	24	69,692	BA	24	71,068	BA	24	71,985	BA	24	73,360	5,937	8.8%	1.8%	
												BA+30	1	42,750							
										BA+30	1	42,000	BA+30	2	44,033						
								BA+30	1	41,500	BA+30	2	43,260	BA+30	3	45,353					
						BA+30	1	40,980	BA+30	2	42,745	BA+30	3	44,558	BA+30	4	46,714				
			BA+30	1	40,230	BA+30	2	42,209	BA+30	3	44,027	BA+30	4	45,895	BA+30	5	48,116				
BA+30	1	40,230	BA+30	1	40,230	BA+30	3	43,476	BA+30	4	45,348	BA+30	5	47,271	BA+30	6	49,559	9,329	23.2%	4.6%	
BA+30	2	42,465	BA+30	2	42,465	BA+30	4	44,780	BA+30	5	46,709	BA+30	6	48,690	BA+30	7	51,046	8,581	20.2%	4.0%	
BA+30	3	44,700	BA+30	3	44,700	BA+30	5	46,123	BA+30	6	48,110	BA+30	7	50,150	BA+30	8	52,577	7,877	17.6%	3.5%	
BA+30	4	46,935	BA+30	4	46,935	BA+30	6	47,507	BA+30	7	49,553	BA+30	8	51,655	BA+30	9	54,154	7,219	15.4%	3.1%	
BA+30	4	46,935	BA+30	4	46,935	BA+30	7	48,932	BA+30	8	51,040	BA+30	9	53,204	BA+30	10	55,779	8,844	18.8%	3.8%	
BA+30	4	46,935	BA+30	4	46,935	BA+30	8	50,400	BA+30	9	52,571	BA+30	10	54,800	BA+30	11	57,452	10,517	22.4%	4.5%	
BA+30	5	49,170	BA+30	5	49,170	BA+30	9	51,912	BA+30	10	54,148	BA+30	11	56,444	BA+30	12	59,176	10,006	20.3%	4.1%	
BA+30	6	51,405	BA+30	6	51,405	BA+30	10	53,470	BA+30	11	55,773	BA+30	12	58,138	BA+30	13	60,951	9,546	18.6%	3.7%	
BA+30	7	53,640	BA+30	7	53,640	BA+30	11	55,074	BA+30	12	57,446	BA+30	13	59,882	BA+30	14	62,780	9,140	17.0%	3.4%	
BA+30	8	55,875	BA+30	8	55,875	BA+30	12	56,726	BA+30	13	59,169	BA+30	14	61,678	BA+30	15	64,663	8,788	15.7%	3.1%	

FY18			FY19			FY20			FY21			FY22			FY23			5 Year		Avg
																		\$	%	Annual
BA+30	9	58,110	BA+30	9	58,110	BA+30	13	58,428	BA+30	14	60,944	BA+30	15	63,529	BA+30	16	66,603	8,493	14.6%	2.9%
BA+30	10	60,345	BA+30	10	60,345	BA+30	14	60,345	BA+30	15	62,772	BA+30	16	65,435	BA+30	17	68,601	8,256	13.7%	2.7%
BA+30	11	62,580	BA+30	11	62,580	BA+30	15	62,580	BA+30	16	64,656	BA+30	17	67,398	BA+30	18	70,659	8,079	12.9%	2.6%
BA+30	12	64,815	BA+30	12	64,815	BA+30	16	64,815	BA+30	17	66,595	BA+30	18	69,420	BA+30	19	72,779	7,964	12.3%	2.5%
BA+30	13	67,050	BA+30	13	67,050	BA+30	17	67,050	BA+30	18	68,593	BA+30	19	71,502	BA+30	20	73,871	6,821	10.2%	2.0%
BA+30	14	69,285	BA+30	14	69,285	BA+30	18	69,285	BA+30	19	70,651	BA+30	20	72,575	BA+30	21	74,979	5,694	8.2%	1.6%
BA+30	15	70,403	BA+30	15	70,403	BA+30	19	70,403	BA+30	20	71,711	BA+30	21	73,663	BA+30	22	76,103	5,700	8.1%	1.6%
BA+30	15	70,403	BA+30	15	70,403	BA+30	20	70,812	BA+30	21	72,786	BA+30	22	74,768	BA+30	23	77,245	6,842	9.7%	1.9%
BA+30	15	70,403	BA+30	15	70,403	BA+30	21	71,874	BA+30	22	73,878	BA+30	23	75,890	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	22	72,952	BA+30	23	74,986	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	23	74,047	BA+30	24	76,111	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	24	75,157	BA+30	24	76,111	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	24	75,157	BA+30	24	76,111	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
															MA	1	44,000			
															MA	2	45,320			
									MA	1	42,750	MA	2	44,548	MA	3	46,680			
						MA	1	42,470	MA	2	44,033	MA	3	45,884	MA	4	48,080			
			MA	1	41,720	MA	2	43,744	MA	3	45,353	MA	4	47,260	MA	5	49,522			
MA	1	41,720	MA	1	41,720	MA	3	45,056	MA	4	46,714	MA	5	48,678	MA	6	51,008	9,288	22.3%	4.5%
MA	2	43,955	MA	2	43,955	MA	4	46,408	MA	5	48,116	MA	6	50,139	MA	7	52,538	8,583	19.5%	3.9%
MA	3	46,190	MA	3	46,190	MA	5	47,800	MA	6	49,559	MA	7	51,643	MA	8	54,114	7,924	17.2%	3.4%
MA	4	48,425	MA	4	48,425	MA	6	49,234	MA	7	51,046	MA	8	53,192	MA	9	55,738	7,313	15.1%	3.0%
MA	4	48,425	MA	4	48,425	MA	7	50,711	MA	8	52,577	MA	9	54,788	MA	10	57,410	8,985	18.6%	3.7%
MA	4	48,425	MA	4	48,425	MA	8	52,233	MA	9	54,154	MA	10	56,431	MA	11	59,132	10,707	22.1%	4.4%
MA	5	50,660	MA	5	50,660	MA	9	53,800	MA	10	55,779	MA	11	58,124	MA	12	60,906	10,246	20.2%	4.0%
MA	6	52,895	MA	6	52,895	MA	10	55,414	MA	11	57,452	MA	12	59,868	MA	13	62,733	9,838	18.6%	3.7%
MA	7	55,130	MA	7	55,130	MA	11	57,076	MA	12	59,176	MA	13	61,664	MA	14	64,615	9,485	17.2%	3.4%
MA	8	57,365	MA	8	57,365	MA	12	58,788	MA	13	60,951	MA	14	63,514	MA	15	66,554	9,189	16.0%	3.2%
MA	9	59,600	MA	9	59,600	MA	13	60,552	MA	14	62,780	MA	15	65,420	MA	16	68,551	8,951	15.0%	3.0%
MA	10	61,835	MA	10	61,835	MA	14	62,369	MA	15	64,663	MA	16	67,382	MA	17	70,607	8,772	14.2%	2.8%
MA	11	64,070	MA	11	64,070	MA	15	64,240	MA	16	66,603	MA	17	69,404	MA	18	72,725	8,655	13.5%	2.7%
MA	12	66,305	MA	12	66,305	MA	16	66,305	MA	17	68,601	MA	18	71,486	MA	19	74,907	8,602	13.0%	2.6%
MA	13	68,540	MA	13	68,540	MA	17	68,540	MA	18	70,659	MA	19	73,630	MA	20	76,031	7,491	10.9%	2.2%
MA	14	70,775	MA	14	70,775	MA	18	70,775	MA	19	72,779	MA	20	74,735	MA	21	77,171	6,396	9.0%	1.8%
MA	15	71,893	MA	15	71,893	MA	19	72,302	MA	20	73,871	MA	21	75,856	MA	22	78,329	6,436	9.0%	1.8%
MA	15	71,893	MA	15	71,893	MA	20	73,387	MA	21	74,979	MA	22	76,994	MA	23	79,504	7,611	10.6%	2.1%
MA	15	71,893	MA	15	71,893	MA	21	74,488	MA	22	76,103	MA	23	78,148	MA	24	80,696	8,803	12.2%	2.4%
MA	15	71,893	MA	15	71,893	MA	22	75,605	MA	23	77,245	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%
MA	15	71,893	MA	15	71,893	MA	23	76,739	MA	24	78,404	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%
MA	15	71,893	MA	15	71,893	MA	24	77,890	MA	24	78,404	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%
MA	15	71,893	MA	15	71,893	MA	24	77,890	MA	24	78,404	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%
															MA+30	1	47,000			
															MA+30	2	48,410			
									MA+30	1	45,750	MA+30	1	46,250	MA+30	3	49,862			

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FY18	FY19	FY20	FY21	FY22	FY23	5 Year		Avg Annual
						\$	%	
		MA+30 1 45,450	MA+30 2 47,123	MA+30 3 49,067	MA+30 4 51,358			
	MA+30 1 44,700	MA+30 2 46,814	MA+30 3 48,536	MA+30 4 50,539	MA+30 5 52,899			
MA+30 1 44,700	MA+30 1 44,700	MA+30 3 48,218	MA+30 4 49,992	MA+30 5 52,055	MA+30 6 54,486	9,786	21.9%	4.4%
MA+30 2 46,935	MA+30 2 46,935	MA+30 4 49,664	MA+30 5 51,492	MA+30 6 53,616	MA+30 7 56,120	9,185	19.6%	3.9%
MA+30 3 49,170	MA+30 3 49,170	MA+30 5 51,154	MA+30 6 53,037	MA+30 7 55,225	MA+30 8 57,804	8,634	17.6%	3.5%
MA+30 4 51,405	MA+30 4 51,405	MA+30 6 52,689	MA+30 7 54,628	MA+30 8 56,882	MA+30 9 59,538	8,133	15.8%	3.2%
MA+30 4 51,405	MA+30 4 51,405	MA+30 7 54,270	MA+30 8 56,267	MA+30 9 58,588	MA+30 10 61,324	9,919	19.3%	3.9%
MA+30 4 51,405	MA+30 4 51,405	MA+30 8 55,898	MA+30 9 57,955	MA+30 10 60,346	MA+30 11 63,164	11,759	22.9%	4.6%
MA+30 5 53,640	MA+30 5 53,640	MA+30 9 57,575	MA+30 10 59,693	MA+30 11 62,156	MA+30 12 65,059	11,419	21.3%	4.3%
MA+30 6 55,875	MA+30 6 55,875	MA+30 10 59,302	MA+30 11 61,484	MA+30 12 64,021	MA+30 13 67,011	11,136	19.9%	4.0%
MA+30 7 58,110	MA+30 7 58,110	MA+30 11 61,081	MA+30 12 63,329	MA+30 13 65,941	MA+30 14 69,021	10,911	18.8%	3.8%
MA+30 8 60,345	MA+30 8 60,345	MA+30 12 62,913	MA+30 13 65,229	MA+30 14 67,920	MA+30 15 71,092	10,747	17.8%	3.6%
MA+30 9 62,580	MA+30 9 62,580	MA+30 13 64,801	MA+30 14 67,185	MA+30 15 69,957	MA+30 16 73,224	10,644	17.0%	3.4%
MA+30 10 64,815	MA+30 10 64,815	MA+30 14 66,745	MA+30 15 69,201	MA+30 16 72,056	MA+30 17 75,421	10,606	16.4%	3.3%
MA+30 11 67,050	MA+30 11 67,050	MA+30 15 68,747	MA+30 16 71,277	MA+30 17 74,218	MA+30 18 77,684	10,634	15.9%	3.2%
MA+30 12 69,285	MA+30 12 69,285	MA+30 16 70,810	MA+30 17 73,415	MA+30 18 76,444	MA+30 19 80,014	10,729	15.5%	3.1%
MA+30 13 71,520	MA+30 13 71,520	MA+30 17 72,934	MA+30 18 75,618	MA+30 19 78,738	MA+30 20 81,215	9,695	13.6%	2.7%
MA+30 14 73,755	MA+30 14 73,755	MA+30 18 75,122	MA+30 19 77,886	MA+30 20 79,919	MA+30 21 82,433	8,678	11.8%	2.4%
MA+30 15 74,873	MA+30 15 74,873	MA+30 19 77,376	MA+30 20 79,055	MA+30 21 81,117	MA+30 22 83,669	8,796	11.7%	2.3%
MA+30 15 74,873	MA+30 15 74,873	MA+30 20 78,536	MA+30 21 80,240	MA+30 22 82,334	MA+30 23 84,924	10,051	13.4%	2.7%
MA+30 15 74,873	MA+30 15 74,873	MA+30 21 79,714	MA+30 22 81,444	MA+30 23 83,569	MA+30 24 86,198	11,325	15.1%	3.0%
MA+30 15 74,873	MA+30 15 74,873	MA+30 22 80,910	MA+30 23 82,666	MA+30 24 84,823	MA+30 24 86,198	11,325	15.1%	3.0%
MA+30 15 74,873	MA+30 15 74,873	MA+30 23 82,124	MA+30 24 83,906	MA+30 24 84,823	MA+30 24 86,198	11,325	15.1%	3.0%
MA+30 15 74,873	MA+30 15 74,873	MA+30 24 83,355	MA+30 24 83,906	MA+30 24 84,823	MA+30 24 86,198	11,325	15.1%	3.0%
MA+30 15 74,873	MA+30 15 74,873	MA+30 24 83,355	MA+30 24 83,906	MA+30 24 84,823	MA+30 24 86,198	11,325	15.1%	3.0%
					CAGS 1 48,000			
				CAGS 1 47,250	CAGS 2 49,440			
			CAGS 1 46,750	CAGS 2 48,668	CAGS 3 50,923			
		CAGS 1 46,195	CAGS 2 48,153	CAGS 3 50,128	CAGS 4 52,451			
	CAGS 1 45,445	CAGS 2 47,581	CAGS 3 49,597	CAGS 4 51,631	CAGS 5 54,024			
CAGS 1 45,445	CAGS 1 45,445	CAGS 3 49,008	CAGS 4 51,085	CAGS 5 53,180	CAGS 6 55,645	10,200	22.4%	4.5%
CAGS 2 47,680	CAGS 2 47,680	CAGS 4 50,479	CAGS 5 52,618	CAGS 6 54,776	CAGS 7 57,315	9,635	20.2%	4.0%
CAGS 3 49,915	CAGS 3 49,915	CAGS 5 51,993	CAGS 6 54,196	CAGS 7 56,419	CAGS 8 59,034	9,119	18.3%	3.7%
CAGS 4 52,150	CAGS 4 52,150	CAGS 6 53,553	CAGS 7 55,822	CAGS 8 58,112	CAGS 9 60,805	8,655	16.6%	3.3%
CAGS 4 52,150	CAGS 4 52,150	CAGS 7 55,159	CAGS 8 57,497	CAGS 9 59,855	CAGS 10 62,629	10,479	20.1%	4.0%
CAGS 4 52,150	CAGS 4 52,150	CAGS 8 56,814	CAGS 9 59,222	CAGS 10 61,651	CAGS 11 64,508	12,358	23.7%	4.7%
CAGS 5 54,385	CAGS 5 54,385	CAGS 9 58,518	CAGS 10 60,998	CAGS 11 63,500	CAGS 12 66,443	12,058	22.2%	4.4%
CAGS 6 56,620	CAGS 6 56,620	CAGS 10 60,274	CAGS 11 62,828	CAGS 12 65,405	CAGS 13 68,437	11,817	20.9%	4.2%
CAGS 7 58,855	CAGS 7 58,855	CAGS 11 62,082	CAGS 12 64,713	CAGS 13 67,367	CAGS 14 70,490	11,635	19.8%	4.0%
CAGS 8 61,090	CAGS 8 61,090	CAGS 12 63,945	CAGS 13 66,654	CAGS 14 69,388	CAGS 15 72,604	11,514	18.8%	3.8%
CAGS 9 63,325	CAGS 9 63,325	CAGS 13 65,863	CAGS 14 68,654	CAGS 15 71,470	CAGS 16 74,782	11,457	18.1%	3.6%
CAGS 10 65,560	CAGS 10 65,560	CAGS 14 67,839	CAGS 15 70,714	CAGS 16 73,614	CAGS 17 77,026	11,466	17.5%	3.5%
CAGS 11 67,795	CAGS 11 67,795	CAGS 15 69,874	CAGS 16 72,835	CAGS 17 75,822	CAGS 18 79,337	11,542	17.0%	3.4%
CAGS 12 70,030	CAGS 12 70,030	CAGS 16 71,970	CAGS 17 75,020	CAGS 18 78,097	CAGS 19 81,717	11,687	16.7%	3.3%
CAGS 13 72,265	CAGS 13 72,265	CAGS 17 74,129	CAGS 18 77,271	CAGS 19 80,440	CAGS 20 82,943	10,678	14.8%	3.0%







Number of Teachers						Cost																								
FY18		FY19		FY20		FY21		FY22		FY23		FY18		FY19		FY20		FY21		FY22		FY23		Total						
DOC	5	DOC	5	DOC	9	DOC	10	DOC	11	DOC	12	DOC	5	-	DOC	5	-	DOC	9	-	DOC	10	-	DOC	11	-	DOC	12	-	-
DOC	6	DOC	6	DOC	10	DOC	11	DOC	12	DOC	13	DOC	6	-	DOC	6	-	DOC	10	-	DOC	11	-	DOC	12	-	DOC	13	-	-
DOC	7	DOC	7	DOC	11	DOC	12	DOC	13	DOC	14	DOC	7	-	DOC	7	-	DOC	11	-	DOC	12	-	DOC	13	-	DOC	14	-	-
DOC	8	DOC	8	DOC	12	DOC	13	DOC	14	DOC	15	DOC	8	-	DOC	8	-	DOC	12	-	DOC	13	-	DOC	14	-	DOC	15	-	-
DOC	9	DOC	9	DOC	13	DOC	14	DOC	15	DOC	16	DOC	9	-	DOC	9	-	DOC	13	-	DOC	14	-	DOC	15	-	DOC	16	-	-
DOC	10	DOC	10	DOC	14	DOC	15	DOC	16	DOC	17	DOC	10	-	DOC	10	-	DOC	14	-	DOC	15	-	DOC	16	-	DOC	17	-	-
DOC	11	DOC	11	DOC	15	DOC	16	DOC	17	DOC	18	DOC	11	-	DOC	11	-	DOC	15	-	DOC	16	-	DOC	17	-	DOC	18	-	-
DOC	12	DOC	12	DOC	16	DOC	17	DOC	18	DOC	19	DOC	12	-	DOC	12	-	DOC	16	-	DOC	17	-	DOC	18	-	DOC	19	-	-
DOC	13	DOC	13	DOC	17	DOC	18	DOC	19	DOC	20	DOC	13	-	DOC	13	-	DOC	17	-	DOC	18	-	DOC	19	-	DOC	20	-	-
DOC	14	DOC	14	DOC	18	DOC	19	DOC	20	DOC	21	DOC	14	-	DOC	14	-	DOC	18	-	DOC	19	-	DOC	20	-	DOC	21	-	-
DOC	15	DOC	15	DOC	19	DOC	20	DOC	21	DOC	22	DOC	15	-	DOC	15	-	DOC	19	-	DOC	20	-	DOC	21	-	DOC	22	-	-
DOC	15	DOC	15	DOC	20	DOC	21	DOC	22	DOC	23	DOC	15	-	DOC	15	-	DOC	20	-	DOC	21	-	DOC	22	-	DOC	23	-	-
DOC	15	DOC	15	DOC	21	DOC	22	DOC	23	DOC	24	DOC	15	-	DOC	15	-	DOC	21	-	DOC	22	-	DOC	23	-	DOC	24	-	-
DOC	15	DOC	15	DOC	22	DOC	23	DOC	24	DOC	24	DOC	15	-	DOC	15	-	DOC	22	-	DOC	23	-	DOC	24	-	DOC	24	-	-
DOC	15	DOC	15	DOC	23	DOC	24	DOC	24	DOC	24	DOC	15	-	DOC	15	-	DOC	23	-	DOC	24	-	DOC	24	-	DOC	24	-	-
DOC	15	DOC	15	DOC	24	DOC	24	DOC	24	DOC	24	DOC	15	-	DOC	15	-	DOC	24	-	DOC	24	-	DOC	24	-	DOC	24	-	-
DOC	15	DOC	15	DOC	24	DOC	24	DOC	24	DOC	24	DOC	15	-	DOC	15	-	DOC	24	-	DOC	24	-	DOC	24	-	DOC	24	-	-
				281		74											399,684		22,250									421,934		
																		99,961		5,565								105,526		
																		499,645		27,815								527,460		

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## Exhibit D.2

# Proposed 11.3.18 Pay Raise Summary

FY18	FY19	FY20	FY21	FY22	FY23	5 Year		Avg Annual					
						\$	%						
					BA 1	40,000							
				BA 1	39,250	BA 2	41,200						
			BA 1	38,750	BA 2	40,428	BA 3	42,436					
		BA 1	38,000	BA 2	39,913	BA 3	41,640	BA 4	43,709				
	BA 1	37,250	BA 2	39,140	BA 3	41,110	BA 4	42,890	BA 5	45,020			
BA 1	37,250	37,250	BA 3	40,314	BA 4	42,343	BA 5	44,176	BA 6	46,371	9,121	24.5%	4.9%
BA 2	39,485	39,485	BA 4	41,524	BA 5	43,613	BA 6	45,502	BA 7	47,762	8,277	21.0%	4.2%
BA 3	41,720	41,720	BA 5	42,769	BA 6	44,922	BA 7	46,867	BA 8	49,195	7,475	17.9%	3.6%
BA 4	43,955	43,955	BA 6	44,052	BA 7	46,270	BA 8	48,273	BA 9	50,671	6,716	15.3%	3.1%
BA 4	43,955	43,955	BA 7	45,374	BA 8	47,658	BA 9	49,721	BA 10	52,191	8,236	18.7%	3.7%
BA 4	43,955	43,955	BA 8	46,735	BA 9	49,087	BA 10	51,212	BA 11	53,757	9,802	22.3%	4.5%
BA 5	46,190	46,190	BA 9	48,137	BA 10	50,560	BA 11	52,749	BA 12	55,369	9,179	19.9%	4.0%
BA 6	48,425	48,425	BA 10	49,581	BA 11	52,077	BA 12	54,331	BA 13	57,030	8,605	17.8%	3.6%
BA 7	50,660	50,660	BA 11	51,069	BA 12	53,639	BA 13	55,961	BA 14	58,741	8,081	16.0%	3.2%
BA 8	52,895	52,895	BA 12	52,895	BA 13	55,248	BA 14	57,640	BA 15	60,504	7,609	14.4%	2.9%
BA 9	55,130	55,130	BA 13	55,130	BA 14	56,906	BA 15	59,369	BA 16	62,319	7,189	13.0%	2.6%
BA 10	57,365	57,365	BA 14	57,365	BA 15	58,613	BA 16	61,150	BA 17	64,188	6,823	11.9%	2.4%
BA 11	59,600	59,600	BA 15	59,600	BA 16	60,371	BA 17	62,985	BA 18	66,114	6,514	10.9%	2.2%
BA 12	61,835	61,835	BA 16	61,835	BA 17	62,182	BA 18	64,874	BA 19	68,097	6,262	10.1%	2.0%
BA 13	64,070	64,070	BA 17	64,070	BA 18	64,070	BA 19	66,820	BA 20	69,119	5,049	7.9%	1.6%
BA 14	66,305	66,305	BA 18	66,305	BA 19	66,305	BA 20	67,823	BA 21	70,156	3,851	5.8%	1.2%
BA 15	67,423	67,423	BA 19	67,423	BA 20	67,423	BA 21	68,840	BA 22	71,208	3,785	5.6%	1.1%
BA 15	67,423	67,423	BA 20	67,423	BA 21	67,963	BA 22	69,873	BA 23	72,276	4,853	7.2%	1.4%
BA 15	67,423	67,423	BA 21	67,423	BA 22	68,983	BA 23	70,921	BA 24	73,360	5,937	8.8%	1.8%
BA 15	67,423	67,423	BA 22	67,648	BA 23	70,017	BA 24	71,985	BA 24	73,360	5,937	8.8%	1.8%
BA 15	67,423	67,423	BA 23	68,662	BA 24	71,068	BA 24	71,985	BA 24	73,360	5,937	8.8%	1.8%
BA 15	67,423	67,423	BA 24	69,692	BA 24	71,068	BA 24	71,985	BA 24	73,360	5,937	8.8%	1.8%
BA 15	67,423	67,423	BA 24	69,692	BA 24	71,068	BA 24	71,985	BA 24	73,360	5,937	8.8%	1.8%
									BA+30 1	42,750			
									BA+30 2	44,033			
						BA+30 1	41,500	BA+30 2	43,260	BA+30 3	45,353		
			BA+30 1	40,980	BA+30 2	42,745	BA+30 3	44,558	BA+30 4	46,714			
	BA+30 1	40,230	BA+30 2	42,209	BA+30 3	44,027	BA+30 4	45,895	BA+30 5	48,116			
BA+30 1	40,230	40,230	BA+30 3	43,476	BA+30 4	45,348	BA+30 5	47,271	BA+30 6	49,559	9,329	23.2%	4.6%
BA+30 2	42,465	42,465	BA+30 4	44,780	BA+30 5	46,709	BA+30 6	48,690	BA+30 7	51,046	8,581	20.2%	4.0%
BA+30 3	44,700	44,700	BA+30 5	46,123	BA+30 6	48,110	BA+30 7	50,150	BA+30 8	52,577	7,877	17.6%	3.5%
BA+30 4	46,935	46,935	BA+30 6	47,507	BA+30 7	49,553	BA+30 8	51,655	BA+30 9	54,154	7,219	15.4%	3.1%
BA+30 4	46,935	46,935	BA+30 7	48,932	BA+30 8	51,040	BA+30 9	53,204	BA+30 10	55,779	8,844	18.8%	3.8%
BA+30 4	46,935	46,935	BA+30 8	50,400	BA+30 9	52,571	BA+30 10	54,800	BA+30 11	57,452	10,517	22.4%	4.5%
BA+30 5	49,170	49,170	BA+30 9	51,912	BA+30 10	54,148	BA+30 11	56,444	BA+30 12	59,176	10,006	20.3%	4.1%

FY18		FY19		FY20		FY21		FY22		FY23		5 Year		Avg						
												\$	%	Annual						
BA+30	6	51,405	BA+30	6	51,405	BA+30	10	53,470	BA+30	11	55,773	BA+30	12	58,138	BA+30	13	60,951	9,546	18.6%	3.7%
BA+30	7	53,640	BA+30	7	53,640	BA+30	11	55,074	BA+30	12	57,446	BA+30	13	59,882	BA+30	14	62,780	9,140	17.0%	3.4%
BA+30	8	55,875	BA+30	8	55,875	BA+30	12	56,726	BA+30	13	59,169	BA+30	14	61,678	BA+30	15	64,663	8,788	15.7%	3.1%
BA+30	9	58,110	BA+30	9	58,110	BA+30	13	58,428	BA+30	14	60,944	BA+30	15	63,529	BA+30	16	66,603	8,493	14.6%	2.9%
BA+30	10	60,345	BA+30	10	60,345	BA+30	14	60,345	BA+30	15	62,772	BA+30	16	65,435	BA+30	17	68,601	8,256	13.7%	2.7%
BA+30	11	62,580	BA+30	11	62,580	BA+30	15	62,580	BA+30	16	64,656	BA+30	17	67,398	BA+30	18	70,659	8,079	12.9%	2.6%
BA+30	12	64,815	BA+30	12	64,815	BA+30	16	64,815	BA+30	17	66,595	BA+30	18	69,420	BA+30	19	72,779	7,964	12.3%	2.5%
BA+30	13	67,050	BA+30	13	67,050	BA+30	17	67,050	BA+30	18	68,593	BA+30	19	71,502	BA+30	20	73,871	6,821	10.2%	2.0%
BA+30	14	69,285	BA+30	14	69,285	BA+30	18	69,285	BA+30	19	70,651	BA+30	20	72,575	BA+30	21	74,979	5,694	8.2%	1.6%
BA+30	15	70,403	BA+30	15	70,403	BA+30	19	70,403	BA+30	20	71,711	BA+30	21	73,663	BA+30	22	76,103	5,700	8.1%	1.6%
BA+30	15	70,403	BA+30	15	70,403	BA+30	20	70,812	BA+30	21	72,786	BA+30	22	74,768	BA+30	23	77,245	6,842	9.7%	1.9%
BA+30	15	70,403	BA+30	15	70,403	BA+30	21	71,874	BA+30	22	73,878	BA+30	23	75,890	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	22	72,952	BA+30	23	74,986	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	23	74,047	BA+30	24	76,111	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	24	75,157	BA+30	24	76,111	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
BA+30	15	70,403	BA+30	15	70,403	BA+30	24	75,157	BA+30	24	76,111	BA+30	24	77,028	BA+30	24	78,404	8,001	11.4%	2.3%
												MA	1	44,000						
												MA	1	43,250	MA	2	45,320			
							MA	1	42,750	MA	2	44,548	MA	2	44,548	MA	3	46,680		
						MA	1	42,470	MA	2	44,033	MA	3	45,884	MA	4	48,080			
			MA	1	41,720	MA	2	43,744	MA	3	45,353	MA	4	47,260	MA	5	49,522			
MA	1	41,720	MA	1	41,720	MA	3	45,056	MA	4	46,714	MA	5	48,678	MA	6	51,008	9,288	22.3%	4.5%
MA	2	43,955	MA	2	43,955	MA	4	46,408	MA	5	48,116	MA	6	50,139	MA	7	52,538	8,583	19.5%	3.9%
MA	3	46,190	MA	3	46,190	MA	5	47,800	MA	6	49,559	MA	7	51,643	MA	8	54,114	7,924	17.2%	3.4%
MA	4	48,425	MA	4	48,425	MA	6	49,234	MA	7	51,046	MA	8	53,192	MA	9	55,738	7,313	15.1%	3.0%
MA	4	48,425	MA	4	48,425	MA	7	50,711	MA	8	52,577	MA	9	54,788	MA	10	57,410	8,985	18.6%	3.7%
MA	4	48,425	MA	4	48,425	MA	8	52,233	MA	9	54,154	MA	10	56,431	MA	11	59,132	10,707	22.1%	4.4%
MA	5	50,660	MA	5	50,660	MA	9	53,800	MA	10	55,779	MA	11	58,124	MA	12	60,906	10,246	20.2%	4.0%
MA	6	52,895	MA	6	52,895	MA	10	55,414	MA	11	57,452	MA	12	59,868	MA	13	62,733	9,838	18.6%	3.7%
MA	7	55,130	MA	7	55,130	MA	11	57,076	MA	12	59,176	MA	13	61,664	MA	14	64,615	9,485	17.2%	3.4%
MA	8	57,365	MA	8	57,365	MA	12	58,788	MA	13	60,951	MA	14	63,514	MA	15	66,554	9,189	16.0%	3.2%
MA	9	59,600	MA	9	59,600	MA	13	60,552	MA	14	62,780	MA	15	65,420	MA	16	68,551	8,951	15.0%	3.0%
MA	10	61,835	MA	10	61,835	MA	14	62,369	MA	15	64,663	MA	16	67,382	MA	17	70,607	8,772	14.2%	2.8%
MA	11	64,070	MA	11	64,070	MA	15	64,240	MA	16	66,603	MA	17	69,404	MA	18	72,725	8,655	13.5%	2.7%
MA	12	66,305	MA	12	66,305	MA	16	66,305	MA	17	68,601	MA	18	71,486	MA	19	74,907	8,602	13.0%	2.6%
MA	13	68,540	MA	13	68,540	MA	17	68,540	MA	18	70,659	MA	19	73,630	MA	20	76,031	7,491	10.9%	2.2%
MA	14	70,775	MA	14	70,775	MA	18	70,775	MA	19	72,779	MA	20	74,735	MA	21	77,171	6,396	9.0%	1.8%
MA	15	71,893	MA	15	71,893	MA	19	72,302	MA	20	73,871	MA	21	75,856	MA	22	78,329	6,436	9.0%	1.8%
MA	15	71,893	MA	15	71,893	MA	20	73,387	MA	21	74,979	MA	22	76,994	MA	23	79,504	7,611	10.6%	2.1%
MA	15	71,893	MA	15	71,893	MA	21	74,488	MA	22	76,103	MA	23	78,148	MA	24	80,696	8,803	12.2%	2.4%
MA	15	71,893	MA	15	71,893	MA	22	75,605	MA	23	77,245	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%
MA	15	71,893	MA	15	71,893	MA	23	76,739	MA	24	78,404	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%



		FY18		FY19		FY20		FY21		FY22		FY23		5 Year		Avg					
														\$	%	Annual					
MA	15	71,893	MA	15	71,893	MA	24	77,890	MA	24	78,404	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%	
MA	15	71,893	MA	15	71,893	MA	24	77,890	MA	24	78,404	MA	24	79,321	MA	24	80,696	8,803	12.2%	2.4%	
													MA+30	1	47,000						
												MA+30	1	46,250	MA+30	2	48,410				
								MA+30	1	45,750	MA+30	2	47,638	MA+30	3	49,862					
						MA+30	1	45,450	MA+30	2	47,123	MA+30	3	49,067	MA+30	4	51,358				
				MA+30	1	44,700	MA+30	2	46,814	MA+30	3	48,536	MA+30	4	50,539	MA+30	5	52,899			
MA+30	1	44,700	MA+30	1	44,700	MA+30	3	48,218	MA+30	4	49,992	MA+30	5	52,055	MA+30	6	54,486	9,786	21.9%	4.4%	
MA+30	2	46,935	MA+30	2	46,935	MA+30	4	49,664	MA+30	5	51,492	MA+30	6	53,616	MA+30	7	56,120	9,185	19.6%	3.9%	
MA+30	3	49,170	MA+30	3	49,170	MA+30	5	51,154	MA+30	6	53,037	MA+30	7	55,225	MA+30	8	57,804	8,634	17.6%	3.5%	
MA+30	4	51,405	MA+30	4	51,405	MA+30	6	52,689	MA+30	7	54,628	MA+30	8	56,882	MA+30	9	59,538	8,133	15.8%	3.2%	
MA+30	4	51,405	MA+30	4	51,405	MA+30	7	54,270	MA+30	8	56,267	MA+30	9	58,588	MA+30	10	61,324	9,919	19.3%	3.9%	
MA+30	4	51,405	MA+30	4	51,405	MA+30	8	55,898	MA+30	9	57,955	MA+30	10	60,346	MA+30	11	63,164	11,759	22.9%	4.6%	
MA+30	5	53,640	MA+30	5	53,640	MA+30	9	57,575	MA+30	10	59,693	MA+30	11	62,156	MA+30	12	65,059	11,419	21.3%	4.3%	
MA+30	6	55,875	MA+30	6	55,875	MA+30	10	59,302	MA+30	11	61,484	MA+30	12	64,021	MA+30	13	67,011	11,136	19.9%	4.0%	
MA+30	7	58,110	MA+30	7	58,110	MA+30	11	61,081	MA+30	12	63,329	MA+30	13	65,941	MA+30	14	69,021	10,911	18.8%	3.8%	
MA+30	8	60,345	MA+30	8	60,345	MA+30	12	62,913	MA+30	13	65,229	MA+30	14	67,920	MA+30	15	71,092	10,747	17.8%	3.6%	
MA+30	9	62,580	MA+30	9	62,580	MA+30	13	64,801	MA+30	14	67,185	MA+30	15	69,957	MA+30	16	73,224	10,644	17.0%	3.4%	
MA+30	10	64,815	MA+30	10	64,815	MA+30	14	66,745	MA+30	15	69,201	MA+30	16	72,056	MA+30	17	75,421	10,606	16.4%	3.3%	
MA+30	11	67,050	MA+30	11	67,050	MA+30	15	68,747	MA+30	16	71,277	MA+30	17	74,218	MA+30	18	77,684	10,634	15.9%	3.2%	
MA+30	12	69,285	MA+30	12	69,285	MA+30	16	70,810	MA+30	17	73,415	MA+30	18	76,444	MA+30	19	80,014	10,729	15.5%	3.1%	
MA+30	13	71,520	MA+30	13	71,520	MA+30	17	72,934	MA+30	18	75,618	MA+30	19	78,738	MA+30	20	81,215	9,695	13.6%	2.7%	
MA+30	14	73,755	MA+30	14	73,755	MA+30	18	75,122	MA+30	19	77,886	MA+30	20	79,919	MA+30	21	82,433	8,678	11.8%	2.4%	
MA+30	15	74,873	MA+30	15	74,873	MA+30	19	77,376	MA+30	20	79,055	MA+30	21	81,117	MA+30	22	83,669	8,796	11.7%	2.3%	
MA+30	15	74,873	MA+30	15	74,873	MA+30	20	78,536	MA+30	21	80,240	MA+30	22	82,334	MA+30	23	84,924	10,051	13.4%	2.7%	
MA+30	15	74,873	MA+30	15	74,873	MA+30	21	79,714	MA+30	22	81,444	MA+30	23	83,569	MA+30	24	86,198	11,325	15.1%	3.0%	
MA+30	15	74,873	MA+30	15	74,873	MA+30	22	80,910	MA+30	23	82,666	MA+30	24	84,823	MA+30	24	86,198	11,325	15.1%	3.0%	
MA+30	15	74,873	MA+30	15	74,873	MA+30	23	82,124	MA+30	24	83,906	MA+30	24	84,823	MA+30	24	86,198	11,325	15.1%	3.0%	
MA+30	15	74,873	MA+30	15	74,873	MA+30	24	83,355	MA+30	24	83,906	MA+30	24	84,823	MA+30	24	86,198	11,325	15.1%	3.0%	
MA+30	15	74,873	MA+30	15	74,873	MA+30	24	83,355	MA+30	24	83,906	MA+30	24	84,823	MA+30	24	86,198	11,325	15.1%	3.0%	
													CAGS	1	48,000						
													CAGS	1	47,250	CAGS	2	49,440			
								CAGS	1	46,750	CAGS	2	48,668	CAGS	3	50,923					
								CAGS	2	48,153	CAGS	3	50,128	CAGS	4	52,451					
						CAGS	1	46,195	CAGS	2	47,581	CAGS	3	49,597	CAGS	4	51,631	CAGS	5	54,024	
						CAGS	2	47,581	CAGS	3	49,597	CAGS	4	51,631	CAGS	5	54,024				
CAGS	1	45,445	CAGS	1	45,445	CAGS	3	49,008	CAGS	4	51,085	CAGS	5	53,180	CAGS	6	55,645	10,200	22.4%	4.5%	
CAGS	2	47,680	CAGS	2	47,680	CAGS	4	50,479	CAGS	5	52,618	CAGS	6	54,776	CAGS	7	57,315	9,635	20.2%	4.0%	
CAGS	3	49,915	CAGS	3	49,915	CAGS	5	51,993	CAGS	6	54,196	CAGS	7	56,419	CAGS	8	59,034	9,119	18.3%	3.7%	
CAGS	4	52,150	CAGS	4	52,150	CAGS	6	53,553	CAGS	7	55,822	CAGS	8	58,112	CAGS	9	60,805	8,655	16.6%	3.3%	
CAGS	4	52,150	CAGS	4	52,150	CAGS	7	55,159	CAGS	8	57,497	CAGS	9	59,855	CAGS	10	62,629	10,479	20.1%	4.0%	
CAGS	4	52,150	CAGS	4	52,150	CAGS	8	56,814	CAGS	9	59,222	CAGS	10	61,651	CAGS	11	64,508	12,358	23.7%	4.7%	

		FY18		FY19		FY20		FY21		FY22		FY23		5 Year		Avg				
														\$	%	Annual				
CAGS	5	54,385	CAGS	5	54,385	CAGS	9	58,518	CAGS	10	60,998	CAGS	11	63,500	CAGS	12	66,443	12,058	22.2%	4.4%
CAGS	6	56,620	CAGS	6	56,620	CAGS	10	60,274	CAGS	11	62,828	CAGS	12	65,405	CAGS	13	68,437	11,817	20.9%	4.2%
CAGS	7	58,855	CAGS	7	58,855	CAGS	11	62,082	CAGS	12	64,713	CAGS	13	67,367	CAGS	14	70,490	11,635	19.8%	4.0%
CAGS	8	61,090	CAGS	8	61,090	CAGS	12	63,945	CAGS	13	66,654	CAGS	14	69,388	CAGS	15	72,604	11,514	18.8%	3.8%
CAGS	9	63,325	CAGS	9	63,325	CAGS	13	65,863	CAGS	14	68,654	CAGS	15	71,470	CAGS	16	74,782	11,457	18.1%	3.6%
CAGS	10	65,560	CAGS	10	65,560	CAGS	14	67,839	CAGS	15	70,714	CAGS	16	73,614	CAGS	17	77,026	11,466	17.5%	3.5%
CAGS	11	67,795	CAGS	11	67,795	CAGS	15	69,874	CAGS	16	72,835	CAGS	17	75,822	CAGS	18	79,337	11,542	17.0%	3.4%
CAGS	12	70,030	CAGS	12	70,030	CAGS	16	71,970	CAGS	17	75,020	CAGS	18	78,097	CAGS	19	81,717	11,687	16.7%	3.3%
CAGS	13	72,265	CAGS	13	72,265	CAGS	17	74,129	CAGS	18	77,271	CAGS	19	80,440	CAGS	20	82,943	10,678	14.8%	3.0%
CAGS	14	74,500	CAGS	14	74,500	CAGS	18	76,353	CAGS	19	79,589	CAGS	20	81,647	CAGS	21	84,187	9,687	13.0%	2.6%
CAGS	15	75,618	CAGS	15	75,618	CAGS	19	78,644	CAGS	20	80,783	CAGS	21	82,871	CAGS	22	85,449	9,831	13.0%	2.6%
CAGS	15	75,618	CAGS	15	75,618	CAGS	20	79,824	CAGS	21	81,994	CAGS	22	84,114	CAGS	23	86,731	11,113	14.7%	2.9%
CAGS	15	75,618	CAGS	15	75,618	CAGS	21	81,021	CAGS	22	83,224	CAGS	23	85,376	CAGS	24	88,032	12,414	16.4%	3.3%
CAGS	15	75,618	CAGS	15	75,618	CAGS	22	82,236	CAGS	23	84,473	CAGS	24	86,657	CAGS	24	88,032	12,414	16.4%	3.3%
CAGS	15	75,618	CAGS	15	75,618	CAGS	23	83,470	CAGS	24	85,740	CAGS	24	86,657	CAGS	24	88,032	12,414	16.4%	3.3%
CAGS	15	75,618	CAGS	15	75,618	CAGS	24	84,722	CAGS	24	85,740	CAGS	24	86,657	CAGS	24	88,032	12,414	16.4%	3.3%
CAGS	15	75,618	CAGS	15	75,618	CAGS	24	84,722	CAGS	24	85,740	CAGS	24	86,657	CAGS	24	88,032	12,414	16.4%	3.3%
												DOC	1	49,000						
												DOC	1	48,250						
								DOC	1	47,750		DOC	2	49,698						
						DOC	1	47,313		DOC	2	49,183		DOC	3	51,984				
				DOC	1	46,563		DOC	2	48,732		DOC	3	50,658						
DOC	1	46,563		DOC	1	46,563		DOC	3	50,194		DOC	4	52,178				10,241	22.0%	4.4%
DOC	2	48,798		DOC	2	48,798		DOC	4	51,700		DOC	5	54,306				9,711	19.9%	4.0%
DOC	3	51,033		DOC	3	51,033		DOC	5	53,251		DOC	6	55,935				9,231	18.1%	3.6%
DOC	4	53,268		DOC	4	53,268		DOC	6	54,849		DOC	7	57,613				8,804	16.5%	3.3%
DOC	4	53,268		DOC	4	53,268		DOC	7	56,494		DOC	8	59,341				10,666	20.0%	4.0%
DOC	4	53,268		DOC	4	53,268		DOC	8	58,189		DOC	9	61,122				12,584	23.6%	4.7%
DOC	5	55,503		DOC	5	55,503		DOC	9	59,935		DOC	10	62,955				12,324	22.2%	4.4%
DOC	6	57,738		DOC	6	57,738		DOC	10	61,733		DOC	11	64,844				12,124	21.0%	4.2%
DOC	7	59,973		DOC	7	59,973		DOC	11	63,585		DOC	12	66,789				11,985	20.0%	4.0%
DOC	8	62,208		DOC	8	62,208		DOC	12	66,097		DOC	13	68,793				11,909	19.1%	3.8%
DOC	9	64,443		DOC	9	64,443		DOC	13	68,080		DOC	14	70,857				11,897	18.5%	3.7%
DOC	10	66,678		DOC	10	66,678		DOC	14	67,457		DOC	15	72,982				11,953	17.9%	3.6%
DOC	11	68,913		DOC	11	68,913		DOC	15	69,481		DOC	16	75,172				11,953	17.9%	3.6%
DOC	12	71,148		DOC	12	71,148		DOC	16	71,565		DOC	17	77,427				12,077	17.5%	3.5%
DOC	13	73,383		DOC	13	73,383		DOC	17	73,712		DOC	18	79,750				12,271	17.2%	3.4%
DOC	14	75,618		DOC	14	75,618		DOC	18	75,923		DOC	19	82,142				11,288	15.4%	3.1%
DOC	15	76,735		DOC	15	76,735		DOC	19	78,201		DOC	20	83,375				10,323	13.7%	2.7%
DOC	15	76,735		DOC	15	76,735		DOC	20	80,547		DOC	21	84,625				10,495	13.7%	2.7%
DOC	15	76,735		DOC	15	76,735		DOC	21	81,755		DOC	22	86,625				11,803	15.4%	3.1%
DOC	15	76,735		DOC	15	76,735		DOC	22	83,748		DOC	23	88,595				13,131	17.1%	3.4%
DOC	15	76,735		DOC	15	76,735		DOC	23	85,004		DOC	24	87,183				13,131	17.1%	3.4%
DOC	15	76,735		DOC	15	76,735		DOC	24	86,279		DOC	25	88,491				13,131	17.1%	3.4%

FY18			FY19			FY20			FY21			FY22			FY23			5 Year		Avg
																		\$	%	Annual
DOC	15	76,735	DOC	15	76,735	DOC	23	85,490	DOC	24	87,574	DOC	24	88,491	DOC	24	89,866	13,131	17.1%	3.4%
DOC	15	76,735	DOC	15	76,735	DOC	24	86,772	DOC	24	87,574	DOC	24	88,491	DOC	24	89,866	13,131	17.1%	3.4%
DOC	15	76,735	DOC	15	76,735	DOC	24	86,772	DOC	24	87,574	DOC	24	88,491	DOC	24	89,866	13,131	17.1%	3.4%

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## Exhibit E

### 11.3.18 Proposal Grid Analysis

**Starting Salary**

**Current Contract vs. BOSC Proposal 11/3/18**

	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+30</u>	<u>CAGS</u>	<u>DOC</u>
Current	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
SY19	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
SY20	\$ 38,000	\$ 40,980	\$ 42,470	\$ 45,450	\$ 46,195	\$ 47,313
SY21	\$ 38,750	\$ 41,500	\$ 42,750	\$ 45,750	\$ 46,750	\$ 47,750
SY22	\$ 39,250	\$ 42,000	\$ 43,250	\$ 46,250	\$ 47,250	\$ 48,250
SY23	\$ 40,000	\$ 42,750	\$ 44,000	\$ 47,000	\$ 48,000	\$ 49,000

**Increases:**

SY20	\$ 750	\$ 750	\$ 750	\$ 750	\$ 750	\$ 750
SY21	\$ 750	\$ 520	\$ 280	\$ 300	\$ 555	\$ 437
SY22	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
SY23	\$ 750	\$ 750	\$ 750	\$ 750	\$ 750	\$ 750
Total	\$ 2,750	\$ 2,520	\$ 2,280	\$ 2,300	\$ 2,555	\$ 2,437

School Year 2018/2019 Teacher Salary Schedule																					
	BA	BA+30	MA	MA+30	CAGS	DOC		\$ Increase							% Increase over previous step in same category						
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563	\$ 9,313														
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	6.0%	5.6%	5.4%	5.0%	4.9%	4.8%	
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	5.7%	5.3%	5.1%	4.8%	4.7%	4.6%
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	5.4%	5.0%	4.8%	4.5%	4.5%	4.4%
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	5.1%	4.8%	4.6%	4.3%	4.3%	4.2%
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.8%	4.5%	4.4%	4.2%	4.1%	4.0%
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.6%	4.3%	4.2%	4.0%	3.9%	3.9%
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.4%	4.2%	4.1%	3.8%	3.8%	3.7%
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.2%	4.0%	3.9%	3.7%	3.7%	3.6%
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.1%	3.8%	3.8%	3.6%	3.5%	3.5%
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.9%	3.7%	3.6%	3.4%	3.4%	3.4%
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.8%	3.6%	3.5%	3.3%	3.3%	3.2%
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.6%	3.4%	3.4%	3.2%	3.2%	3.1%
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.5%	3.3%	3.3%	3.1%	3.1%	3.0%
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735	\$ 9,312	\$ 1,118	\$ 1,118	\$ 1,118	\$ 1,118	\$ 1,118	\$ 1,118	\$ 1,117	\$ 1,117	1.7%	1.6%	1.6%	1.5%	1.5%	1.5%
	\$ 30,173	\$ 30,173	\$ 30,173	\$ 30,173	\$ 30,173	\$ 30,172	\$ 39,485														

School Year 2018/2019 Teacher Salary Schedule																					
	BA	BA+30	MA	MA+30	CAGS	DOC		\$ Increase						% Increase over previous step in same category							
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563	\$ 9,313														
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	6.0%	5.6%	5.4%	5.0%	4.9%	4.8%	
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	5.7%	5.3%	5.1%	4.8%	4.7%	4.6%	
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	5.4%	5.0%	4.8%	4.5%	4.5%	4.4%	
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	5.1%	4.8%	4.6%	4.3%	4.3%	4.2%	
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.8%	4.5%	4.4%	4.2%	4.1%	4.0%	
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.6%	4.3%	4.2%	4.0%	3.9%	3.9%	
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.4%	4.2%	4.1%	3.8%	3.8%	3.7%	
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.2%	4.0%	3.9%	3.7%	3.7%	3.6%	
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.1%	3.8%	3.8%	3.6%	3.5%	3.5%	
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.9%	3.7%	3.6%	3.4%	3.4%	3.4%	
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.8%	3.6%	3.5%	3.3%	3.3%	3.2%	
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.6%	3.4%	3.4%	3.2%	3.2%	3.1%	
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.5%	3.3%	3.3%	3.1%	3.1%	3.0%	
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735	\$ 9,312	\$ 1,118	\$ 1,118	\$ 1,118	\$ 1,118	\$ 1,118	\$ 1,117	\$ 1,117	1.7%	1.6%	1.6%	1.5%	1.5%	1.5%	
16																					
17																					
18																					
19																					
20																					
21																					
22																					
23																					
24																					
	\$ 30,173	\$ 30,173	\$ 30,173	\$ 30,173	\$ 30,173	\$ 30,172	\$ 39,485														

School Year 2019/2020 Teacher Salary Schedule																								
	BA	BA+30	MA	MA+30	CAGS	DOC																		
							\$ Increase												% Increase over previous step in same category					
1	\$ 38,000	\$ 40,980	\$ 42,470	\$ 45,450	\$ 46,195	\$ 47,313	\$ 9,313																	
2	\$ 39,140	\$ 42,209	\$ 43,744	\$ 46,814	\$ 47,581	\$ 48,732	\$ 9,592	\$ 1,140	\$ 1,229	\$ 1,274	\$ 1,364	\$ 1,386	\$ 1,419						3.0%	3.0%	3.0%			
3	\$ 40,314	\$ 43,476	\$ 45,056	\$ 48,218	\$ 49,008	\$ 50,194	\$ 9,880	\$ 1,174	\$ 1,266	\$ 1,312	\$ 1,404	\$ 1,427	\$ 1,462						3.0%	3.0%	3.0%			
4	\$ 41,524	\$ 44,780	\$ 46,408	\$ 49,664	\$ 50,479	\$ 51,700	\$ 10,177	\$ 1,209	\$ 1,304	\$ 1,352	\$ 1,447	\$ 1,470	\$ 1,506						3.0%	3.0%	3.0%			
5	\$ 42,769	\$ 46,123	\$ 47,800	\$ 51,154	\$ 51,993	\$ 53,251	\$ 10,482	\$ 1,246	\$ 1,343	\$ 1,392	\$ 1,490	\$ 1,514	\$ 1,551						3.0%	3.0%	3.0%			
6	\$ 44,052	\$ 47,507	\$ 49,234	\$ 52,689	\$ 53,553	\$ 54,849	\$ 10,796	\$ 1,283	\$ 1,384	\$ 1,434	\$ 1,535	\$ 1,560	\$ 1,598						3.0%	3.0%	3.0%			
7	\$ 45,374	\$ 48,932	\$ 50,711	\$ 54,270	\$ 55,159	\$ 56,494	\$ 11,120	\$ 1,322	\$ 1,425	\$ 1,477	\$ 1,581	\$ 1,607	\$ 1,645						3.0%	3.0%	3.0%			
8	\$ 46,735	\$ 50,400	\$ 52,233	\$ 55,898	\$ 56,814	\$ 58,189	\$ 11,454	\$ 1,361	\$ 1,468	\$ 1,521	\$ 1,628	\$ 1,655	\$ 1,695						3.0%	3.0%	3.0%			
9	\$ 48,137	\$ 51,912	\$ 53,800	\$ 57,575	\$ 58,518	\$ 59,935	\$ 11,797	\$ 1,402	\$ 1,512	\$ 1,567	\$ 1,677	\$ 1,704	\$ 1,746						3.0%	3.0%	3.0%			
10	\$ 49,581	\$ 53,470	\$ 55,414	\$ 59,302	\$ 60,274	\$ 61,733	\$ 12,151	\$ 1,444	\$ 1,557	\$ 1,614	\$ 1,727	\$ 1,756	\$ 1,798						3.0%	3.0%	3.0%			
11	\$ 51,069	\$ 55,074	\$ 57,076	\$ 61,081	\$ 62,082	\$ 63,585	\$ 12,516	\$ 1,487	\$ 1,604	\$ 1,662	\$ 1,779	\$ 1,808	\$ 1,852						3.0%	3.0%	3.0%			
12	\$ 52,601	\$ 56,726	\$ 58,788	\$ 62,913	\$ 63,945	\$ 65,492	\$ 12,891	\$ 1,532	\$ 1,652	\$ 1,712	\$ 1,832	\$ 1,862	\$ 1,908						3.0%	3.0%	3.0%			
13	\$ 54,179	\$ 58,428	\$ 60,552	\$ 64,801	\$ 65,863	\$ 67,457	\$ 13,278	\$ 1,578	\$ 1,702	\$ 1,764	\$ 1,887	\$ 1,918	\$ 1,965						3.0%	3.0%	3.0%			
14	\$ 55,804	\$ 60,181	\$ 62,369	\$ 66,745	\$ 67,839	\$ 69,481	\$ 13,676	\$ 1,625	\$ 1,753	\$ 1,817	\$ 1,944	\$ 1,976	\$ 2,024						3.0%	3.0%	3.0%			
15	\$ 57,478	\$ 61,986	\$ 64,240	\$ 68,747	\$ 69,874	\$ 71,565	\$ 14,087	\$ 1,674	\$ 1,805	\$ 1,871	\$ 2,002	\$ 2,035	\$ 2,084						3.0%	3.0%	3.0%			
16	\$ 59,203	\$ 63,846	\$ 66,167	\$ 70,810	\$ 71,970	\$ 73,712	\$ 14,509	\$ 1,724	\$ 1,860	\$ 1,927	\$ 2,062	\$ 2,096	\$ 2,147						3.0%	3.0%	3.0%			
17	\$ 60,979	\$ 65,761	\$ 68,152	\$ 72,934	\$ 74,129	\$ 75,923	\$ 14,945	\$ 1,776	\$ 1,915	\$ 1,985	\$ 2,124	\$ 2,159	\$ 2,211						3.0%	3.0%	3.0%			
18	\$ 62,808	\$ 67,734	\$ 70,196	\$ 75,122	\$ 76,353	\$ 78,201	\$ 15,393	\$ 1,829	\$ 1,973	\$ 2,045	\$ 2,188	\$ 2,224	\$ 2,278						3.0%	3.0%	3.0%			
19	\$ 64,692	\$ 69,766	\$ 72,302	\$ 77,376	\$ 78,644	\$ 80,547	\$ 15,855	\$ 1,884	\$ 2,032	\$ 2,106	\$ 2,254	\$ 2,291	\$ 2,346						3.0%	3.0%	3.0%			
20	\$ 65,663	\$ 70,812	\$ 73,387	\$ 78,536	\$ 79,824	\$ 81,755	\$ 16,093	\$ 970	\$ 1,046	\$ 1,085	\$ 1,161	\$ 1,180	\$ 1,208						1.5%	1.5%	1.5%			
21	\$ 66,648	\$ 71,874	\$ 74,488	\$ 79,714	\$ 81,021	\$ 82,982	\$ 16,334	\$ 985	\$ 1,062	\$ 1,101	\$ 1,178	\$ 1,197	\$ 1,226						1.5%	1.5%	1.5%			
22	\$ 67,648	\$ 72,952	\$ 75,605	\$ 80,910	\$ 82,236	\$ 84,226	\$ 16,579	\$ 1,000	\$ 1,078	\$ 1,117	\$ 1,196	\$ 1,215	\$ 1,245						1.5%	1.5%	1.5%			
23	\$ 68,662	\$ 74,047	\$ 76,739	\$ 82,124	\$ 83,470	\$ 85,490	\$ 16,828	\$ 1,015	\$ 1,094	\$ 1,134	\$ 1,214	\$ 1,234	\$ 1,263						1.5%	1.5%	1.5%			
24	\$ 69,692	\$ 75,157	\$ 77,890	\$ 83,355	\$ 84,722	\$ 86,772	\$ 17,080	\$ 1,030	\$ 1,111	\$ 1,151	\$ 1,232	\$ 1,252	\$ 1,282						1.5%	1.5%	1.5%			
	\$ 31,692	\$ 34,177	\$ 35,420	\$ 37,905	\$ 38,527	\$ 39,459	\$ 48,772																	



School Year 2020/2021 Teacher Salary Schedule																	
	BA	BA+30	MA	MA+30	CAGS	DOC											
									\$ Increase								% Increase over previous step in same category
1	\$ 38,750	\$ 41,500	\$ 42,750	\$ 45,750	\$ 46,750	\$ 47,750	\$ 9,000										
2	\$ 39,913	\$ 42,745	\$ 44,033	\$ 47,123	\$ 48,153	\$ 49,183	\$ 9,270		\$ 1,163	\$ 1,245	\$ 1,283	\$ 1,373	\$ 1,403	\$ 1,433			3.0%
3	\$ 41,110	\$ 44,027	\$ 45,353	\$ 48,536	\$ 49,597	\$ 50,658	\$ 9,548		\$ 1,197	\$ 1,282	\$ 1,321	\$ 1,414	\$ 1,445	\$ 1,475			3.0%
4	\$ 42,343	\$ 45,348	\$ 46,714	\$ 49,992	\$ 51,085	\$ 52,178	\$ 9,835		\$ 1,233	\$ 1,321	\$ 1,361	\$ 1,456	\$ 1,488	\$ 1,520			3.0%
5	\$ 43,613	\$ 46,709	\$ 48,116	\$ 51,492	\$ 52,618	\$ 53,743	\$ 10,130		\$ 1,270	\$ 1,360	\$ 1,401	\$ 1,500	\$ 1,533	\$ 1,565			3.0%
6	\$ 44,922	\$ 48,110	\$ 49,559	\$ 53,037	\$ 54,196	\$ 55,355	\$ 10,433		\$ 1,308	\$ 1,401	\$ 1,443	\$ 1,545	\$ 1,579	\$ 1,612			3.0%
7	\$ 46,270	\$ 49,553	\$ 51,046	\$ 54,628	\$ 55,822	\$ 57,016	\$ 10,746		\$ 1,348	\$ 1,443	\$ 1,487	\$ 1,591	\$ 1,626	\$ 1,661			3.0%
8	\$ 47,658	\$ 51,040	\$ 52,577	\$ 56,267	\$ 57,497	\$ 58,726	\$ 11,069		\$ 1,388	\$ 1,487	\$ 1,531	\$ 1,639	\$ 1,675	\$ 1,710			3.0%
9	\$ 49,087	\$ 52,571	\$ 54,154	\$ 57,955	\$ 59,222	\$ 60,488	\$ 11,401		\$ 1,430	\$ 1,531	\$ 1,577	\$ 1,688	\$ 1,725	\$ 1,762			3.0%
10	\$ 50,560	\$ 54,148	\$ 55,779	\$ 59,693	\$ 60,998	\$ 62,303	\$ 11,743		\$ 1,473	\$ 1,577	\$ 1,625	\$ 1,739	\$ 1,777	\$ 1,815			3.0%
11	\$ 52,077	\$ 55,773	\$ 57,452	\$ 61,484	\$ 62,828	\$ 64,172	\$ 12,095		\$ 1,517	\$ 1,624	\$ 1,673	\$ 1,791	\$ 1,830	\$ 1,869			3.0%
12	\$ 53,639	\$ 57,446	\$ 59,176	\$ 63,329	\$ 64,713	\$ 66,097	\$ 12,458		\$ 1,562	\$ 1,673	\$ 1,724	\$ 1,845	\$ 1,885	\$ 1,925			3.0%
13	\$ 55,248	\$ 59,169	\$ 60,951	\$ 65,229	\$ 66,654	\$ 68,080	\$ 12,832		\$ 1,609	\$ 1,723	\$ 1,775	\$ 1,900	\$ 1,941	\$ 1,983			3.0%
14	\$ 56,906	\$ 60,944	\$ 62,780	\$ 67,185	\$ 68,654	\$ 70,122	\$ 13,217		\$ 1,657	\$ 1,775	\$ 1,829	\$ 1,957	\$ 2,000	\$ 2,042			3.0%
15	\$ 58,613	\$ 62,772	\$ 64,663	\$ 69,201	\$ 70,714	\$ 72,226	\$ 13,613		\$ 1,707	\$ 1,828	\$ 1,883	\$ 2,016	\$ 2,060	\$ 2,104			3.0%
16	\$ 60,371	\$ 64,656	\$ 66,603	\$ 71,277	\$ 72,835	\$ 74,393	\$ 14,022		\$ 1,758	\$ 1,883	\$ 1,940	\$ 2,076	\$ 2,121	\$ 2,167			3.0%
17	\$ 62,182	\$ 66,595	\$ 68,601	\$ 73,415	\$ 75,020	\$ 76,625	\$ 14,442		\$ 1,811	\$ 1,940	\$ 1,998	\$ 2,138	\$ 2,185	\$ 2,232			3.0%
18	\$ 64,048	\$ 68,593	\$ 70,659	\$ 75,618	\$ 77,271	\$ 78,923	\$ 14,876		\$ 1,865	\$ 1,998	\$ 2,058	\$ 2,202	\$ 2,251	\$ 2,299			3.0%
19	\$ 65,969	\$ 70,651	\$ 72,779	\$ 77,886	\$ 79,589	\$ 81,291	\$ 15,322		\$ 1,921	\$ 2,058	\$ 2,120	\$ 2,269	\$ 2,318	\$ 2,368			3.0%
20	\$ 66,959	\$ 71,711	\$ 73,871	\$ 79,055	\$ 80,783	\$ 82,511	\$ 15,552		\$ 990	\$ 1,060	\$ 1,092	\$ 1,168	\$ 1,194	\$ 1,219			1.5%
21	\$ 67,963	\$ 72,786	\$ 74,979	\$ 80,240	\$ 81,994	\$ 83,748	\$ 15,785		\$ 1,004	\$ 1,076	\$ 1,108	\$ 1,186	\$ 1,212	\$ 1,238			1.5%
22	\$ 68,983	\$ 73,878	\$ 76,103	\$ 81,444	\$ 83,224	\$ 85,004	\$ 16,022		\$ 1,019	\$ 1,092	\$ 1,125	\$ 1,204	\$ 1,230	\$ 1,256			1.5%
23	\$ 70,017	\$ 74,986	\$ 77,245	\$ 82,666	\$ 84,473	\$ 86,279	\$ 16,262		\$ 1,035	\$ 1,108	\$ 1,142	\$ 1,222	\$ 1,248	\$ 1,275			1.5%
24	\$ 71,068	\$ 76,111	\$ 78,404	\$ 83,906	\$ 85,740	\$ 87,574	\$ 16,506		\$ 1,050	\$ 1,125	\$ 1,159	\$ 1,240	\$ 1,267	\$ 1,294			1.5%
	\$ 32,318	\$ 34,611	\$ 35,654	\$ 38,156	\$ 38,990	\$ 39,824	\$ 48,824										

School Year 2021/2022 Teacher Salary Schedule																											
	BA	BA+30	MA	MA+30	CAGS	DOC								% Increase over previous step in same category													
									\$ Increase																		
1	\$ 39,250	\$ 42,000	\$ 43,250	\$ 46,250	\$ 47,250	\$ 48,250	\$ 9,000																				
2	\$ 40,428	\$ 43,260	\$ 44,548	\$ 47,638	\$ 48,668	\$ 49,698	\$ 9,270	\$ 1,178	\$ 1,260	\$ 1,298	\$ 1,388	\$ 1,418	\$ 1,448	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
3	\$ 41,640	\$ 44,558	\$ 45,884	\$ 49,067	\$ 50,128	\$ 51,188	\$ 9,548	\$ 1,213	\$ 1,298	\$ 1,336	\$ 1,429	\$ 1,460	\$ 1,491	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
4	\$ 42,890	\$ 45,895	\$ 47,260	\$ 50,539	\$ 51,631	\$ 52,724	\$ 9,835	\$ 1,249	\$ 1,337	\$ 1,377	\$ 1,472	\$ 1,504	\$ 1,536	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
5	\$ 44,176	\$ 47,271	\$ 48,678	\$ 52,055	\$ 53,180	\$ 54,306	\$ 10,130	\$ 1,287	\$ 1,377	\$ 1,418	\$ 1,516	\$ 1,549	\$ 1,582	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
6	\$ 45,502	\$ 48,690	\$ 50,139	\$ 53,616	\$ 54,776	\$ 55,935	\$ 10,433	\$ 1,325	\$ 1,418	\$ 1,460	\$ 1,562	\$ 1,595	\$ 1,629	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
7	\$ 46,867	\$ 50,150	\$ 51,643	\$ 55,225	\$ 56,419	\$ 57,613	\$ 10,746	\$ 1,365	\$ 1,461	\$ 1,504	\$ 1,608	\$ 1,643	\$ 1,678	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
8	\$ 48,273	\$ 51,655	\$ 53,192	\$ 56,882	\$ 58,112	\$ 59,341	\$ 11,069	\$ 1,406	\$ 1,505	\$ 1,549	\$ 1,657	\$ 1,693	\$ 1,728	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
9	\$ 49,721	\$ 53,204	\$ 54,788	\$ 58,588	\$ 59,855	\$ 61,122	\$ 11,401	\$ 1,448	\$ 1,550	\$ 1,596	\$ 1,706	\$ 1,743	\$ 1,780	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
10	\$ 51,212	\$ 54,800	\$ 56,431	\$ 60,346	\$ 61,651	\$ 62,955	\$ 11,743	\$ 1,492	\$ 1,596	\$ 1,644	\$ 1,758	\$ 1,796	\$ 1,834	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
11	\$ 52,749	\$ 56,444	\$ 58,124	\$ 62,156	\$ 63,500	\$ 64,844	\$ 12,095	\$ 1,536	\$ 1,644	\$ 1,693	\$ 1,810	\$ 1,850	\$ 1,889	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
12	\$ 54,331	\$ 58,138	\$ 59,868	\$ 64,021	\$ 65,405	\$ 66,789	\$ 12,458	\$ 1,582	\$ 1,693	\$ 1,744	\$ 1,865	\$ 1,905	\$ 1,945	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
13	\$ 55,961	\$ 59,882	\$ 61,664	\$ 65,941	\$ 67,367	\$ 68,793	\$ 12,832	\$ 1,630	\$ 1,744	\$ 1,796	\$ 1,921	\$ 1,962	\$ 2,004	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
14	\$ 57,640	\$ 61,678	\$ 63,514	\$ 67,920	\$ 69,388	\$ 70,857	\$ 13,217	\$ 1,679	\$ 1,796	\$ 1,850	\$ 1,978	\$ 2,021	\$ 2,064	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
15	\$ 59,369	\$ 63,529	\$ 65,420	\$ 69,957	\$ 71,470	\$ 72,982	\$ 13,613	\$ 1,729	\$ 1,850	\$ 1,905	\$ 2,038	\$ 2,082	\$ 2,126	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
16	\$ 61,150	\$ 65,435	\$ 67,382	\$ 72,056	\$ 73,614	\$ 75,172	\$ 14,022	\$ 1,781	\$ 1,906	\$ 1,963	\$ 2,099	\$ 2,144	\$ 2,189	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
17	\$ 62,985	\$ 67,398	\$ 69,404	\$ 74,218	\$ 75,822	\$ 77,427	\$ 14,442	\$ 1,835	\$ 1,963	\$ 2,021	\$ 2,162	\$ 2,208	\$ 2,255	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
18	\$ 64,874	\$ 69,420	\$ 71,486	\$ 76,444	\$ 78,097	\$ 79,750	\$ 14,876	\$ 1,890	\$ 2,022	\$ 2,082	\$ 2,227	\$ 2,275	\$ 2,323	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
19	\$ 66,820	\$ 71,502	\$ 73,630	\$ 78,738	\$ 80,440	\$ 82,142	\$ 15,322	\$ 1,946	\$ 2,083	\$ 2,145	\$ 2,293	\$ 2,343	\$ 2,392	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
20	\$ 67,823	\$ 72,575	\$ 74,735	\$ 79,919	\$ 81,647	\$ 83,375	\$ 15,552	\$ 1,002	\$ 1,073	\$ 1,104	\$ 1,181	\$ 1,207	\$ 1,232	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%					
21	\$ 68,840	\$ 73,663	\$ 75,856	\$ 81,117	\$ 82,871	\$ 84,625	\$ 15,785	\$ 1,017	\$ 1,089	\$ 1,121	\$ 1,199	\$ 1,225	\$ 1,251	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%					
22	\$ 69,873	\$ 74,768	\$ 76,994	\$ 82,334	\$ 84,114	\$ 85,895	\$ 16,022	\$ 1,033	\$ 1,105	\$ 1,138	\$ 1,217	\$ 1,243	\$ 1,269	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%					
23	\$ 70,921	\$ 75,890	\$ 78,148	\$ 83,569	\$ 85,376	\$ 87,183	\$ 16,262	\$ 1,048	\$ 1,122	\$ 1,155	\$ 1,235	\$ 1,262	\$ 1,288	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%					
24	\$ 71,985	\$ 77,028	\$ 79,321	\$ 84,823	\$ 86,657	\$ 88,491	\$ 16,506	\$ 1,064	\$ 1,138	\$ 1,172	\$ 1,254	\$ 1,281	\$ 1,308	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%					
	\$ 32,735	\$ 35,028	\$ 36,071	\$ 38,573	\$ 39,407	\$ 40,241	\$ 49,241																				

School Year 2022/2023 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC																		
									\$ Increase						% Increase over previous step in same category									
1	\$ 40,000	\$ 42,750	\$ 44,000	\$ 47,000	\$ 48,000	\$ 49,000	\$ 9,000																	
2	\$ 41,200	\$ 44,033	\$ 45,320	\$ 48,410	\$ 49,440	\$ 50,470	\$ 9,270	\$ 1,200	\$ 1,283	\$ 1,320	\$ 1,410	\$ 1,440	\$ 1,470								3.0%	3.0%	3.0%	3.0%
3	\$ 42,436	\$ 45,353	\$ 46,680	\$ 49,862	\$ 50,923	\$ 51,984	\$ 9,548	\$ 1,236	\$ 1,321	\$ 1,360	\$ 1,452	\$ 1,483	\$ 1,514								3.0%	3.0%	3.0%	3.0%
4	\$ 43,709	\$ 46,714	\$ 48,080	\$ 51,358	\$ 52,451	\$ 53,544	\$ 9,835	\$ 1,273	\$ 1,361	\$ 1,400	\$ 1,496	\$ 1,528	\$ 1,560								3.0%	3.0%	3.0%	3.0%
5	\$ 45,020	\$ 48,116	\$ 49,522	\$ 52,899	\$ 54,024	\$ 55,150	\$ 10,130	\$ 1,311	\$ 1,401	\$ 1,442	\$ 1,541	\$ 1,574	\$ 1,606								3.0%	3.0%	3.0%	3.0%
6	\$ 46,371	\$ 49,559	\$ 51,008	\$ 54,486	\$ 55,645	\$ 56,804	\$ 10,433	\$ 1,351	\$ 1,443	\$ 1,486	\$ 1,587	\$ 1,621	\$ 1,654								3.0%	3.0%	3.0%	3.0%
7	\$ 47,762	\$ 51,046	\$ 52,538	\$ 56,120	\$ 57,315	\$ 58,509	\$ 10,746	\$ 1,391	\$ 1,487	\$ 1,530	\$ 1,635	\$ 1,669	\$ 1,704								3.0%	3.0%	3.0%	3.0%
8	\$ 49,195	\$ 52,577	\$ 54,114	\$ 57,804	\$ 59,034	\$ 60,264	\$ 11,069	\$ 1,433	\$ 1,531	\$ 1,576	\$ 1,684	\$ 1,719	\$ 1,755								3.0%	3.0%	3.0%	3.0%
9	\$ 50,671	\$ 54,154	\$ 55,738	\$ 59,538	\$ 60,805	\$ 62,072	\$ 11,401	\$ 1,476	\$ 1,577	\$ 1,623	\$ 1,734	\$ 1,771	\$ 1,808								3.0%	3.0%	3.0%	3.0%
10	\$ 52,191	\$ 55,779	\$ 57,410	\$ 61,324	\$ 62,629	\$ 63,934	\$ 11,743	\$ 1,520	\$ 1,625	\$ 1,672	\$ 1,786	\$ 1,824	\$ 1,862								3.0%	3.0%	3.0%	3.0%
11	\$ 53,757	\$ 57,452	\$ 59,132	\$ 63,164	\$ 64,508	\$ 65,852	\$ 12,095	\$ 1,566	\$ 1,673	\$ 1,722	\$ 1,840	\$ 1,879	\$ 1,918								3.0%	3.0%	3.0%	3.0%
12	\$ 55,369	\$ 59,176	\$ 60,906	\$ 65,059	\$ 66,443	\$ 67,827	\$ 12,458	\$ 1,613	\$ 1,724	\$ 1,774	\$ 1,895	\$ 1,935	\$ 1,976								3.0%	3.0%	3.0%	3.0%
13	\$ 57,030	\$ 60,951	\$ 62,733	\$ 67,011	\$ 68,437	\$ 69,862	\$ 12,832	\$ 1,661	\$ 1,775	\$ 1,827	\$ 1,952	\$ 1,993	\$ 2,035								3.0%	3.0%	3.0%	3.0%
14	\$ 58,741	\$ 62,780	\$ 64,615	\$ 69,021	\$ 70,490	\$ 71,958	\$ 13,217	\$ 1,711	\$ 1,829	\$ 1,882	\$ 2,010	\$ 2,053	\$ 2,096								3.0%	3.0%	3.0%	3.0%
15	\$ 60,504	\$ 64,663	\$ 66,554	\$ 71,092	\$ 72,604	\$ 74,117	\$ 13,613	\$ 1,762	\$ 1,883	\$ 1,938	\$ 2,071	\$ 2,115	\$ 2,159								3.0%	3.0%	3.0%	3.0%
16	\$ 62,319	\$ 66,603	\$ 68,551	\$ 73,224	\$ 74,782	\$ 76,340	\$ 14,022	\$ 1,815	\$ 1,940	\$ 1,997	\$ 2,133	\$ 2,178	\$ 2,224								3.0%	3.0%	3.0%	3.0%
17	\$ 64,188	\$ 68,601	\$ 70,607	\$ 75,421	\$ 77,026	\$ 78,631	\$ 14,442	\$ 1,870	\$ 1,998	\$ 2,057	\$ 2,197	\$ 2,243	\$ 2,290								3.0%	3.0%	3.0%	3.0%
18	\$ 66,114	\$ 70,659	\$ 72,725	\$ 77,684	\$ 79,337	\$ 80,990	\$ 14,876	\$ 1,926	\$ 2,058	\$ 2,118	\$ 2,263	\$ 2,311	\$ 2,359								3.0%	3.0%	3.0%	3.0%
19	\$ 68,097	\$ 72,779	\$ 74,907	\$ 80,014	\$ 81,717	\$ 83,419	\$ 15,322	\$ 1,983	\$ 2,120	\$ 2,182	\$ 2,331	\$ 2,380	\$ 2,430								3.0%	3.0%	3.0%	3.0%
20	\$ 69,119	\$ 73,871	\$ 76,031	\$ 81,215	\$ 82,943	\$ 84,671	\$ 15,552	\$ 1,021	\$ 1,092	\$ 1,124	\$ 1,200	\$ 1,226	\$ 1,251								1.5%	1.5%	1.5%	1.5%
21	\$ 70,156	\$ 74,979	\$ 77,171	\$ 82,433	\$ 84,187	\$ 85,941	\$ 15,785	\$ 1,037	\$ 1,108	\$ 1,140	\$ 1,218	\$ 1,244	\$ 1,270								1.5%	1.5%	1.5%	1.5%
22	\$ 71,208	\$ 76,103	\$ 78,329	\$ 83,669	\$ 85,449	\$ 87,230	\$ 16,022	\$ 1,052	\$ 1,125	\$ 1,158	\$ 1,236	\$ 1,263	\$ 1,289								1.5%	1.5%	1.5%	1.5%
23	\$ 72,276	\$ 77,245	\$ 79,504	\$ 84,924	\$ 86,731	\$ 88,538	\$ 16,262	\$ 1,068	\$ 1,142	\$ 1,175	\$ 1,255	\$ 1,282	\$ 1,308								1.5%	1.5%	1.5%	1.5%
24	\$ 73,360	\$ 78,404	\$ 80,696	\$ 86,198	\$ 88,032	\$ 89,866	\$ 16,506	\$ 1,084	\$ 1,159	\$ 1,193	\$ 1,274	\$ 1,301	\$ 1,328								1.5%	1.5%	1.5%	1.5%
	\$ 33,360	\$ 35,654	\$ 36,696	\$ 39,198	\$ 40,032	\$ 40,866	\$ 49,866																	

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## Exhibit F

**MSD Site of Service Updated  
8.6.18**

# Driving transformation

Taking New Hampshire's health in a new direction

Manchester School District

August 7<sup>th</sup>, 2018

# Site of Service Overview

- An Anthem offering for almost 10 years
- Provides premium savings and option for reduced member cost sharing
- Started with Laboratory Services and Outpatient Surgery
- Since it has been enhanced with Diagnostic Imaging, High Diagnostic Imaging and Physical, occupation, and speech therapies
- In 2010 we only had couple Laboratory and Outpatient providers participating with this program
- In 2018 we have multiple providers participating and also some hospital facilities as well
- To participate in the program the providers have to reduce their cost charges to be more affordable so members can reap the benefits in lower cost share
- Over 150,000 covered members in Anthem SoS plans



# Site of Service Overview

- Increased demand for low cost lab providers
- Over 25 new lab sites have launched since inception
- Multiple hospital labs lowered reimbursement rates to join the program – reducing costs for everyone
- Over 15 new ambulatory surgical centers have been added
- Elliot One Day Surgery, Concord ASC at Horseshoe Pond, Bedford Ambulatory Surgical Center, other Hospitals
- All of these providers go through the same quality credentialing process. Each provider has to meet the same standards to be considered in network providers regardless of cost
- In many instances free standing providers have invested in better equipment than some local hospitals
- In Healthcare cost and quality are not always aligned



# More choices and more savings with Site of Service

Paying more when your members could save money is NOT an option. The Site of Service benefit helps them save on:



## Lab

- \$0 when members use a site of service provider
- No deductible or coinsurance
- New Hampshire labs include: Quest Diagnostics®, LabCorp, Converge™ Diagnostic Services LLC and NorDx, as well as some hospital-based labs



## Ambulatory Surgery

- \$0 when member uses a site of service provider
- Members' savings could be in the thousands!



# More choices and more savings with Site of Service

Paying more when your members could save money is NOT an option. The Site of Service benefit helps them save on:



## X-Ray and Ultrasound

- \$0 when members use a site of service provider
- No deductible or coinsurance
- New Hampshire facilities include: BASC Imaging, Derry Imaging, Shields Imaging etc.



## MRI and Cat Scans

- \$0 when members use a site of service provider
- No deductible or coinsurance
- Members' savings could be in the thousands! New Hampshire facilities included: BASC Imaging, Derry Imaging, Shields Imaging etc.

# Location, location, location

The cost of a procedure can change depending on where it's performed regardless of provider.

## How Site of Service Works:

- ✓ Rewards members for making smart, cost-effective choices
- ✓ Members choose the facility based on information from a site of service flyer/website
- ✓ Member can also call Vitals Smart Shoppers program and earn rewards

## Consider This

### Member getting knee scope surgery

Provider A  
\$15,213



Provider B  
\$5,619



In this case, the member using Provider B would pay a **\$0** copay for Outpatient Surgery. And everybody saves. Alternatively, if the member chose Provider A they would have paid **\$1500** copay

# Location, location, location

The cost of a procedure can change depending on where it's performed.

## How Site of Service Works:

- ✓ Rewards members for making smart, cost-effective choices
- ✓ Members choose the facility based on information from a site of service flyer/website
- ✓ Member can also call Vitals Smart Shoppers program and earn rewards

## Consider This Member getting MRI

Provider A  
\$4,213



Provider B  
\$1,619



In this case, the member using Provider B would pay a \$0 copay for MRI. And everybody saves. If the member used Provider A they would have paid \$500 copay

# And it works.

The SmartShopper program is bringing real results to New Hampshire businesses.



**\$200,184** saved by  
MSD members in 2017  
CY

**23% registration rate**  
achieved by MSD  
members

**\$21,200** paid in  
incentive checks to  
MSD members



**\$1 million in savings over  
first three years**  
achieved by 1,200 account  
member

But don't just take our word for it



# Sample Plan Design

Service Received	Your Share of the Cost
<b>You do not need a referral from your Primary Care Provider, however you must receive covered services in the Access Blue Network.</b>	
<b>Preventive Care</b> <ul style="list-style-type: none"> <li>Immunization, lead screening, PSA (prostate screening), mammograms, and PAP smears</li> <li>Routine physical exam for babies, children and adults including family planning visits</li> <li>Routine hearing exam</li> <li>Routine vision exam (<i>one exam per member per calendar year</i>)</li> </ul>	Covered in full
<b>Other Outpatient Care</b> <ul style="list-style-type: none"> <li>Medical exam, injections (including allergy injections), office surgery and anesthesia</li> <li>Early Childhood Intervention therapy services for children up to age 3</li> </ul>	\$20 per visit to your PCP \$30 per visit to any Specialist
<ul style="list-style-type: none"> <li>Diagnostic lab services at independent SOS facilities</li> <li>Diagnostic imaging – x-rays and ultrasounds at independent SOS facilities</li> <li>High Cost diagnostic imaging such as MRI/CT Scans at independent SOS facilities</li> <li>Outpatient surgery at Ambulatory Surgical Center at independent SOS facilities</li> <li>Short term rehabilitative therapy- physical, occupational, or speech (<i>up to 60 visits, any combination, per member, per plan year</i>)</li> </ul>	Covered in Full
<ul style="list-style-type: none"> <li>Surgery in hospital outpatient department or hospital ambulatory surgery center not participating with SOS</li> <li>High cost diagnostic imaging such as MRI/CT Scans at non SOS providers including hospital facilities</li> <li>Diagnostic Lab services at non SOS providers including hospital facilities</li> <li>Diagnostic imaging – X-rays and ultrasounds at non SOS providers including hospital facilities</li> </ul>	\$1,500 Copay \$500 Copay \$500 Copay \$500 Copay
<b>Inpatient Care</b> (as a bed patient in an acute care hospital) <ul style="list-style-type: none"> <li>Semi-private room and board</li> <li>Physician in-hospital care, surgery, delivery, anesthesia, lab, X-ray, CT scan, MRI, medical supplies, medication and physical, occupational and speech therapy</li> </ul>	\$1,500 deductible per member, no more than \$3,000 per family per plan year
<b>Skilled Nursing Facility and Rehabilitation Facility Care</b> <i>(limited to 100 combined days in a skilled nursing facility or rehabilitation facility per member, per calendar year)</i>	\$1,500 deductible per member / \$3,000 per family
<b>Durable Medical Equipment (DME)</b> 131 <i>Unlimited</i>	Covered in full

# Sample Plan Design

<p><b>Other Services</b></p> <ul style="list-style-type: none"> <li>OB/GYN care (<i>performed by an OB/GYN provider</i>)             <ul style="list-style-type: none"> <li>Exam</li> <li>Maternity care (routine prenatal, delivery and postpartum)</li> </ul> </li> <li>Chiropractic visit (<i>20 visits per member per plan year</i>)</li> <li>Chiropractic X-ray</li> </ul>	<p>\$20 per visit \$1500 deductible \$30 per visit <b>\$500 Copay</b></p>
<p><b>Emergency Room or Urgent Care Center Visit</b></p> <ul style="list-style-type: none"> <li>ER facility charge (<i>copayment waived if admitted</i>)</li> <li>Urgent Care facility charge</li> <li>ER/Urgent Care physician fee, CT Scan, MRI, medical supplies, etc.</li> </ul>	<p>\$100 per visit \$50 per visit Covered in full</p>
<p><b>Ambulance</b> (<i>medically necessary emergency transport only</i>)</p>	<p>Covered in full</p>

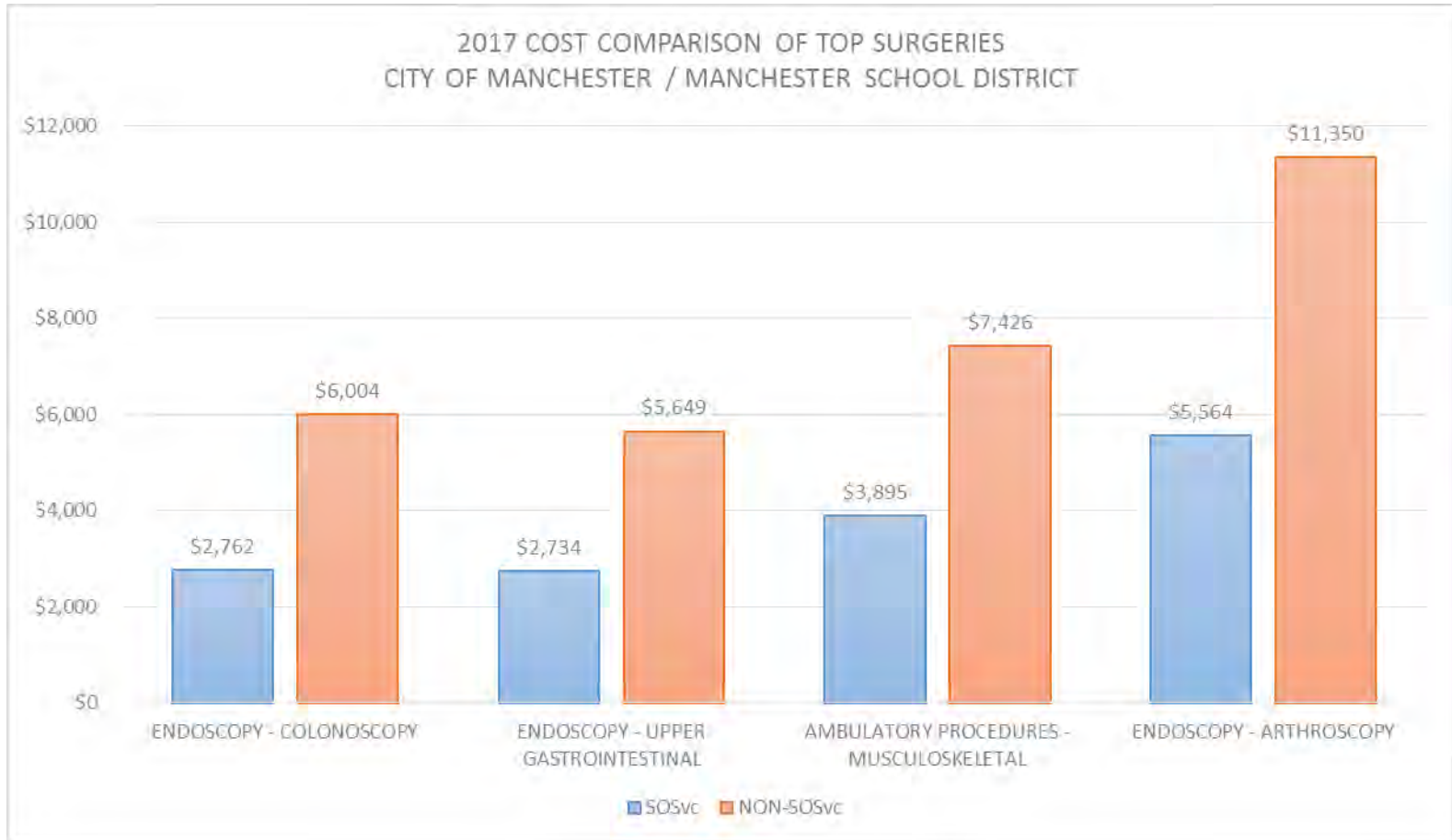
† Access Blue New England is administered by Anthem Blue Cross and Blue Shield and underwritten by Matthew Thornton Health Plan

Service Received	Your Share of the Cost
<p><b>You do not need a referral from your Primary Care Provider, however you must receive covered services in the Access Blue Network.</b></p>	
<p><b>Mental Health and Substance Abuse</b></p> <ul style="list-style-type: none"> <li>Outpatient services             <ul style="list-style-type: none"> <li>Visit/consultation</li> </ul> </li> </ul>	<p>\$20 copayment per visit</p>
<ul style="list-style-type: none"> <li>Inpatient services             <ul style="list-style-type: none"> <li>Semi-private room &amp; board</li> <li>Physician visit</li> </ul> </li> </ul>	<p>\$1500 deductible</p>
<p><b>Maximum for Services Subject to \$1500 Deductible</b></p>	
<p>Individual Family</p>	<p>\$1500 per member per plan year \$3000 per family per plan year</p>
<p><b>Out of Pocket Limitations</b></p>	
<p><b>Medical Out-of-Pocket Limitation</b> The Out-of-Pocket Limit includes all Deductibles, Coinsurance, and Copayments you pay during a Calendar Year. It does not include your Premium, amounts over the Maximum Allowable Benefit, or charges for non-covered services.</p>	<p>Once the Out-of-Pocket Limit is satisfied, you will not have to pay additional Deductibles, Coinsurance or Copayments for the rest of the Plan Year. \$6,350 per Member, per Plan Year \$12,700 per family, per Plan Year</p>

# Sample Plan Design

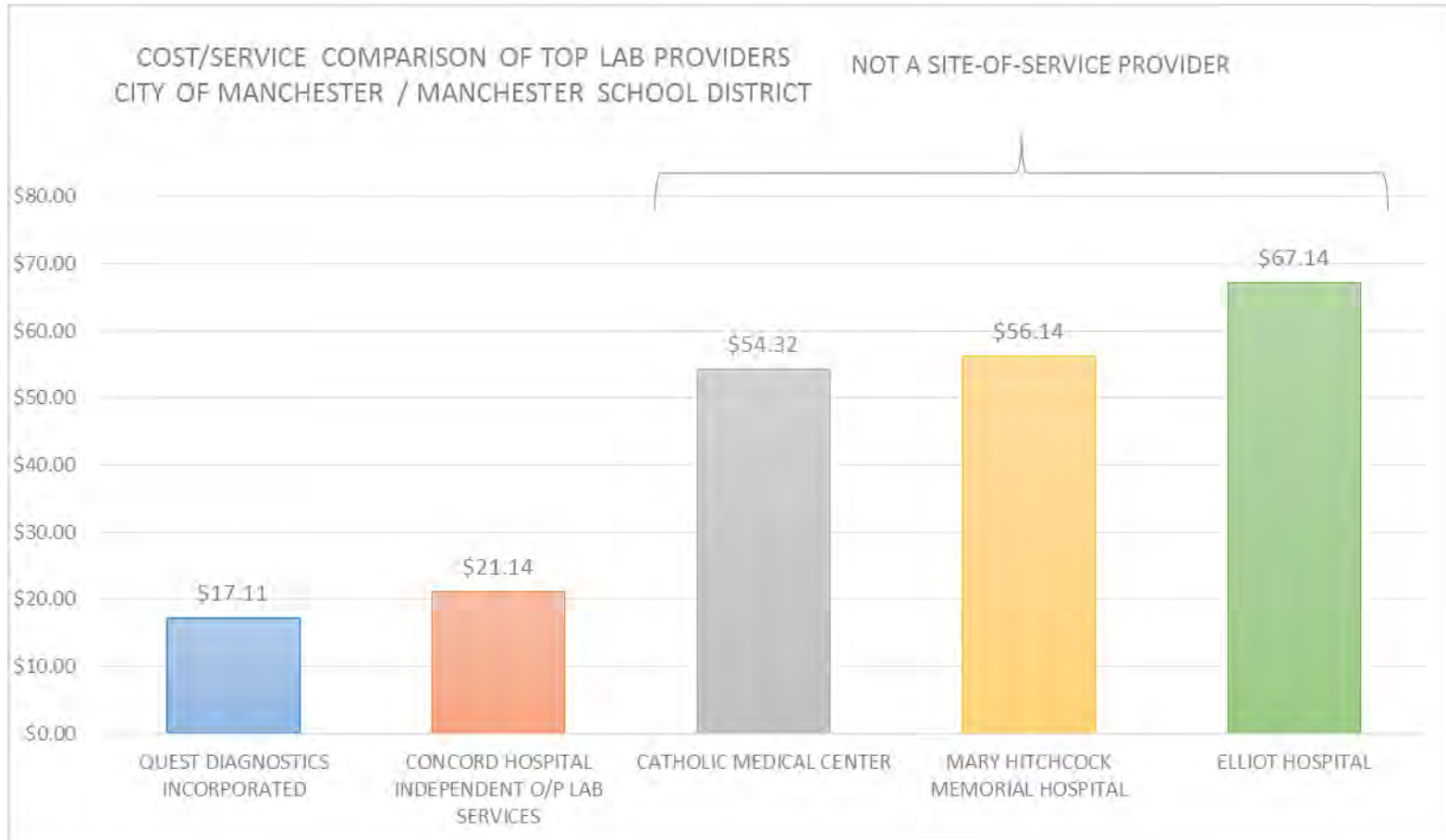
<b>Prescription Drugs</b>	
<p>Covered medications, diabetic supplies and contraceptive devices purchased at a network pharmacy</p> <ul style="list-style-type: none"> <li>Copayment applies to each fill, up to a 30-day supply for retail</li> <li>Includes maintenance drugs at a retail or mail order pharmacy</li> <li>Only certain drugs are considered “maintenance” and are available for a supply greater than 30 days.</li> <li>Important notes:               <ul style="list-style-type: none"> <li>- If you choose to buy a brand drug, you pay the brand copay</li> </ul> </li> </ul> <p>Refer to your prescription drug program flyer for details.</p>	<p><b>Retail (30 day supply):</b>            \$10 copay / tier 1            \$30 copay / tier 2            \$50 copay / tier 3</p> <p>90 day supply at retail for 3 copayments</p> <p><b>Mail Order (90 day supply):</b>            \$20 copay / tier 1            \$60 copay / tier 2            \$100 copay / tier 3</p>
<b>Other</b>	
<p>Fitness Club Reimbursement</p>   <p>Vision Hardware (per member per plan year)</p>	<p>\$200 maximum reimbursement (limited to one member per enrolled household per plan year)</p> <p>Lenses (<i>Maximum Reimbursement Amount</i>)            \$20 Single            \$30 Bifocal            \$40 Trifocal            \$75 Lenticular            \$75 Contacts</p> <p>Frames (<i>Maximum Reimbursement Amount</i>)            \$30 Frame</p>

# City of Manchester / Manchester School District Outpatient Surgery Cost Comparison by Site of Service OP Surgery Top Procedures CY 2017

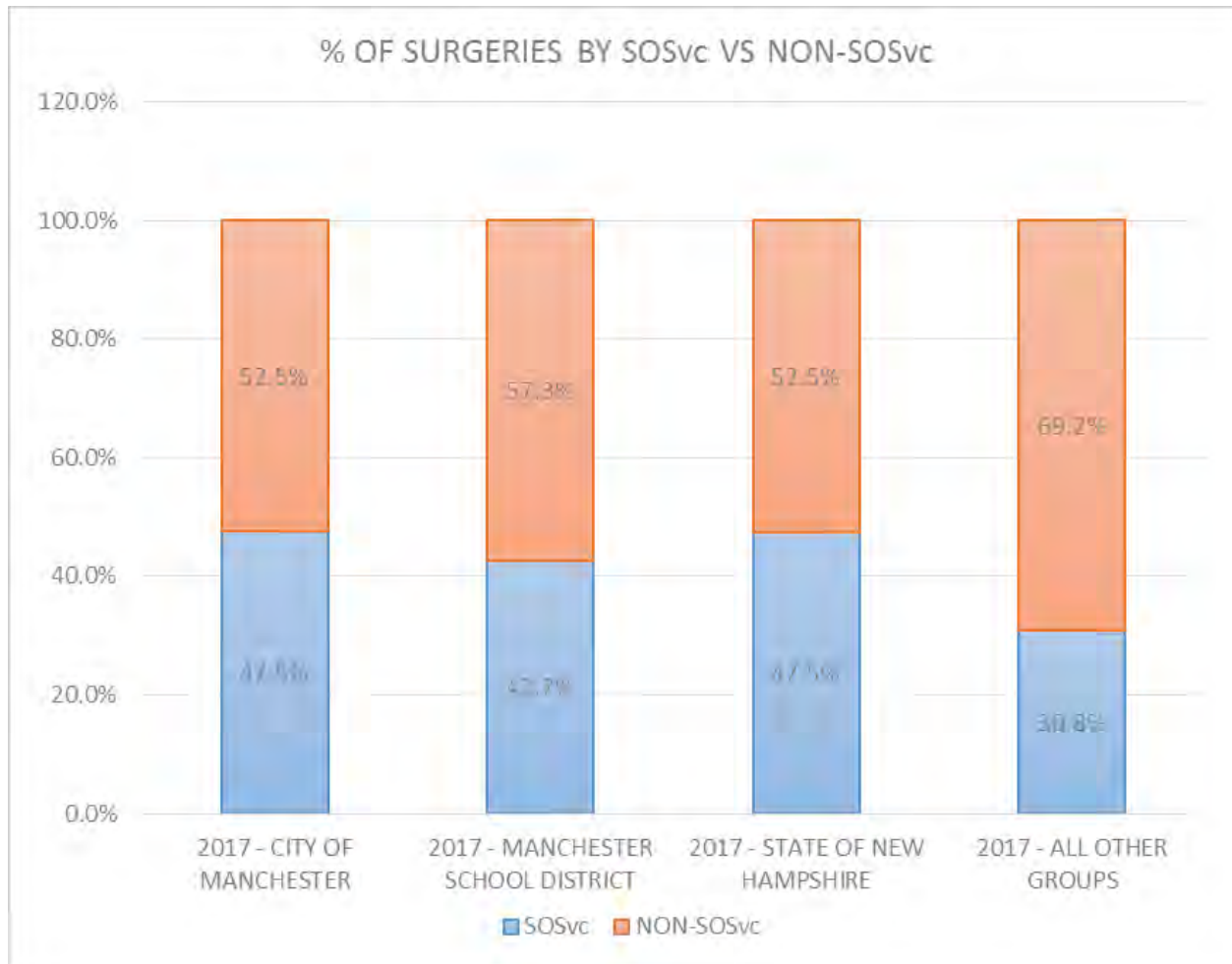




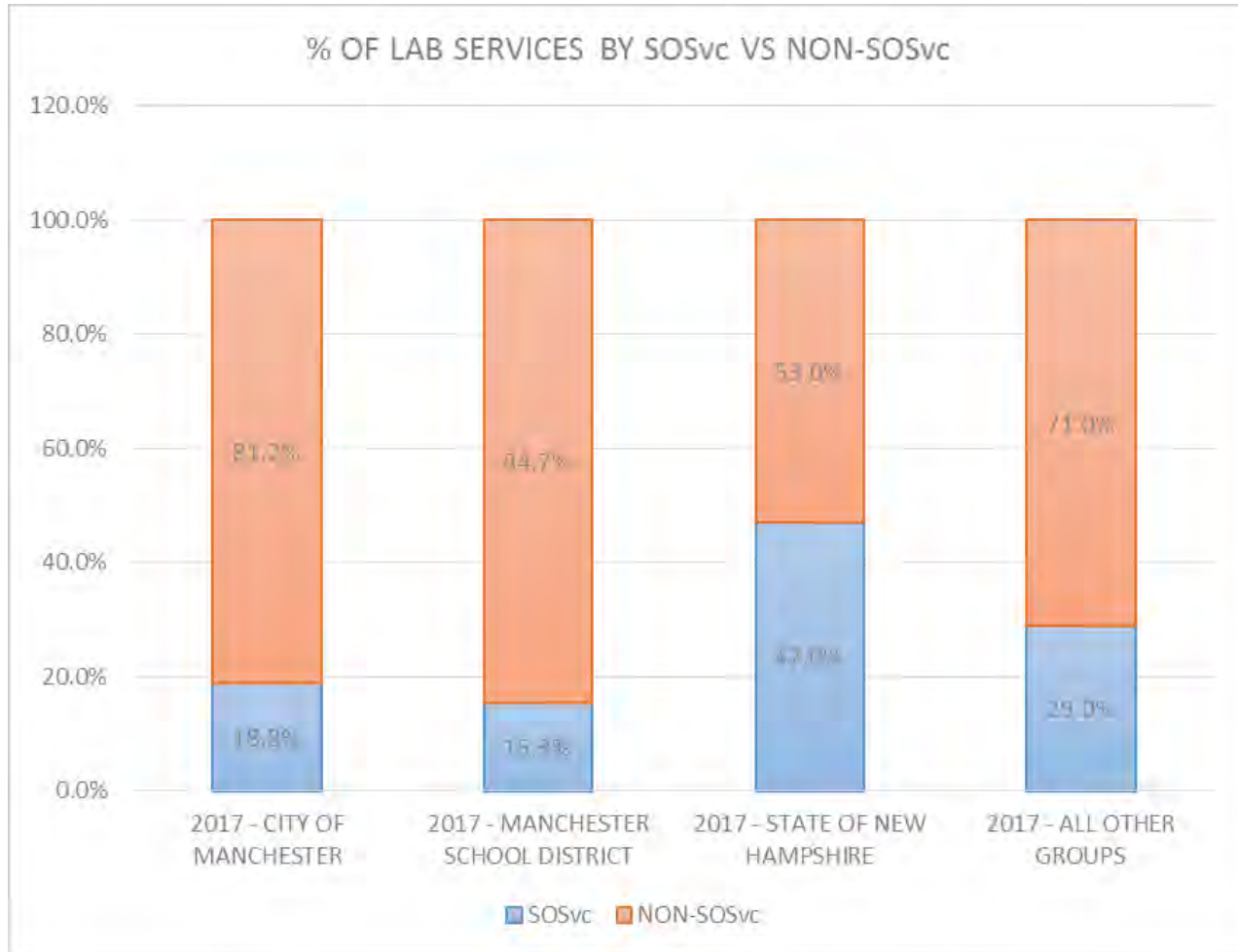
# City of Manchester / Manchester School District Outpatient Lab Cost Comparison by Site of Service OP Lab Top Providers CY 2017



# City of Manchester / Manchester School District Outpatient Surgery Utilization by Site of Service Comparison to State of NH Group & Other Large Group Accounts CY 2017



# City of Manchester / Manchester School District Outpatient Lab Utilization by Site of Service Comparison to State of NH Group & Other Large Group Accounts CY 2017



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## Exhibit G

**MEA Revised SoS Savings  
101918**

Estimated Impact Associated with Changing to Non-Standard "Site of Service" Plan Designs with Recurring Co-pay

Fiscal Year 2019													
	FY19 Estimated Costs - Without Plan or Contribution Changes				FY19 Estimated Costs - With Plan Changes Effective 1/1/19						FY19 Savings		
	Current Enrollment	Employer Contributions	Employee Contributions	Total Cost	Employer Contributions	Employee Contributions	Total Cost	Employer Contributions	Employee Contributions	Total Cost	Employer Changes	Employee Changes	Total
<b>HMO \$250</b>			22.1%			22.1%			19.7%				
Single	40	\$687.65	\$181.42	\$869.07	\$687.65	\$181.42	\$869.07	\$687.65	\$155.35	\$843.00			
Two Person	44	\$1,343.72	\$350.80	\$1,694.52	\$1,343.72	\$350.80	\$1,694.52	\$1,343.72	\$299.96	\$1,643.68			
Family	35	\$1,728.62	\$543.76	\$2,272.38	\$1,728.62	\$543.76	\$2,272.38	\$1,728.62	\$475.59	\$2,204.21			
	119	\$1,765,577	\$500,683	\$2,266,260	\$882,788	\$250,342	\$1,133,130	\$882,788	\$216,347	\$1,099,136	\$0	\$33,994	\$33,994
<b>HMO \$1500</b>			15.0%			15.0%			15.0%				
Single	87	\$603.36	\$106.47	\$709.83	\$603.36	\$106.47	\$709.83	\$574.37	\$101.36	\$675.73			
Two Person	80	\$1,176.42	\$207.60	\$1,384.02	\$1,176.42	\$207.60	\$1,384.02	\$1,119.90	\$197.63	\$1,317.53			
Family	193	\$1,577.59	\$278.40	\$1,855.99	\$1,577.59	\$278.40	\$1,855.99	\$1,501.81	\$265.02	\$1,766.83			
	360	\$5,412,969	\$955,225	\$6,368,195	\$2,706,485	\$477,613	\$3,184,097	\$2,576,469	\$454,665	\$3,031,135	\$130,016	\$22,947	\$152,963
<b>POS \$1500</b>			16.6%			16.6%			15.0%				
Single	39	\$687.65	\$121.58	\$809.23	\$687.65	\$121.58	\$809.23	\$654.80	\$115.55	\$770.35			
Two Person	49	\$1,341.15	\$236.67	\$1,577.82	\$1,341.15	\$236.67	\$1,577.82	\$1,276.72	\$225.30	\$1,502.02			
Family	46	\$1,728.62	\$387.26	\$2,115.88	\$1,728.62	\$387.26	\$2,115.88	\$1,712.10	\$302.13	\$2,014.23			
	134	\$2,064,615	\$409,829	\$2,474,444	\$1,032,307	\$204,914	\$1,237,222	\$1,001,118	\$176,665	\$1,177,783	\$31,189	\$28,250	\$59,439
<b>HSA</b>			15.0%			15.0%			15.0%				
Single	114	\$687.65	\$121.35	\$809.00	\$687.65	\$121.35	\$809.00	\$687.65	\$121.35	\$809.00			
Two Person	88	\$1,343.72	\$237.13	\$1,580.85	\$1,343.72	\$237.13	\$1,580.85	\$1,343.72	\$237.13	\$1,580.85			
Family	218	\$1,728.62	\$305.05	\$2,033.67	\$1,728.62	\$305.05	\$2,033.67	\$1,728.62	\$305.05	\$2,033.67			
	420	\$6,881,743	\$1,214,427	\$8,096,170	\$3,440,872	\$607,213	\$4,048,085	\$3,440,872	\$607,213	\$4,048,085	\$0	\$0	\$0
<b>TOTAL</b>	1,033	\$16,124,904	\$3,080,164	\$19,205,068	\$8,062,452	\$1,540,082	\$9,602,534	\$7,901,248	\$1,454,891	\$9,356,139	\$161,204	\$85,191	\$246,395

Notes:

1. Please refer to accompanying documents for a full description of the quoted Site of Service (SoS) plans.
2. Analysis assumes no shift in enrollment from HSA to HMO/POS
3. Analysis assumes all HMO/POS enrollment migrates to SoS Plans
4. Decrements provided by Anthem and assume 10% increased utilization of Site of Service providers. Anthem assumes a 6% reduction in medical claims for \$1500 deductible plans (HMO & POS). This translates to a 4.8% rate decrement to the current \$1500 deductible plans (HMO & POS) and a 3% reduction to the \$250 Deductible Plan

Annualized savings to the School District for implementing Site of Service would be \$322,408; half will be realized in FY19 and half in FY20.

11

## Exhibit H

**Teacher Absence Totals by  
type 17-18  
BB 9.19.18**

2017-2018

Teacher

Absences

BAKERSVILLE

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017									2	2	2	2
9/1/2017									2	2	2	2
9/5/2017									2	2	2	2
9/6/2017									2	2	2	2
9/7/2017									2	2	2	2
9/8/2017									2	2	2	2
9/11/2017									2	2	2	2
9/12/2017									2	2	2	2
9/13/2017									2	2	2	2
9/14/2017			1	1					2	2	3	3
9/15/2017									2	2	2	2
9/18/2017									2	2	2	2
9/19/2017					1	1			3	2	4	3
9/20/2017									2	2	2	2
9/21/2017					1	0.5			2	2	3	2.5
9/22/2017			1	1					2	2	3	3
9/25/2017									2	2	2	2
9/26/2017					1	1			2	2	3	3
9/27/2017			1	1			1	1	2	2	4	4
9/28/2017					1	1	1	1	2	2	4	4
9/29/2017					1	1	1	1	2	2	4	4
10/2/2017									2	2	2	2
10/3/2017			1	1					2	1.5	3	2.5
10/4/2017									2	2	2	2
10/5/2017									2	2	2	2
10/6/2017									2	2	2	2
10/10/2017					1	1			1	1	2	2
10/11/2017					1	1			1	1	2	2
10/12/2017			2	2	1	0.5			2	2	5	4.5
10/13/2017			3	3	1	1			1	1	5	5
10/16/2017			1	1					1	1	2	2
10/17/2017					1	1			1	1	2	2
10/18/2017									1	1	1	1
10/19/2017					2	2			1	1	3	3
10/20/2017									2	2	2	2
10/23/2017	1	1	2	2	1	1			1	1	5	5
10/24/2017					2	2			1	1	3	3
10/25/2017									1	1	1	1
10/26/2017									1	1	1	1
10/27/2017	1	1							1	1	2	2
10/30/2017					1	1			1	1	2	2
10/31/2017					2	2			1	1	3	3
11/1/2017					1	1			1	1	2	2
11/2/2017					1	1			6	6	7	7
11/3/2017					2	2			2	2	4	4
11/4/2017												
11/6/2017					1	1			1	1	2	2
11/7/2017									1	1	1	1
11/8/2017	1	1							1	1	2	2
11/9/2017	1	1							1	1	2	2
11/13/2017			1	1	1	1			1	1	3	3
11/14/2017					2	2			1	1	3	3
11/15/2017					1	1			1	1	2	2
11/16/2017			1	1	2	2			2	2	5	5
11/17/2017			1	1					2	2	3	3
11/20/2017			1	1	1	1					2	2
11/21/2017					1	1					1	1
11/27/2017												
11/28/2017												
11/29/2017					1	1					1	1

11/30/2017				1	1					1	1
12/1/2017			1	1						1	1
12/4/2017											
12/5/2017					2	1				2	1
12/6/2017											
12/7/2017					2	1.5				2	1.5
12/8/2017	1	0.5			2	2				3	2.5
12/11/2017											
12/12/2017					1	1				1	1
12/13/2017											
12/14/2017					5	5				5	5
12/15/2017					1	1				1	1
12/18/2017					1	1				1	1
12/19/2017			1	1	2	1.5				3	2.5
12/20/2017											
12/21/2017					1	1		1	1	2	2
12/22/2017											
1/2/2018											
1/3/2018											
1/4/2018											
1/5/2018											
1/8/2018			2	2	1	1		1	1	4	4
1/9/2018								1	1	1	1
1/10/2018					1	0.4				1	0.4
1/11/2018					2	1				2	1
1/12/2018								2	2	2	2
1/15/2018											
1/16/2018			1	0.5	2	2				3	2.5
1/17/2018											
1/18/2018					1	1		1	1	2	2
1/19/2018					1	1				1	1
1/22/2018								1	1	1	1
1/23/2018								2	2	2	2
1/24/2018								2	2	2	2
1/25/2018					2	2		1	1	3	3
1/26/2018					1	1		1	1	2	2
1/29/2018					3	3		3	3	6	6
1/30/2018					1	1		1	1	2	2
1/31/2018								2	2	2	2
2/1/2018								2	2	2	2
2/2/2018					1	1		2	2	3	3
2/5/2018					2	2		3	3	5	5
2/6/2018					1	1		2	2	3	3
2/7/2018					4	4		2	1.5	6	5.5
2/8/2018					1	1		3	2.5	4	3.5
2/9/2018								3	2.5	3	2.5
2/12/2018								1	1	1	1
2/13/2018					1	1		1	1	2	2
2/14/2018								1	1	1	1
2/15/2018								1	1	1	1
2/16/2018					1	0.5		1	1	2	1.5
2/20/2018								1	1	1	1
2/21/2018								1	1	1	1
2/22/2018			1	1	1	1		2	2	4	4
2/23/2018								1	1	1	1
3/5/2018								2	1.5	2	1.5
3/6/2018								1	1	1	1
3/7/2018					2	1		1	0.5	3	1.5
3/9/2018			1	1	3	2.5		1	1	5	4.5
3/12/2018			1	1				7	7	8	8
3/13/2018											
3/14/2018					1	1		1	1	2	2
3/15/2018					1	1		1	1	2	2
3/16/2018			1	1	1	1		10	10	12	12
3/19/2018					2	2		2	2	4	4



3/20/2018					3	3			2	2	5	5
3/21/2018					1	1			2	2	3	3
3/22/2018					1	0.5			4	4	5	4.5
3/23/2018									1	1	1	1
3/26/2018			2	2	2	1.5			1	1	5	4.5
3/27/2018			2	2	1	1			1	1	4	4
3/28/2018									1	1	1	1
3/29/2018									2	2	2	2
3/30/2018					3	3			1	1	4	4
4/2/2018					3	3			1	1	4	4
4/3/2018					2	2			1	1	3	3
4/4/2018					2	2			1	1	3	3
4/5/2018					1	1			1	1	2	2
4/6/2018			1	1	2	2			2	2	5	5
4/9/2018			1	1	2	2			1	1	4	4
4/10/2018					3	3			5	5	8	8
4/11/2018					2	2			6	6	8	8
4/12/2018					3	3			2	2	5	5
4/13/2018			1	1	1	1			3	3	5	5
4/16/2018					3	2.5			3	3	6	5.5
4/17/2018					2	2			5	5	7	7
4/18/2018					1	1			2	2	3	3
4/19/2018					3	2.5			2	2	5	4.5
4/20/2018					2	2			1	1	3	3
4/30/2018					2	2					2	2
5/1/2018					1	1					1	1
5/2/2018					1	1			2	2	3	3
5/3/2018					1	1			1	1	2	2
5/4/2018			2	2	2	2			1	1	5	5
5/7/2018			2	2	2	2					4	4
5/8/2018			2	2					1	1	3	3
5/9/2018			1	1	1	1			1	1	3	3
5/10/2018					1	1			1	1	2	2
5/11/2018			1	1	1	1			1	1	3	3
5/14/2018			2	2	1	1			1	1	4	4
5/15/2018									1	1	1	1
5/16/2018					1	0.5			2	2	3	2.5
5/17/2018			1	1	1	1			1	1	3	3
5/18/2018			2	2					1	1	3	3
5/21/2018			1	1					1	1	2	2
5/22/2018			1	1					1	1	2	2
5/23/2018									1	1	1	1
5/24/2018									2	2	2	2
5/25/2018									2	2	2	2
5/29/2018					1	1			1	1	2	2
5/30/2018			1	1	1	1			1	1	3	3
5/31/2018			1	1	1	1			2	2	4	4
6/1/2018			3	3					2	2	5	5
6/2/2018												
6/4/2018			2	2	2	2			2	2	6	6
6/5/2018									2	2	2	2
6/6/2018									2	2	2	2
6/7/2018					1	1			1	1	2	2
6/8/2018			2	2	1	1			1	1	4	4
6/11/2018									1	1	1	1
6/12/2018			1	1	1	0.5			2	2	4	3.5
6/13/2018			2	2					2	2	4	4
6/14/2018			2	2					2	2	4	4
6/15/2018									2	2	2	2
6/18/2018			1	1					2	2	3	3
6/19/2018									2	2	2	2
Grand Total	5	4.5	62	61.5	153	143.4	3	3	262	258	485	470.4

Other Includes: Admin leave, Athletics, Bereavement, LOA's (FMLA & Medical Leave, Maternity/Paternity), Field Trips, Jury, MEA, Workers Comp

Professional Leaves included in the Other column include: 1643 Employees out, using 1587 Days

The increase of 8 records is due to additions made after the EOY during Aspen cleanup

Updated  
9/19/2018

2017-2018

Teacher

Absences

BEECH STREET

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017												
9/1/2017												
9/5/2017					1	1					1	1
9/6/2017					1	1					1	1
9/7/2017					2	2					2	2
9/8/2017					1	0.5			1	1	2	1.5
9/11/2017					1	0.5					1	0.5
9/12/2017					1	1					1	1
9/13/2017					2	2			1	1	3	3
9/14/2017					1	1					1	1
9/15/2017					1	1					1	1
9/18/2017			1	1	1	0.5					2	1.5
9/19/2017					1	0.5					1	0.5
9/20/2017												
9/21/2017	1	1									1	1
9/22/2017	1	1							1	1	2	2
9/25/2017			1	1	2	2					3	3
9/26/2017					2	2					2	2
9/27/2017					1	0.5					1	0.5
9/28/2017			1	1	1	0.5					2	1.5
9/29/2017			1	1	2	2			1	1	4	4
10/2/2017			1	1	2	2	1	1	1	0.5	5	4.5
10/3/2017					2	2	1	1			3	3
10/4/2017			2	2	1	1	1	1			4	4
10/5/2017			1	1	2	1.5	1	1			4	3.5
10/6/2017					2	1.5	1	1	2	2	5	4.5
10/10/2017					2	2			1	1	3	3
10/11/2017					2	1.5			1	1	3	2.5
10/12/2017									1	1	1	1
10/13/2017					1	1			1	1	2	2
10/16/2017					2	2					2	2
10/17/2017					2	1.5					2	1.5
10/18/2017												
10/19/2017									2	2	2	2
10/20/2017					1	1			1	1	2	2
10/23/2017												
10/24/2017					1	0.5					1	0.5
10/25/2017					3	2.5					3	2.5
10/26/2017					2	2					2	2
10/27/2017			2	2	2	1.5			2	2	6	5.5
10/30/2017												
10/31/2017					1	0.5					1	0.5
11/1/2017					1	1					1	1
11/2/2017									1	1	1	1
11/3/2017					1	1			1	1	2	2
11/4/2017												
11/6/2017					1	1			1	1	2	2
11/7/2017					2	2					2	2
11/8/2017									2	2	2	2
11/9/2017									2	2	2	2
11/13/2017					1	1			2	2	3	3
11/14/2017									1	1	1	1
11/15/2017									2	2	2	2
11/16/2017									2	2	2	2
11/17/2017									2	2	2	2
11/20/2017									1	1	1	1
11/21/2017					2	1.5			2	1	4	2.5
11/27/2017									2	2	2	2
11/28/2017					1	1			3	3	4	4
11/29/2017					1	1			4	4	5	5

11/30/2017									3	3	3	3
12/1/2017			2	2	2	2			4	4	8	8
12/4/2017			1	1	1	1			3	3	5	5
12/5/2017			1	1	1	1			4	4	6	6
12/6/2017									3	3	3	3
12/7/2017			1	1	6	5.5			4	4	11	10.5
12/8/2017			2	2	3	3			3	3	8	8
12/11/2017					3	2.5			3	3	6	5.5
12/12/2017					5	4			5	5	10	9
12/13/2017			1	1	6	5.5			5	5	12	11.5
12/14/2017					3	3			4	4	7	7
12/15/2017			2	2	6	5.5			5	5	13	12.5
12/18/2017			1	1	8	8			4	4	13	13
12/19/2017					4	4			4	4	8	8
12/20/2017			1	1	5	4.5			5	4.5	11	10
12/21/2017					3	2.5			5	5	8	7.5
12/22/2017									4	4	4	4
1/2/2018					1	1			4	4	5	5
1/3/2018					2	2			4	4	6	6
1/4/2018									4	4	4	4
1/5/2018			1	1					4	4	5	5
1/8/2018					2	2	1	1	4	4	7	7
1/9/2018					3	2.5			5	5	8	7.5
1/10/2018					2	1.5			5	5	7	6.5
1/11/2018			1	1					4	4	5	5
1/12/2018					4	4			4	4	8	8
1/15/2018												
1/16/2018					2	2			3	3	5	5
1/17/2018									3	3	3	3
1/18/2018									4	4	4	4
1/19/2018					1	1			3	3	4	4
1/22/2018					2	2			3	3	5	5
1/23/2018					4	3.5			3	3	7	6.5
1/24/2018									3	3	3	3
1/25/2018					1	0.5			3	3	4	3.5
1/26/2018					2	1.5			3	3	5	4.5
1/29/2018					2	1.5			4	4	6	5.5
1/30/2018					3	2.5			3	3	6	5.5
1/31/2018					4	4			3	3	7	7
2/1/2018									7	7	7	7
2/2/2018					2	1.5			3	3	5	4.5
2/5/2018					3	2			2	2	5	4
2/6/2018					1	0.5			2	2	3	2.5
2/7/2018									2	1.5	2	1.5
2/8/2018					1	1			2	2	3	3
2/9/2018							1	1	2	2	3	3
2/12/2018					2	2			2	2	4	4
2/13/2018			1	1	3	2.5			2	2	6	5.5
2/14/2018					1	0.5	1	0.5	2	2	4	3
2/15/2018					2	2	1	1	2	2	5	5
2/16/2018					2	2			3	3	5	5
2/20/2018					1	1			2	2	3	3
2/21/2018					1	1			2	2	3	3
2/22/2018					1	0.5			3	3	4	3.5
2/23/2018					2	2			3	3	5	5
3/5/2018					4	4			2	2	6	6
3/6/2018					2	2			1	1	3	3
3/7/2018					1	1			1	0.5	2	1.5
3/9/2018			1	1	2	2			3	2.5	6	5.5
3/12/2018					3	2.5			3	3	6	5.5
3/13/2018												
3/14/2018					1	1			1	1	2	2
3/15/2018					2	1.5			2	2	4	3.5
3/16/2018					2	2			6	5.5	8	7.5
3/19/2018					2	2			2	2	4	4

3/20/2018				4	3			2	2	6	5	
3/21/2018				1	1			2	2	3	3	
3/22/2018				5	4.5			2	2	7	6.5	
3/23/2018				3	2			1	1	4	3	
3/26/2018				2	2			2	2	4	4	
3/27/2018				1	1			2	2	3	3	
3/28/2018								2	2	2	2	
3/29/2018								2	2	2	2	
3/30/2018		2	2					2	2	4	4	
4/2/2018		4	3.5	5	5			1	1	10	9.5	
4/3/2018		2	1.5	2	1.5			1	1	5	4	
4/4/2018				2	1			3	3	5	4	
4/5/2018				1	0.5			1	1	2	1.5	
4/6/2018		1	1	5	4			3	3	9	8	
4/9/2018				1	1			1	1	2	2	
4/10/2018				4	3			1	1	5	4	
4/11/2018								1	1	1	1	
4/12/2018				5	3.5			4	3	9	6.5	
4/13/2018		2	2	3	2.5			2	2	7	6.5	
4/16/2018				3	2.5			1	1	4	3.5	
4/17/2018				2	1.5			1	1	3	2.5	
4/18/2018				2	1.5			1	1	3	2.5	
4/19/2018				3	3			2	2	5	5	
4/20/2018				3	2.5			3	3	6	5.5	
4/30/2018				2	2			2	2	4	4	
5/1/2018				1	0.5			2	2	3	2.5	
5/2/2018								4	3.5	4	3.5	
5/3/2018		1	0.5	2	2			3	3	6	5.5	
5/4/2018								1	1	1	1	
5/7/2018				1	0.5			2	2	3	2.5	
5/8/2018		2	1.5	2	2			4	4	8	7.5	
5/9/2018				1	1			6	5.5	7	6.5	
5/10/2018				2	2			5	4.5	7	6.5	
5/11/2018		1	1	3	2.5			5	5	9	8.5	
5/14/2018		1	1	1	1			3	3	5	5	
5/15/2018		1	1	3	2.5			3	3	7	6.5	
5/16/2018		1	1	2	1.5			7	5.5	10	8	
5/17/2018		1	1	1	1			4	4	6	6	
5/18/2018		2	2	3	3			4	4	9	9	
5/21/2018		3	3	3	2.5			2	2	8	7.5	
5/22/2018				4	3.5			3	2.5	7	6	
5/23/2018				1	1			5	4	6	5	
5/24/2018		1	1	2	2			5	4.5	8	7.5	
5/25/2018				2	2			4	4	6	6	
5/29/2018				1	0.5			3	2.5	4	3	
5/30/2018		2	2	1	0.5			4	4	7	6.5	
5/31/2018		3	3	2	1.5			1	1	6	5.5	
6/1/2018		1	1	2	1			3	2.5	6	4.5	
6/2/2018												
6/4/2018		3	3	1	1			3	3	7	7	
6/5/2018				1	1			2	2	3	3	
6/6/2018		1	1	4	3			3	3	8	7	
6/7/2018		1	1	3	2			2	2	6	5	
6/8/2018		1	1					2	2	3	3	
6/11/2018		2	2	1	1			2	2	5	5	
6/12/2018		2	2	2	1.5			2	2	6	5.5	
6/13/2018		3	3					2	2	5	5	
6/14/2018		1	1	1	1			2	2	4	4	
6/15/2018				2	2			2	2	4	4	
6/18/2018								2	2	2	2	
6/19/2018						1	0.5	1	1	2	1.5	
Grand Total	2	2	71	69	305	266.5	10	9	403	392	791	738.5

2017-2018

Teacher

Absences

DISTRICT OFFICE

Date	Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017										
9/1/2017										
9/5/2017										
9/6/2017										
9/7/2017										
9/8/2017										
9/11/2017										
9/12/2017										
9/13/2017							1	1	1	1
9/14/2017			1	1					1	1
9/15/2017										
9/18/2017										
9/19/2017			1	1					1	1
9/20/2017										
9/21/2017										
9/22/2017										
9/25/2017										
9/26/2017			1	1					1	1
9/27/2017										
9/28/2017										
9/29/2017										
10/2/2017										
10/3/2017										
10/4/2017										
10/5/2017										
10/6/2017					1	1			1	1
10/10/2017										
10/11/2017			1	1					1	1
10/12/2017										
10/13/2017			1	1					1	1
10/16/2017			1	1			1	1	2	2
10/17/2017			1	1					1	1
10/18/2017										
10/19/2017										
10/20/2017										
10/23/2017										
10/24/2017										
10/25/2017										
10/26/2017			1	0.5					1	0.5
10/27/2017										
10/30/2017										
10/31/2017										
11/1/2017										
11/2/2017										
11/3/2017										
11/4/2017										
11/6/2017										
11/7/2017							2	2	2	2
11/8/2017										
11/9/2017										
11/13/2017										

11/14/2017									
11/15/2017									
11/16/2017									
11/17/2017			1	0.5				1	0.5
11/20/2017									
11/21/2017									
11/27/2017			1	1				1	1
11/28/2017									
11/29/2017									
11/30/2017									
12/1/2017									
12/4/2017			3	3				3	3
12/5/2017			1	0.5				1	0.5
12/6/2017									
12/7/2017			1	1				1	1
12/8/2017			1	1				1	1
12/11/2017									
12/12/2017									
12/13/2017									
12/14/2017									
12/15/2017	1	0.5						1	0.5
12/18/2017			1	0.5				1	0.5
12/19/2017			2	2		1	1	3	3
12/20/2017			2	2				2	2
12/21/2017	1	0.5						1	0.5
12/22/2017									
1/2/2018									
1/3/2018									
1/4/2018									
1/5/2018									
1/8/2018			1	1				1	1
1/9/2018									
1/10/2018									
1/11/2018									
1/12/2018									
1/15/2018									
1/16/2018									
1/17/2018									
1/18/2018						1	1	1	1
1/19/2018						1	1	1	1
1/22/2018									
1/23/2018									
1/24/2018									
1/25/2018			1	1				1	1
1/26/2018									
1/29/2018									
1/30/2018			1	0.5				1	0.5
1/31/2018			2	1.5				2	1.5
2/1/2018									
2/2/2018									
2/5/2018									
2/6/2018									
2/7/2018									
2/8/2018			1	1				1	1
2/9/2018			1	1				1	1

2/12/2018			1	1				1	1
2/13/2018			1	1				1	1
2/14/2018									
2/15/2018									
2/16/2018									
2/20/2018									
2/21/2018									
2/22/2018									
2/23/2018	1	1						1	1
3/5/2018									
3/6/2018			1	1				1	1
3/7/2018									
3/9/2018			1	1				1	1
3/12/2018									
3/13/2018									
3/14/2018			1	1				1	1
3/15/2018									
3/16/2018									
3/19/2018			1	1		1	1	2	2
3/20/2018			1	1				1	1
3/21/2018									
3/22/2018			1	1				1	1
3/23/2018									
3/26/2018						1	1	1	1
3/27/2018									
3/28/2018			1	1		1	1	2	2
3/29/2018			2	2				2	2
3/30/2018			2	2				2	2
4/2/2018									
4/3/2018			1	0.5				1	0.5
4/4/2018					1	1		1	1
4/5/2018	1	1						1	1
4/6/2018	1	1						1	1
4/9/2018									
4/10/2018									
4/11/2018									
4/12/2018									
4/13/2018			1	1				1	1
4/16/2018									
4/17/2018									
4/18/2018			1	1				1	1
4/19/2018									
4/20/2018									
4/30/2018					1	1		1	1
5/1/2018									
5/2/2018			1	0.5				1	0.5
5/3/2018									
5/4/2018									
5/7/2018	1	1						1	1
5/8/2018	1	1						1	1
5/9/2018									
5/10/2018	1	0.5						1	0.5
5/11/2018	1	1						1	1
5/14/2018			1	1				1	1
5/15/2018									



5/16/2018										
5/17/2018			1	0.5					1	0.5
5/18/2018	1	1							1	1
5/21/2018										
5/22/2018			1	1					1	1
5/23/2018										
5/24/2018										
5/25/2018			1	1					1	1
5/29/2018			1	1					1	1
5/30/2018										
5/31/2018										
6/1/2018	1	0.5							1	0.5
6/2/2018										
6/4/2018			1	1					1	1
6/5/2018										
6/6/2018										
6/7/2018										
6/8/2018										
6/11/2018			1	1			1	1	2	2
6/12/2018	1	1							1	1
6/13/2018			1	1					1	1
6/14/2018			1	1					1	1
6/15/2018			1	0.5	1	0.5			2	1
6/18/2018					1	1			1	1
6/19/2018										
Grand Total	12	10	55	50	5	4.5	11	11	83	75.5

Updated  
9/19/2018

2017-2018

Teacher

Absences

GOSSLER

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017									1	1	1	1
9/1/2017					1	0.5			1	1	2	1.5
9/5/2017									1	1	1	1
9/6/2017									1	1	1	1
9/7/2017									1	1	1	1
9/8/2017									1	1	1	1
9/11/2017									2	2	2	2
9/12/2017									1	1	1	1
9/13/2017									1	1	1	1
9/14/2017			1	0.5	1	1			1	1	3	2.5
9/15/2017					1	1			1	1	2	2
9/18/2017					1	0.5			1	1	2	1.5
9/19/2017									1	1	1	1
9/20/2017									1	1	1	1
9/21/2017									1	1	1	1
9/22/2017			2	2					1	1	3	3
9/25/2017			1	1	1	0.5			1	1	3	2.5
9/26/2017									1	1	1	1
9/27/2017									1	1	1	1
9/28/2017					1	1			1	1	2	2
9/29/2017			1	0.5					1	1	2	1.5
10/2/2017			1	1	1	1			1	1	3	3
10/3/2017					1	1			1	1	2	2
10/4/2017					1	1			1	1	2	2
10/5/2017					4	4			6	6	10	10
10/6/2017					3	3			2	2	5	5
10/10/2017	1	1			2	1.5			2	2	5	4.5
10/11/2017			1	1	1	0.5			2	2	4	3.5
10/12/2017									2	2	2	2
10/13/2017									2	2	2	2
10/16/2017			2	2	1	1			2	2	5	5
10/17/2017									3	2.5	3	2.5
10/18/2017					1	0.5			2	2	3	2.5
10/19/2017					1	1			2	2	3	3
10/20/2017					1	1			2	2	3	3
10/23/2017					1	1			1	1	2	2
10/24/2017					1	0.5			1	1	2	1.5
10/25/2017					2	1.5			1	1	3	2.5
10/26/2017					2	1.5			1	1	3	2.5
10/27/2017			1	1					1	1	2	2
10/30/2017									2	2	2	2
10/31/2017									1	1	1	1
11/1/2017									1	1	1	1
11/2/2017									3	3	3	3
11/3/2017			1	1	1	1			2	2	4	4
11/4/2017												
11/6/2017					1	0.5			2	2	3	2.5
11/7/2017					2	1			1	1	3	2
11/8/2017									1	1	1	1
11/9/2017					1	1			1	1	2	2
11/13/2017					1	1			1	1	2	2
11/14/2017									2	2	2	2
11/15/2017					1	1			3	3	4	4
11/16/2017					1	1			1	1	2	2
11/17/2017			2	2	1	1			1	1	4	4
11/20/2017									1	1	1	1
11/21/2017					2	1.5			1	1	3	2.5
11/27/2017					1	0.5			1	1	2	1.5
11/28/2017					1	1			1	1	2	2
11/29/2017					1	1			2	2	3	3

11/30/2017									1	1	1	1
12/1/2017									1	1	1	1
12/4/2017					3	3			2	2	5	5
12/5/2017									1	1	1	1
12/6/2017					4	4			1	1	5	5
12/7/2017			1	1	3	3			1	1	5	5
12/8/2017			2	2	2	2			1	1	5	5
12/11/2017			1	1	2	1.5			1	1	4	3.5
12/12/2017					1	1			1	1	2	2
12/13/2017					3	2.5			1	1	4	3.5
12/14/2017			1	1	1	1			1	1	3	3
12/15/2017			1	1	1	1			1	1	3	3
12/18/2017			2	2	1	1			1	1	4	4
12/19/2017									1	1	1	1
12/20/2017			1	1					1	1	2	2
12/21/2017									2	2	2	2
12/22/2017									2	1.5	2	1.5
1/2/2018					1	1			1	1	2	2
1/3/2018					1	1			1	1	2	2
1/4/2018									1	1	1	1
1/5/2018									1	1	1	1
1/8/2018					1	1			2	2	3	3
1/9/2018									1	1	1	1
1/10/2018									1	1	1	1
1/11/2018					1	0.5			1	1	2	1.5
1/12/2018					2	2			1	1	3	3
1/15/2018					1	1					1	1
1/16/2018					2	2			1	1	3	3
1/17/2018			1	1					1	1	2	2
1/18/2018					3	1.5			2	1.5	5	3
1/19/2018			1	1	1	1			1	1	3	3
1/22/2018					1	1			1	1	2	2
1/23/2018	1	1							1	1	2	2
1/24/2018									1	1	1	1
1/25/2018					2	1.5			1	1	3	2.5
1/26/2018					1	1			1	1	2	2
1/29/2018					2	1			1	1	3	2
1/30/2018					1	1			1	1	2	2
1/31/2018					3	3			1	1	4	4
2/1/2018					1	1			5	5	6	6
2/2/2018												
2/5/2018					1	1			1	1	2	2
2/6/2018									1	1	1	1
2/7/2018									1	1	1	1
2/8/2018					1	1			1	1	2	2
2/9/2018					3	2.5			1	1	4	3.5
2/12/2018					2	2					2	2
2/13/2018					2	1.5					2	1.5
2/14/2018												
2/15/2018					2	2					2	2
2/16/2018					1	1					1	1
2/20/2018					1	1					1	1
2/21/2018												
2/22/2018					3	2.5					3	2.5
2/23/2018												
3/5/2018					2	1.5					2	1.5
3/6/2018												
3/7/2018					1	1					1	1
3/9/2018			1	1	1	1					2	2
3/12/2018			1	1	1	1			5	5	7	7
3/13/2018												
3/14/2018												
3/15/2018			2	2	1	1					3	3
3/16/2018			1	1	1	1			5	5	7	7
3/19/2018												

3/20/2018					1	1					1	1
3/21/2018					2	2					2	2
3/22/2018					1	1					1	1
3/23/2018									1	1	1	1
3/26/2018					1	1					1	1
3/27/2018					2	2					2	2
3/28/2018					1	1					1	1
3/29/2018												
3/30/2018					3	3					3	3
4/2/2018					2	2					2	2
4/3/2018												
4/4/2018			2	1.5					1	1	3	2.5
4/5/2018			1	1	3	3			2	2	6	6
4/6/2018			1	1	2	2			1	1	4	4
4/9/2018					4	3.5			1	1	5	4.5
4/10/2018					1	1			7	7	8	8
4/11/2018					2	2			6	6	8	8
4/12/2018					2	2			2	2	4	4
4/13/2018									1	1	1	1
4/16/2018									1	1	1	1
4/17/2018									3	3	3	3
4/18/2018									1	1	1	1
4/19/2018			2	1.5	2	1.5	1	1	1	1	6	5
4/20/2018					2	2			1	1	3	3
4/30/2018					2	2					2	2
5/1/2018					3	2.5					3	2.5
5/2/2018			1	1	1	1					2	2
5/3/2018					1	1					1	1
5/4/2018			1	1	2	2					3	3
5/7/2018					1	1			1	1	2	2
5/8/2018												
5/9/2018									1	0.5	1	0.5
5/10/2018									1	1	1	1
5/11/2018			1	1	3	3			1	1	5	5
5/14/2018					2	2					2	2
5/15/2018					1	1					1	1
5/16/2018					2	1.5			2	2	4	3.5
5/17/2018					1	1					1	1
5/18/2018			2	2							2	2
5/21/2018			2	2							2	2
5/22/2018												
5/23/2018					2	2					2	2
5/24/2018					2	2					2	2
5/25/2018												
5/29/2018							1	1	5	5	6	6
5/30/2018			1	1			1	1			2	2
5/31/2018			1	1	1	0.5	1	1			3	2.5
6/1/2018												
6/2/2018												
6/4/2018			3	3	1	1			1	1	5	5
6/5/2018			1	1	1	1	1	0.5			3	2.5
6/6/2018					2	2					2	2
6/7/2018			2	2	1	1					3	3
6/8/2018			1	1	1	1					2	2
6/11/2018			2	1.5	1	1					3	2.5
6/12/2018					1	1					1	1
6/13/2018			1	0.5							1	0.5
6/14/2018			1	1	2	1					3	2
6/15/2018			2	1.5							2	1.5
6/18/2018												
6/19/2018												
Grand Total	2	2	57	53.5	176	159	5	4.5	189	187	429	406

2017-2018

Teacher

Absences

## GREEN ACRES

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017												
9/1/2017												
9/5/2017												
9/6/2017												
9/7/2017					1	1					1	1
9/8/2017					2	2					2	2
9/11/2017					1	1					1	1
9/12/2017												
9/13/2017					1	1					1	1
9/14/2017									1	1	1	1
9/15/2017					3	3			1	1	4	4
9/18/2017									1	1	1	1
9/19/2017												
9/20/2017												
9/21/2017					2	2					2	2
9/22/2017			1	1	2	2					3	3
9/25/2017			2	1.5	2	1.5					4	3
9/26/2017			1	1							1	1
9/27/2017			1	0.5	1	1	1	0.5			3	2
9/28/2017					2	2					2	2
9/29/2017					1	1					1	1
10/2/2017												
10/3/2017												
10/4/2017					1	1					1	1
10/5/2017					1	1					1	1
10/6/2017					2	2			6	6	8	8
10/10/2017					3	2			2	2	5	4
10/11/2017					1	1					1	1
10/12/2017									1	1	1	1
10/13/2017					2	1.5					2	1.5
10/16/2017					1	1					1	1
10/17/2017					3	3					3	3
10/18/2017					2	2					2	2
10/19/2017					2	2					2	2
10/20/2017			1	1	3	3					4	4
10/23/2017					2	2			5	5	7	7
10/24/2017					3	3			3	3	6	6
10/25/2017					4	4					4	4
10/26/2017					1	1					1	1
10/27/2017					3	3					3	3
10/30/2017												
10/31/2017												
11/1/2017					2	2					2	2
11/2/2017					2	2					2	2
11/3/2017			1	1							1	1
11/4/2017												
11/6/2017					2	1.5			2	1.5	4	3
11/7/2017			1	1							1	1
11/8/2017					1	1					1	1
11/9/2017					3	3			1	1	4	4
11/13/2017					1	1			1	1	2	2
11/14/2017					2	2			4	4	6	6
11/15/2017					1	1					1	1
11/16/2017					1	1					1	1
11/17/2017			1	1	1	1			1	1	3	3
11/20/2017			2	2	2	1.5					4	3.5
11/21/2017					2	2					2	2
11/27/2017					3	3					3	3
11/28/2017					4	3.5	1	0.5			5	4
11/29/2017					2	2			1	1	3	3

11/30/2017				4	4			2	2	6	6
12/1/2017		1	1	2	2			1	1	4	4
12/4/2017				1	1					1	1
12/5/2017				2	2					2	2
12/6/2017				1	1			1	1	2	2
12/7/2017				3	3					3	3
12/8/2017		1	1	2	1.5			1	1	4	3.5
12/11/2017		1	1							1	1
12/12/2017				1	1			1	1	2	2
12/13/2017											
12/14/2017				1	1					1	1
12/15/2017		1	1	2	2					3	3
12/18/2017		1	1	2	2	1	1			4	4
12/19/2017		2	2	1	1					3	3
12/20/2017				1	1			1	1	2	2
12/21/2017				1	1					1	1
12/22/2017											
1/2/2018											
1/3/2018								1	1	1	1
1/4/2018											
1/5/2018											
1/8/2018											
1/9/2018		1	1							1	1
1/10/2018											
1/11/2018				1	1					1	1
1/12/2018				2	2			1	1	3	3
1/15/2018											
1/16/2018				1	1					1	1
1/17/2018											
1/18/2018				1	1			2	2	3	3
1/19/2018											
1/22/2018				2	2					2	2
1/23/2018				2	2					2	2
1/24/2018											
1/25/2018											
1/26/2018				2	2					2	2
1/29/2018				2	2			1	1	3	3
1/30/2018		1	1	1	1					2	2
1/31/2018											
2/1/2018				1	1			2	2	3	3
2/2/2018								1	1	1	1
2/5/2018		1	1	1	1			1	1	3	3
2/6/2018				4	4			1	1	5	5
2/7/2018				6	6			1	1	7	7
2/8/2018				3	3			1	1	4	4
2/9/2018				4	4			1	1	5	5
2/12/2018				3	3			1	1	4	4
2/13/2018				1	1					1	1
2/14/2018											
2/15/2018		1	1	1	1					2	2
2/16/2018				4	3.5			1	1	5	4.5
2/20/2018				2	2			1	1	3	3
2/21/2018				3	3			2	1.5	5	4.5
2/22/2018				2	2			2	2	4	4
2/23/2018				1	1			1	1	2	2
3/5/2018				2	2			2	2	4	4
3/6/2018		1	1	1	1					2	2
3/7/2018				3	3			3	1.5	6	4.5
3/9/2018		1	1					4	4	5	5
3/12/2018								6	6	6	6
3/13/2018											
3/14/2018				1	1					1	1
3/15/2018				2	2			1	1	3	3
3/16/2018		2	2					9	9	11	11
3/19/2018				1	1	1	1	1	1	3	3

3/20/2018					2	2			1	1	3	3
3/21/2018					1	1			1	1	2	2
3/22/2018									1	1	1	1
3/23/2018												
3/26/2018					3	3			2	2	5	5
3/27/2018					2	2			1	1	3	3
3/28/2018					2	2					2	2
3/29/2018					1	1			1	1	2	2
3/30/2018			1	1	3	3			1	1	5	5
4/2/2018			1	1					1	1	2	2
4/3/2018									2	2	2	2
4/4/2018									1	1	1	1
4/5/2018												
4/6/2018					1	0.5			3	3	4	3.5
4/9/2018					1	1					1	1
4/10/2018									8	8	8	8
4/11/2018									6	6	6	6
4/12/2018							1	1	8	4	9	5
4/13/2018					1	1			1	1	2	2
4/16/2018					2	2			3	3	5	5
4/17/2018					1	1			1	1	2	2
4/18/2018			1	1					1	1	2	2
4/19/2018					1	1			2	2	3	3
4/20/2018	1	1			3	3			2	2	6	6
4/30/2018	1	1			1	1			1	1	3	3
5/1/2018	1	1			1	1			1	1	3	3
5/2/2018			1	1	1	1			1	1	3	3
5/3/2018			1	1	2	2			1	1	4	4
5/4/2018	1	1			3	3			1	1	5	5
5/7/2018					1	1			1	1	2	2
5/8/2018					3	3			1	1	4	4
5/9/2018					2	1.5			1	1	3	2.5
5/10/2018					2	1.5			1	1	3	2.5
5/11/2018			1	1	2	2			1	1	4	4
5/14/2018			1	1	1	1			2	2	4	4
5/15/2018					2	2			1	1	3	3
5/16/2018					1	1			7	5.5	8	6.5
5/17/2018			1	1	2	2			1	1	4	4
5/18/2018			4	4	3	3			2	2	9	9
5/21/2018			3	3					2	1.5	5	4.5
5/22/2018			1	1					1	1	2	2
5/23/2018									12	6.5	12	6.5
5/24/2018					1	1			2	2	3	3
5/25/2018									2	2	2	2
5/29/2018					1	0.5			2	2	3	2.5
5/30/2018									1	1	1	1
5/31/2018			3	3					1	1	4	4
6/1/2018			1	1					1	1	2	2
6/2/2018												
6/4/2018					1	1			1	1	2	2
6/5/2018					1	1			1	1	2	2
6/6/2018			2	2					1	1	3	3
6/7/2018			1	1	3	2.5			1	1	5	4.5
6/8/2018			4	4	2	2			2	2	8	8
6/11/2018			3	3	1	1			3	3	7	7
6/12/2018			4	4	1	1			2	2	7	7
6/13/2018					1	0.5			1	1	2	1.5
6/14/2018					2	1.5			2	2	4	3.5
6/15/2018			1	1					1	1	2	2
6/18/2018									2	2	2	2
6/19/2018					1	1			2	2	3	3
Grand Total	4	4	61	60	231	223	5	4	197	183	498	474

2017-2018

Teacher Absences

HALLSVILLE

Date	Personal		Sick		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017			1	1			1	1
9/1/2017			1	1			1	1
9/5/2017			1	1			1	1
9/6/2017			1	1			1	1
9/7/2017			1	1			1	1
9/8/2017			1	1			1	1
9/11/2017	1	1	2	2			3	3
9/12/2017			2	2			2	2
9/13/2017			1	1			1	1
9/14/2017			2	2			2	2
9/15/2017			1	1			1	1
9/18/2017	1	1	1	1			2	2
9/19/2017			1	1			1	1
9/20/2017	1	1	1	1			2	2
9/21/2017			1	1			1	1
9/22/2017			1	1			1	1
9/25/2017			1	1			1	1
9/26/2017			1	1			1	1
9/27/2017			1	1			1	1
9/28/2017			1	1			1	1
9/29/2017			1	1			1	1
10/2/2017			2	1.5			2	1.5
10/3/2017			1	1	1	1	2	2
10/4/2017			2	2			2	2
10/5/2017			1	1			1	1
10/6/2017			1	1	1	1	2	2
10/10/2017			1	1			1	1
10/11/2017			3	2.5			3	2.5
10/12/2017			1	1			1	1
10/13/2017			3	3			3	3
10/16/2017			1	1			1	1
10/17/2017	1	1	2	2			3	3
10/18/2017			1	1			1	1
10/19/2017			1	1			1	1
10/20/2017			1	1			1	1
10/23/2017			1	1	1	1	2	2
10/24/2017			2	2			2	2
10/25/2017			2	1.5			2	1.5
10/26/2017			1	1			1	1
10/27/2017	1	1	2	2			3	3
10/30/2017					1	1	1	1
10/31/2017	1	1	1	1			2	2
11/1/2017			1	1	1	1	2	2
11/2/2017			1	1	2	2	3	3
11/3/2017			3	3			3	3



11/4/2017								
11/6/2017			1	1	1	1	2	2
11/7/2017			1	1			1	1
11/8/2017			1	1	1	1	2	2
11/9/2017			2	2			2	2
11/13/2017			2	2			2	2
11/14/2017			3	3			3	3
11/15/2017			2	2			2	2
11/16/2017			5	4			5	4
11/17/2017			2	2			2	2
11/20/2017			2	2			2	2
11/21/2017			1	1			1	1
11/27/2017			1	1			1	1
11/28/2017			1	1			1	1
11/29/2017			3	3	1	1	4	4
11/30/2017			3	2.5	1	1	4	3.5
12/1/2017			1	1			1	1
12/4/2017			1	1			1	1
12/5/2017			2	2			2	2
12/6/2017			2	1.5			2	1.5
12/7/2017			4	4			4	4
12/8/2017			1	1			1	1
12/11/2017	1	1	1	1			2	2
12/12/2017			1	1			1	1
12/13/2017			3	3			3	3
12/14/2017			3	3			3	3
12/15/2017	1	1	1	1			2	2
12/18/2017			1	1	1	1	2	2
12/19/2017			3	2.5			3	2.5
12/20/2017			1	1			1	1
12/21/2017	1	1	1	1			2	2
12/22/2017					1	1	1	1
1/2/2018			1	1	1	1	2	2
1/3/2018			1	1			1	1
1/4/2018					1	1	1	1
1/5/2018					1	1	1	1
1/8/2018			1	1			1	1
1/9/2018			1	1			1	1
1/10/2018			1	1			1	1
1/11/2018			1	1			1	1
1/12/2018			3	3			3	3
1/15/2018								
1/16/2018			1	1	1	1	2	2
1/17/2018					1	1	1	1
1/18/2018			1	1	1	1	2	2
1/19/2018					1	1	1	1
1/22/2018					1	1	1	1
1/23/2018			1	1	1	1	2	2
1/24/2018					1	1	1	1

1/25/2018			1	1	1	1	2	2
1/26/2018					2	1.5	2	1.5
1/29/2018			1	1	1	1	2	2
1/30/2018			1	1	1	1	2	2
1/31/2018			1	1	1	1	2	2
2/1/2018			1	1	2	2	3	3
2/2/2018	1	1	3	3	1	1	5	5
2/5/2018			3	2.5	1	1	4	3.5
2/6/2018					1	1	1	1
2/7/2018			1	1	1	0.5	2	1.5
2/8/2018					1	1	1	1
2/9/2018	1	1			1	1	2	2
2/12/2018					1	1	1	1
2/13/2018			2	2	1	1	3	3
2/14/2018			2	2	1	1	3	3
2/15/2018			1	1	1	1	2	2
2/16/2018					1	1	1	1
2/20/2018			3	2.5	1	1	4	3.5
2/21/2018			2	2	1	1	3	3
2/22/2018			1	1	1	1	2	2
2/23/2018			1	1	1	1	2	2
3/5/2018					1	1	1	1
3/6/2018					2	2	2	2
3/7/2018					1	0.5	1	0.5
3/9/2018					1	1	1	1
3/12/2018					5	5	5	5
3/13/2018								
3/14/2018			1	1	1	1	2	2
3/15/2018			1	1	1	1	2	2
3/16/2018	1	1			5	5	6	6
3/19/2018			2	2	1	0.5	3	2.5
3/20/2018			1	1	1	0.5	2	1.5
3/21/2018			2	2	1	0.5	3	2.5
3/22/2018			1	1	1	0.5	2	1.5
3/23/2018			2	2	1	0.5	3	2.5
3/26/2018					1	0.5	1	0.5
3/27/2018			1	1	2	1.5	3	2.5
3/28/2018					1	0.5	1	0.5
3/29/2018			2	2	2	1.5	4	3.5
3/30/2018	1	1			1	0.5	2	1.5
4/2/2018			1	1	2	1	3	2
4/3/2018					1	0.5	1	0.5
4/4/2018					1	1	1	1
4/5/2018					1	1	1	1
4/6/2018			1	1	1	1	2	2
4/9/2018			1	1	1	0.5	2	1.5
4/10/2018					3	2.5	3	2.5
4/11/2018	1	1	2	2	2	1.5	5	4.5
4/12/2018			1	1	1	0.5	2	1.5

4/13/2018			1	1	1	0.5	2	1.5
4/16/2018					1	0.5	1	0.5
4/17/2018			1	1	2	1.5	3	2.5
4/18/2018			1	1	1	0.5	2	1.5
4/19/2018	1	1	2	2	1	0.5	4	3.5
4/20/2018					1	0.5	1	0.5
4/30/2018					1	0.5	1	0.5
5/1/2018			2	1.5	1	0.5	3	2
5/2/2018					2	1.5	2	1.5
5/3/2018					1	0.5	1	0.5
5/4/2018	2	2			1	0.5	3	2.5
5/7/2018	2	2			1	0.5	3	2.5
5/8/2018			1	1	2	1.5	3	2.5
5/9/2018					1	0.5	1	0.5
5/10/2018					1	0.5	1	0.5
5/11/2018	1	1	2	2	1	0.5	4	3.5
5/14/2018	3	3	1	1	1	0.5	5	4.5
5/15/2018	1	1	2	2	1	0.5	4	3.5
5/16/2018			2	2	1	0.5	3	2.5
5/17/2018					2	1	2	1
5/18/2018	2	2			1	0.5	3	2.5
5/21/2018			2	2	1	0.5	3	2.5
5/22/2018	1	1	1	1	1	0.5	3	2.5
5/23/2018			2	2	1	0.5	3	2.5
5/24/2018			1	0.5	1	0.5	2	1
5/25/2018			3	3	1	0.5	4	3.5
5/29/2018			2	1.5	1	0.5	3	2
5/30/2018			3	3	2	1.5	5	4.5
5/31/2018			1	1	1	0.5	2	1.5
6/1/2018			1	1	1	0.5	2	1.5
6/2/2018								
6/4/2018	1	1	2	1.25	1	0.5	4	2.75
6/5/2018			1	1	2	1.5	3	2.5
6/6/2018					1	0.5	1	0.5
6/7/2018	2	2			1	0.5	3	2.5
6/8/2018	2	2			1	0.5	3	2.5
6/11/2018			1	1	1	0.5	2	1.5
6/12/2018			2	2	1	0.5	3	2.5
6/13/2018			1	1	1	0.5	2	1.5
6/14/2018					1	0.5	1	0.5
6/15/2018					1	0.5	1	0.5
6/18/2018					1	0.5	1	0.5
6/19/2018					1	0.5	1	0.5
Grand Total	32	32	208	200.75	136	104.5	376	337.25

Updated  
9/19/2018

2017-2018

Teacher Absences

HIGHLAND-GOFFE'S FALLS

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017							1	1			1	1
9/1/2017							1	1			1	1
9/5/2017												
9/6/2017												
9/7/2017			1	1							1	1
9/8/2017			1	1							1	1
9/11/2017												
9/12/2017												
9/13/2017												
9/14/2017					1	1					1	1
9/15/2017			1	1	1	1			1	1	3	3
9/18/2017									1	1	1	1
9/19/2017												
9/20/2017												
9/21/2017					1	0.5					1	0.5
9/22/2017					1	1					1	1
9/25/2017												
9/26/2017												
9/27/2017					2	2			1	1	3	3
9/28/2017					1	1					1	1
9/29/2017			1	1	1	1					2	2
10/2/2017					1	0.5			2	1.5	3	2
10/3/2017					1	0.5					1	0.5
10/4/2017					1	1					1	1
10/5/2017					1	1					1	1
10/6/2017					2	2			1	1	3	3
10/10/2017					1	0.5					1	0.5
10/11/2017					1	1					1	1
10/12/2017					2	1.5					2	1.5
10/13/2017					1	1					1	1
10/16/2017					2	2					2	2
10/17/2017					4	4					4	4
10/18/2017					2	2					2	2
10/19/2017			1	1	1	1					2	2
10/20/2017					1	1					1	1
10/23/2017					3	3			1	1	4	4
10/24/2017					1	0.5			1	1	2	1.5
10/25/2017			1	1	3	3			1	1	5	5
10/26/2017									2	2	2	2
10/27/2017									2	2	2	2
10/30/2017												
10/31/2017			1	1	1	1			1	1	3	3
11/1/2017			1	1	2	2					3	3
11/2/2017			1	1	1	1			1	1	3	3
11/3/2017												
11/4/2017												
11/6/2017					2	1					2	1
11/7/2017					4	3.5					4	3.5
11/8/2017					4	3					4	3
11/9/2017					4	4					4	4
11/13/2017					1	1			1	0.5	2	1.5
11/14/2017					1	1					1	1
11/15/2017					3	2.5					3	2.5
11/16/2017					2	1.5					2	1.5
11/17/2017			1	1	1	0.5					2	1.5
11/20/2017					3	2.5					3	2.5
11/21/2017					1	1			1	1	2	2
11/27/2017					3	3			1	0.5	4	3.5
11/28/2017			1	1	1	1					2	2
11/29/2017					2	2					2	2

11/30/2017				1	1					1	1
12/1/2017				1	1			1	1	2	2
12/4/2017				1	1					1	1
12/5/2017				4	3					4	3
12/6/2017				2	2					2	2
12/7/2017											
12/8/2017			1	1						1	1
12/11/2017				1	1					1	1
12/12/2017				3	3					3	3
12/13/2017				3	2	1	1			4	3
12/14/2017				1	1					1	1
12/15/2017				6	5.5			2	2	8	7.5
12/18/2017				3	3					3	3
12/19/2017			1	0.5	3	3				4	3.5
12/20/2017				3	3					3	3
12/21/2017			3	3						3	3
12/22/2017								1	1	1	1
1/2/2018				2	1.5	1	1			3	2.5
1/3/2018				2	2	1	1	1	1	4	4
1/4/2018			1	1				2	2	3	3
1/5/2018			2	1.5				2	2	4	3.5
1/8/2018			1	1	2	1.5		2	2	5	4.5
1/9/2018				1	1					1	1
1/10/2018				1	1					1	1
1/11/2018				4	4					4	4
1/12/2018				2	2					2	2
1/15/2018											
1/16/2018											
1/17/2018											
1/18/2018				1	0.5					1	0.5
1/19/2018				2	1.5					2	1.5
1/22/2018				1	1			1	1	2	2
1/23/2018				3	3					3	3
1/24/2018			1	1	1	1		1	1	3	3
1/25/2018				3	2.5					3	2.5
1/26/2018				3	2.5					3	2.5
1/29/2018				7	7					7	7
1/30/2018				5	5					5	5
1/31/2018			1	1	4	3.5				5	4.5
2/1/2018				1	1			3	3	4	4
2/2/2018				1	1			1	1	2	2
2/5/2018				6	6			1	1	7	7
2/6/2018				3	3					3	3
2/7/2018				6	5.5					6	5.5
2/8/2018				4	4					4	4
2/9/2018				4	3.5					4	3.5
2/12/2018			1	1	4	3		1	1	6	5
2/13/2018			1	1	5	4.5				6	5.5
2/14/2018				5	5			1	1	6	6
2/15/2018				3	3					3	3
2/16/2018				4	4					4	4
2/20/2018			1	1	2	2				3	3
2/21/2018			1	1	4	4		1	0.5	6	5.5
2/22/2018				5	5					5	5
2/23/2018	1	1	1	1	2	2				4	4
3/5/2018				1	1					1	1
3/6/2018				3	3			2	2	5	5
3/7/2018				2	2					2	2
3/9/2018				1	1					1	1
3/12/2018				1	1			4	4	5	5
3/13/2018											
3/14/2018				2	2					2	2
3/15/2018				2	1.5					2	1.5
3/16/2018				2	2			4	4	6	6
3/19/2018				3	3			2	1.5	5	4.5

3/20/2018					2	2					2	2
3/21/2018					1	1					1	1
3/22/2018												
3/23/2018					2	2					2	2
3/26/2018					6	4.5					6	4.5
3/27/2018					4	3			1	1	5	4
3/28/2018					2	1.5			2	2	4	3.5
3/29/2018					3	3					3	3
3/30/2018												
4/2/2018					1	0.5					1	0.5
4/3/2018					2	2					2	2
4/4/2018			2	1.5	1	0.5					3	2
4/5/2018			1	1	1	1			1	0.5	3	2.5
4/6/2018					3	3					3	3
4/9/2018					4	3.5					4	3.5
4/10/2018									3	3	3	3
4/11/2018					3	2.5			2	2	5	4.5
4/12/2018					1	1					1	1
4/13/2018					4	3			1	1	5	4
4/16/2018					3	2	1	1	1	0.5	5	3.5
4/17/2018					3	3					3	3
4/18/2018												
4/19/2018			1	1	2	2					3	3
4/20/2018					3	2.5			2	2	5	4.5
4/30/2018												
5/1/2018					1	1					1	1
5/2/2018					2	2			1	1	3	3
5/3/2018												
5/4/2018			1	1	1	1					2	2
5/7/2018			2	2	3	1.5					5	3.5
5/8/2018			1	1	1	0.5			1	1	3	2.5
5/9/2018			1	1					1	1	2	2
5/10/2018					2	1					2	1
5/11/2018					1	0.5					1	0.5
5/14/2018			2	2	2	2					4	4
5/15/2018					1	1					1	1
5/16/2018			1	1	2	2					3	3
5/17/2018			1	1					1	1	2	2
5/18/2018			1	1	2	1			1	1	4	3
5/21/2018			1	1	1	1			1	0.5	3	2.5
5/22/2018					2	1.5					2	1.5
5/23/2018									1	1	1	1
5/24/2018												
5/25/2018												
5/29/2018					3	2.5					3	2.5
5/30/2018			1	1	2	2					3	3
5/31/2018			2	2	2	2					4	4
6/1/2018			3	3	1	1					4	4
6/2/2018												
6/4/2018			2	2							2	2
6/5/2018					2	2					2	2
6/6/2018			2	2	2	2					4	4
6/7/2018			1	1							1	1
6/8/2018			3	3	2	2					5	5
6/11/2018			1	1							1	1
6/12/2018			1	1							1	1
6/13/2018			1	1							1	1
6/14/2018			1	1	1	1					2	2
6/15/2018			1	1							1	1
6/18/2018					4	3					4	3
6/19/2018	1	1			1	1					2	2
Grand Total	2	2	61	59.5	316	285.5	6	6	71	67	456	420

2017-2018

Teacher

Absences

## HILLSIDE

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017									2	2	2	2
9/1/2017					2	1.5			2	2	4	3.5
9/5/2017									1	1	1	1
9/6/2017									1	1	1	1
9/7/2017					2	1.5			1	1	3	2.5
9/8/2017					1	1			1	1	2	2
9/11/2017									1	1	1	1
9/12/2017					3	3			1	1	4	4
9/13/2017									2	2	2	2
9/14/2017									2	2	2	2
9/15/2017			1	1	3	3			2	2	6	6
9/18/2017									3	3	3	3
9/19/2017					6	5.5			3	3	9	8.5
9/20/2017					1	1			3	3	4	4
9/21/2017									3	3	3	3
9/22/2017			3	3	2	2			6	6	11	11
9/25/2017			1	1	1	1			2	2	4	4
9/26/2017					1	1			2	2	3	3
9/27/2017					1	0.5			2	2	3	2.5
9/28/2017			4	4	1	1			2	2	7	7
9/29/2017			6	6	5	5			3	3	14	14
10/2/2017			1	1	5	5			2	2	8	8
10/3/2017					1	1			2	2	3	3
10/4/2017					1	1			3	3	4	4
10/5/2017					1	1			2	2	3	3
10/6/2017					4	2.5			3	3	7	5.5
10/10/2017					3	2.5			3	3	6	5.5
10/11/2017					2	1.5			2	2	4	3.5
10/12/2017					2	2			3	3	5	5
10/13/2017									3	3	3	3
10/16/2017					4	4			2	2	6	6
10/17/2017					2	2			2	2	4	4
10/18/2017					3	3			2	2	5	5
10/19/2017			1	1	2	2			5	5	8	8
10/20/2017			2	2	4	3.5			3	3	9	8.5
10/23/2017			2	2	4	4			3	3	9	9
10/24/2017			1	1	3	3			1	1	5	5
10/25/2017					1	1			1	1	2	2
10/26/2017					1	1			3	3	4	4
10/27/2017			1	1	3	2.5			3	3	7	6.5
10/30/2017									2	2	2	2
10/31/2017					3	3			2	2	5	5
11/1/2017					1	1			2	2	3	3
11/2/2017					4	4			2	2	6	6
11/3/2017					2	2			4	4	6	6
11/4/2017												
11/6/2017			1	1	2	2			2	2	5	5
11/7/2017					3	3			2	2	5	5
11/8/2017					2	2			2	2	4	4
11/9/2017					1	0.5			1	1	2	1.5
11/13/2017					3	2.5			2	2	5	4.5
11/14/2017					3	3			1	1	4	4
11/15/2017					2	2			1	1	3	3
11/16/2017			1	1	2	2			1	1	4	4
11/17/2017					1	1			1	1	2	2
11/20/2017			2	2	3	3			1	1	6	6
11/21/2017					2	2			4	4	6	6
11/27/2017					3	2.5			1	1	4	3.5
11/28/2017					2	2			3	3	5	5
11/29/2017					1	1			3	3	4	4



11/30/2017			1	1	2	2			2	2	5	5
12/1/2017			1	1	1	1			3	3	5	5
12/4/2017			1	1	6	6			1	1	8	8
12/5/2017					1	1			1	1	2	2
12/6/2017					5	5			1	1	6	6
12/7/2017					11	9.5			1	1	12	10.5
12/8/2017			2	2	9	8	1	0.5	1	1	13	11.5
12/11/2017					4	4			1	1	5	5
12/12/2017			1	1	6	6			1	1	8	8
12/13/2017					7	7			1	1	8	8
12/14/2017					6	6			2	2	8	8
12/15/2017			2	2	7	7			1	1	10	10
12/18/2017					2	2			1	1	3	3
12/19/2017					5	5			2	2	7	7
12/20/2017					9	9			1	1	10	10
12/21/2017					4	4	1	1	1	1	6	6
12/22/2017									2	2	2	2
1/2/2018									1	1	1	1
1/3/2018					3	3			1	1	4	4
1/4/2018									1	1	1	1
1/5/2018									1	1	1	1
1/8/2018			1	1	1	1			1	1	3	3
1/9/2018					1	0.5			1	1	2	1.5
1/10/2018					4	4			2	2	6	6
1/11/2018					5	4			2	2	7	6
1/12/2018			1	1	4	3.5			2	2	7	6.5
1/15/2018												
1/16/2018					7	7					7	7
1/17/2018												
1/18/2018					3	2					3	2
1/19/2018					3	2.5					3	2.5
1/22/2018					2	2					2	2
1/23/2018					5	5			1	1	6	6
1/24/2018					4	4					4	4
1/25/2018			1	1	2	2					3	3
1/26/2018					5	4					5	4
1/29/2018			2	2	2	2			1	1	5	5
1/30/2018			1	1	5	4.5			1	1	7	6.5
1/31/2018					5	5			1	1	6	6
2/1/2018					1	1	1	1	3	3	5	5
2/2/2018					4	4	1	1	1	1	6	6
2/5/2018			2	2	2	2					4	4
2/6/2018			1	1	6	5.5					7	6.5
2/7/2018					6	6					6	6
2/8/2018					4	4					4	4
2/9/2018			1	1	4	4					5	5
2/12/2018					2	2			2	2	4	4
2/13/2018					2	2					2	2
2/14/2018					4	3.5	1	1			5	4.5
2/15/2018					4	4	1	1			5	5
2/16/2018					2	2			1	1	3	3
2/20/2018					1	1					1	1
2/21/2018			1	1	6	5					7	6
2/22/2018			1	1	2	2			1	1	4	4
2/23/2018					4	3.5			1	1	5	4.5
3/5/2018					3	3					3	3
3/6/2018					3	3			1	1	4	4
3/7/2018			1	1	3	3					4	4
3/9/2018			2	2	3	3					5	5
3/12/2018			1	1	3	3			7	7	11	11
3/13/2018												
3/14/2018					2	2			1	1	3	3
3/15/2018			1	0.5	5	4			1	1	7	5.5
3/16/2018					1	1			11	11	12	12
3/19/2018					2	2					2	2

3/20/2018			1	1	2	2			1	1	4	4
3/21/2018					1	0.5					1	0.5
3/22/2018					1	0.5			1	1	2	1.5
3/23/2018					5	5			2	2	7	7
3/26/2018			1	1	2	2			1	1	4	4
3/27/2018					2	1.5					2	1.5
3/28/2018					4	3.5					4	3.5
3/29/2018					3	3					3	3
3/30/2018					11	10.5					11	10.5
4/2/2018			1	1	8	8					9	9
4/3/2018					5	4.5			1	1	6	5.5
4/4/2018					5	4			2	2	7	6
4/5/2018			1	1	5	5			1	1	7	7
4/6/2018			2	2	6	5.5			1	1	9	8.5
4/9/2018			5	5	4	4			1	1	10	10
4/10/2018			1	1	3	3			8	8	12	12
4/11/2018					5	5			8	8	13	13
4/12/2018					4	3.5			1	1	5	4.5
4/13/2018					2	2			3	3	5	5
4/16/2018			3	3	8	6.5			1	1	12	10.5
4/17/2018			1	1	2	2			1	1	4	4
4/18/2018			1	1	3	2.5	1	0.5	1	1	6	5
4/19/2018			1	1	2	2					3	3
4/20/2018					3	3					3	3
4/30/2018					4	4			1	1	5	5
5/1/2018			1	1	4	4			2	2	7	7
5/2/2018					1	1			2	2	3	3
5/3/2018			2	2	1	1			2	2	5	5
5/4/2018			3	3	5	5			1	1	9	9
5/7/2018					3	3			2	2	5	5
5/8/2018			1	1	4	4			2	2	7	7
5/9/2018					3	3			2	2	5	5
5/10/2018					2	1.5			2	2	4	3.5
5/11/2018			1	1	2	1.5			2	2	5	4.5
5/14/2018			2	2	4	3.5			1	1	7	6.5
5/15/2018			1	1	3	3			1	1	5	5
5/16/2018					6	5.5			2	2	8	7.5
5/17/2018			2	2	5	5			1	1	8	8
5/18/2018			4	4	6	6			1	1	11	11
5/21/2018			2	2	3	3	1	1	1	1	7	7
5/22/2018			1	1	4	4	1	1	1	1	7	7
5/23/2018			3	3	4	4			3	3	10	10
5/24/2018			1	1	5	5			1	1	7	7
5/25/2018					5	4.5			2	2	7	6.5
5/29/2018					3	3			3	3	6	6
5/30/2018			3	3	3	3			1	1	7	7
5/31/2018			1	1	3	2.5			1	1	5	4.5
6/1/2018			3	3	3	3			2	2	8	8
6/2/2018												
6/4/2018			4	4	3	3			2	2	9	9
6/5/2018			3	3	4	3.5			1	1	8	7.5
6/6/2018					4	3.5			1	1	5	4.5
6/7/2018					3	2			1	1	4	3
6/8/2018			4	4	1	1			2	2	7	7
6/11/2018			3	3	3	2.5			2	2	8	7.5
6/12/2018			2	2	2	1.5			3	3	7	6.5
6/13/2018			2	2					3	3	5	5
6/14/2018	2	2	1	1	1	1			4	4	8	8
6/15/2018					1	1			4	4	5	5
6/18/2018			4	4	6	6			4	4	14	14
6/19/2018					1	1	1	1	3	3	5	5
Grand Total	2	2	124	123.5	551	520	10	9	302	302	989	956.5

2017-2018

Teacher

Absences

JEWETT

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017												
9/1/2017												
9/5/2017												
9/6/2017												
9/7/2017												
9/8/2017												
9/11/2017												
9/12/2017												
9/13/2017									1	1	1	1
9/14/2017												
9/15/2017					1	1					1	1
9/18/2017												
9/19/2017			1	1	1	1					2	2
9/20/2017					3	3					3	3
9/21/2017					1	1					1	1
9/22/2017					1	1					1	1
9/25/2017					1	1			1	1	2	2
9/26/2017												
9/27/2017					1	0.5			2	2	3	2.5
9/28/2017			1	1	2	1.5					3	2.5
9/29/2017			1	1	1	1					2	2
10/2/2017					2	2					2	2
10/3/2017					2	2					2	2
10/4/2017					1	1					1	1
10/5/2017					3	3					3	3
10/6/2017					3	3					3	3
10/10/2017					1	1					1	1
10/11/2017					2	2					2	2
10/12/2017			1	1	3	3					4	4
10/13/2017			2	2	2	2					4	4
10/16/2017					1	1					1	1
10/17/2017					1	1					1	1
10/18/2017					1	1					1	1
10/19/2017					3	2.5					3	2.5
10/20/2017					4	4			1	1	5	5
10/23/2017					3	3					3	3
10/24/2017					1	1			1	1	2	2
10/25/2017					4	3.5			1	1	5	4.5
10/26/2017					5	4			1	1	6	5
10/27/2017					5	4			1	1	6	5
10/30/2017									1	1	1	1
10/31/2017									1	1	1	1
11/1/2017									1	1	1	1
11/2/2017			1	1	2	2			1	1	4	4
11/3/2017			1	1	4	3.5			4	4	9	8.5
11/4/2017												
11/6/2017									1	1	1	1
11/7/2017									1	1	1	1
11/8/2017			1	1	1	1			1	1	3	3
11/9/2017					2	2			1	1	3	3
11/13/2017									1	1	1	1
11/14/2017									1	1	1	1
11/15/2017			1	1	3	3			2	2	6	6
11/16/2017					3	2.5			4	4	7	6.5
11/17/2017			1	1	1	1			4	4	6	6
11/20/2017					2	2			1	1	3	3
11/21/2017									1	1	1	1
11/27/2017					1	1			3	3	4	4
11/28/2017					2	2			1	1	3	3
11/29/2017					1	1			2	2	3	3

11/30/2017				4	3			1	1	5	4
12/1/2017		1	0.5	1	1			1	1	3	2.5
12/4/2017				2	2			2	2	4	4
12/5/2017				1	1			1	1	2	2
12/6/2017								1	1	1	1
12/7/2017		1	1	1	1			1	1	3	3
12/8/2017		2	2					1	1	3	3
12/11/2017		1	1	2	2			1	1	4	4
12/12/2017				2	2			1	1	3	3
12/13/2017								1	1	1	1
12/14/2017		1	1	1	1			1	1	3	3
12/15/2017		3	3					1	1	4	4
12/18/2017		1	1	3	3			2	2	6	6
12/19/2017				1	1			1	1	2	2
12/20/2017		1	0.5	2	2			1	1	4	3.5
12/21/2017				1	1			1	1	2	2
12/22/2017								1	1	1	1
1/2/2018		1	1	4	4			2	2	7	7
1/3/2018				2	2			2	2	4	4
1/4/2018								2	2	2	2
1/5/2018								3	3	3	3
1/8/2018				1	1			2	1.5	3	2.5
1/9/2018				1	1			1	1	2	2
1/10/2018				1	1			1	1	2	2
1/11/2018				1	1			1	1	2	2
1/12/2018		1	1					1	1	2	2
1/15/2018											
1/16/2018								1	1	1	1
1/17/2018								1	1	1	1
1/18/2018								1	1	1	1
1/19/2018								1	1	1	1
1/22/2018								1	1	1	1
1/23/2018								1	1	1	1
1/24/2018								1	1	1	1
1/25/2018								1	1	1	1
1/26/2018								1	1	1	1
1/29/2018		1	1	1	1			1	1	3	3
1/30/2018								1	1	1	1
1/31/2018								1	1	1	1
2/1/2018								1	1	1	1
2/2/2018								1	1	1	1
2/5/2018								1	1	1	1
2/6/2018		1	0.5	1	1			1	1	3	2.5
2/7/2018				1	1			1	0.5	2	1.5
2/8/2018				1	1			1	1	2	2
2/9/2018								1	1	1	1
2/12/2018				3	3			1	1	4	4
2/13/2018				1	1			1	1	2	2
2/14/2018				2	2			1	1	3	3
2/15/2018				4	4			1	1	5	5
2/16/2018				3	3			1	1	4	4
2/20/2018				3	3			1	1	4	4
2/21/2018				3	3			1	1	4	4
2/22/2018				3	3			1	1	4	4
2/23/2018				4	4			1	1	5	5
3/5/2018				1	1			1	1	2	2
3/6/2018				1	1			2	2	3	3
3/7/2018				1	1			1	0.5	2	1.5
3/9/2018		1	1	1	1			2	2	4	4
3/12/2018		1	1	1	1			3	3	5	5
3/13/2018											
3/14/2018				3	3	1	1	1	1	5	5
3/15/2018		1	1	3	3			1	1	5	5
3/16/2018		1	1	1	1			6	6	8	8
3/19/2018				3	3			2	2	5	5

3/20/2018					1	1			1	1	2	2
3/21/2018					1	1			1	1	2	2
3/22/2018					1	1			1	1	2	2
3/23/2018					4	4			1	1	5	5
3/26/2018					4	4			2	2	6	6
3/27/2018					3	3			1	1	4	4
3/28/2018			1	1	4	4			4	4	9	9
3/29/2018					2	2			1	1	3	3
3/30/2018					3	3			2	2	5	5
4/2/2018			1	1	2	2					3	3
4/3/2018					1	1			1	1	2	2
4/4/2018					2	2					2	2
4/5/2018					3	3					3	3
4/6/2018					3	3					3	3
4/9/2018			1	1	3	3					4	4
4/10/2018					3	3			4	4	7	7
4/11/2018					4	4			6	6	10	10
4/12/2018					3	3					3	3
4/13/2018			1	1	3	3			1	1	5	5
4/16/2018					2	2			3	3	5	5
4/17/2018					2	2					2	2
4/18/2018			2	2	2	2					4	4
4/19/2018					2	2					2	2
4/20/2018					2	2					2	2
4/30/2018					1	1					1	1
5/1/2018					1	1			1	1	2	2
5/2/2018					1	1					1	1
5/3/2018					2	2					2	2
5/4/2018			2	2	2	2					4	4
5/7/2018			1	1	2	2					3	3
5/8/2018												
5/9/2018									1	1	1	1
5/10/2018			1	1	2	2					3	3
5/11/2018			2	2	2	2			1	1	5	5
5/14/2018			1	1	3	3					4	4
5/15/2018					2	2					2	2
5/16/2018			2	2	1	1			1	1	4	4
5/17/2018					2	2			1	1	3	3
5/18/2018			1	1					1	1	2	2
5/21/2018			1	0.5	2	2					3	2.5
5/22/2018												
5/23/2018			2	2							2	2
5/24/2018			1	1	1	1					2	2
5/25/2018					1	1					1	1
5/29/2018									1	1	1	1
5/30/2018									1	1	1	1
5/31/2018					2	2			1	1	3	3
6/1/2018			4	4							4	4
6/2/2018												
6/4/2018	1	1	1	1	1	1					3	3
6/5/2018					2	2			1	1	3	3
6/6/2018			1	1							1	1
6/7/2018			1	1	1	1					2	2
6/8/2018			3	3	2	2			1	1	6	6
6/11/2018			2	2					1	1	3	3
6/12/2018					1	1			1	1	2	2
6/13/2018			1	1					1	1	2	2
6/14/2018			1	1	2	2			1	1	4	4
6/15/2018					1	1					1	1
6/18/2018					2	2					2	2
6/19/2018												
Grand Total	1	1	64	62	256	250	1	1	166	164.5	488	478.5

2017-2018

Teacher Absences

CENTRAL

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017					1	1					1	1
9/1/2017					1	1	1	1			2	2
9/5/2017					1	1					1	1
9/6/2017					1	1					1	1
9/7/2017					3	3			1	1	4	4
9/8/2017					4	4					4	4
9/11/2017					2	1.5			2	2	4	3.5
9/12/2017					2	2					2	2
9/13/2017					1	0.5					1	0.5
9/14/2017			1	1	1	1					2	2
9/15/2017			3	3	3	2.5					6	5.5
9/18/2017			1	1	4	3.5			1	1	6	5.5
9/19/2017					7	6.5					7	6.5
9/20/2017					2	1.5					2	1.5
9/21/2017					3	3					3	3
9/22/2017			2	2	3	2			3	3	8	7
9/25/2017					5	5					5	5
9/26/2017					4	3.5					4	3.5
9/27/2017					3	2.5					3	2.5
9/28/2017	1	1			4	4			2	1.5	7	6.5
9/29/2017	1	1	1	1	13	12.5			2	2	17	16.5
10/2/2017			1	1	6	5.5					7	6.5
10/3/2017					6	6					6	6
10/4/2017					4	4					4	4
10/5/2017			1	1	3	3					4	4
10/6/2017					3	3	1	0.5	9	9	13	12.5
10/10/2017					3	3					3	3
10/11/2017					5	3.5					5	3.5
10/12/2017									1	1	1	1
10/13/2017			2	1.5	5	5			2	2	9	8.5
10/16/2017					7	6			2	2	9	8
10/17/2017					3	3			1	1	4	4
10/18/2017					4	4			2	2	6	6
10/19/2017					5	5			2	2	7	7
10/20/2017					12	11			2	2	14	13
10/23/2017			2	2	4	4			3	3	9	9
10/24/2017					5	3			3	3	8	6
10/25/2017					8	6			2	2	10	8
10/26/2017					5	4.5			3	3	8	7.5
10/27/2017			4	4	3	3			5	5	12	12
10/30/2017			1	1					3	3	4	4
10/31/2017					4	4			3	3	7	7
11/1/2017					6	6			3	3	9	9
11/2/2017			1	1	5	4.5			2	2	8	7.5
11/3/2017			2	2	9	9			3	3	14	14
11/4/2017												
11/6/2017			2	2	2	2			2	2	6	6
11/7/2017					4	3.5	1	1	2	2	7	6.5
11/8/2017					4	4			2	2	6	6
11/9/2017									3	3	3	3
11/13/2017					8	7.5			2	2	10	9.5
11/14/2017					2	1.5			3	3	5	4.5
11/15/2017					7	6			3	3	10	9
11/16/2017					10	8.5			6	6	16	14.5
11/17/2017					11	10			7	7	18	17
11/20/2017					6	5			3	3	9	8
11/21/2017					3	3			2	2	5	5
11/27/2017					2	2			2	2	4	4
11/28/2017					6	6			2	2	8	8
11/29/2017					6	6			3	3	9	9

11/30/2017			1	1	2	2			4	4	7	7
12/1/2017			4	4	8	8			3	3	15	15
12/4/2017			1	1	11	10.5			3	3	15	14.5
12/5/2017					8	8			2	2	10	10
12/6/2017					8	7			2	2	10	9
12/7/2017			2	2	8	7			3	3	13	12
12/8/2017			1	1	9	8			4	4	14	13
12/11/2017					7	7			4	4	11	11
12/12/2017					15	15			4	4	19	19
12/13/2017			1	1	9	8.5			4	4	14	13.5
12/14/2017					9	8.5			2	2	11	10.5
12/15/2017			3	3	4	4			2	2	9	9
12/18/2017			3	3	11	11			3	3	17	17
12/19/2017			4	3.5	9	8.5			1	1	14	13
12/20/2017			1	1	11	10			1	1	13	12
12/21/2017					6	5.5			2	2	8	7.5
12/22/2017									2	2	2	2
1/2/2018					5	5			2	2	7	7
1/3/2018			1	0.5	6	5.5			2	2	9	8
1/4/2018									2	2	2	2
1/5/2018									2	2	2	2
1/8/2018					6	5			3	3	9	8
1/9/2018					6	6			2	2	8	8
1/10/2018					5	4			4	4	9	8
1/11/2018					4	4			3	3	7	7
1/12/2018					4	4			4	4	8	8
1/15/2018												
1/16/2018					4	3.5			2	2	6	5.5
1/17/2018									2	2	2	2
1/18/2018					4	3			2	2	6	5
1/19/2018					6	5.5			2	2	8	7.5
1/22/2018					4	4			3	3	7	7
1/23/2018					2	2			3	3	5	5
1/24/2018					4	3			1	1	5	4
1/25/2018					3	2.5			1	1	4	3.5
1/26/2018					4	4			2	2	6	6
1/29/2018					3	2.5			1	1	4	3.5
1/30/2018					6	5.5			1	1	7	6.5
1/31/2018					1	0.5					1	0.5
2/1/2018					4	3			4	4	8	7
2/2/2018			1	1	11	10.5			2	2	14	13.5
2/5/2018			1	1	9	9					10	10
2/6/2018					4	4					4	4
2/7/2018					12	12					12	12
2/8/2018					3	2.5			1	1	4	3.5
2/9/2018			1	1	11	10.5			1	1	13	12.5
2/12/2018					3	3			2	2	5	5
2/13/2018			1	1	4	3.5			2	2	7	6.5
2/14/2018			1	1	12	11.5			1	1	14	13.5
2/15/2018			1	1	8	8			1	1	10	10
2/16/2018					12	11.5			2	2	14	13.5
2/20/2018					5	5					5	5
2/21/2018			2	2	5	5					7	7
2/22/2018					6	5			1	1	7	6
2/23/2018					5	5					5	5
3/5/2018					5	3.5					5	3.5
3/6/2018					6	6					6	6
3/7/2018					2	2					2	2
3/9/2018			2	2	3	3			2	2	7	7
3/12/2018			1	1	4	3.5			7	7	12	11.5
3/13/2018												
3/14/2018					4	4					4	4
3/15/2018					9	7					9	7
3/16/2018			2	2	2	2	1	1	7	7	12	12
3/19/2018			2	2	3	3	1	1	1	1	7	7

3/20/2018			1	0.5	4	3.5			1	1	6	5
3/21/2018			2	2	2	2					4	4
3/22/2018			3	3	2	2					5	5
3/23/2018			2	2	11	10			1	1	14	13
3/26/2018			2	1.5	3	2.5	1	1	1	1	7	6
3/27/2018			2	2	6	5.5					8	7.5
3/28/2018			1	1	2	2			1	1	4	4
3/29/2018			1	1	8	7.5			1	1	10	9.5
3/30/2018			4	4	4	4			2	2	10	10
4/2/2018					3	3			2	2	5	5
4/3/2018					3	3			1	1	4	4
4/4/2018					6	5.5					6	5.5
4/5/2018					5	4			1	1	6	5
4/6/2018			1	1	7	7					8	8
4/9/2018					11	11			3	3	14	14
4/10/2018			1	1	5	5			2	2	8	8
4/11/2018			1	1	7	7			2	2	10	10
4/12/2018			1	1	11	10.5			3	2.5	15	14
4/13/2018			3	3	12	11.5	1	1	8	8	24	23.5
4/16/2018			3	3	7	6.5			1	1	11	10.5
4/17/2018					1	1			1	1	2	2
4/18/2018					1	0.5			2	2	3	2.5
4/19/2018					1	0.5			2	2	3	2.5
4/20/2018					4	4			2	2	6	6
4/30/2018			2	1.5	6	5			2	2	10	8.5
5/1/2018					3	3			2	2	5	5
5/2/2018			1	1	4	4			2	2	7	7
5/3/2018			2	2	7	6.5			4	4	13	12.5
5/4/2018			6	5.5	6	5.5			1	1	13	12
5/7/2018			1	1	5	4			1	1	7	6
5/8/2018			1	1	7	7			1	1	9	9
5/9/2018					3	2			1	1	4	3
5/10/2018					3	2.5			5	5	8	7.5
5/11/2018			5	5	7	6.5			1	1	13	12.5
5/14/2018	1	1	1	1					1	1	3	3
5/15/2018					4	3.5			1	1	5	4.5
5/16/2018					4	3.5			4	4	8	7.5
5/17/2018			3	3					1	1	4	4
5/18/2018			14	14	8	8			2	2	24	24
5/21/2018			4	4	7	7			3	3	14	14
5/22/2018			1	1	3	3			1	1	5	5
5/23/2018					2	2			3	3	5	5
5/24/2018					2	1.5			3	3	5	4.5
5/25/2018					8	7.5			1	1	9	8.5
5/29/2018					2	2			1	1	3	3
5/30/2018			1	1	3	3			1	1	5	5
5/31/2018			1	1	2	2			1	1	4	4
6/1/2018			6	5.5	8	7.5			1	1	15	14
6/2/2018												
6/4/2018			4	4	4	3.5			2	2	10	9.5
6/5/2018			1	1	5	4.5			3	3	9	8.5
6/6/2018			3	3	1	1			3	3	7	7
6/7/2018			1	1	1	1			2	2	4	4
6/8/2018			7	6.5	5	4			2	2	14	12.5
6/11/2018			2	2	1	0.5			1	1	4	3.5
6/12/2018			1	1	5	4.5			2	1.5	8	7
6/13/2018			1	1	4	3.5			1	1	6	5.5
6/14/2018			2	2	1	0.5			1	1	4	3.5
6/15/2018			2	2	1	1			2	2	5	5
6/18/2018			3	2	6	5.5			3	3	12	10.5
6/19/2018					1	1			2	2	3	3
Grand Total	3	3	165	159.5	883	820.5	7	6.5	333	331.5	1391	1321



2017-2018

Teacher Absences

WEST

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017					2	2					2	2
9/1/2017					4	4					4	4
9/5/2017												
9/6/2017												
9/7/2017												
9/8/2017									1	1	1	1
9/11/2017					1	1			1	1	2	2
9/12/2017					3	3			1	1	4	4
9/13/2017					3	3					3	3
9/14/2017					1	1			1	1	2	2
9/15/2017					1	0.5			1	1	2	1.5
9/18/2017			1	1	1	1			1	1	3	3
9/19/2017												
9/20/2017					1	1					1	1
9/21/2017					2	1.5					2	1.5
9/22/2017			1	1	4	4			2	2	7	7
9/25/2017					5	5			1	1	6	6
9/26/2017					6	5.5					6	5.5
9/27/2017					5	4.5					5	4.5
9/28/2017					5	5					5	5
9/29/2017			1	1	4	4					5	5
10/2/2017					4	4					4	4
10/3/2017					3	2.4					3	2.4
10/4/2017			1	1	5	4.4			1	1	7	6.4
10/5/2017					5	3.9					5	3.9
10/6/2017					4	4			6	6	10	10
10/10/2017					3	3					3	3
10/11/2017					1	1					1	1
10/12/2017					4	4			1	1	5	5
10/13/2017			1	1	6	6			2	2	9	9
10/16/2017					3	2.5			1	1	4	3.5
10/17/2017					7	6					7	6
10/18/2017					1	1			3	3	4	4
10/19/2017					4	4					4	4
10/20/2017	1	1	2	1.5	2	1.5			1	0.5	6	4.5
10/23/2017	1	1	2	2	2	2					5	5
10/24/2017			1	1	2	1.5					3	2.5
10/25/2017			1	1	3	2			1	1	5	4
10/26/2017					3	3			2	2	5	5
10/27/2017			1	1	4	4					5	5
10/30/2017												
10/31/2017					5	5					5	5
11/1/2017					3	3					3	3
11/2/2017					5	4.5			1	1	6	5.5
11/3/2017			1	1	3	3			4	4	8	8
11/4/2017												
11/6/2017					5	5			3	3	8	8
11/7/2017					3	2.5			2	1.5	5	4
11/8/2017					4	3.5			1	1	5	4.5
11/9/2017					5	5			2	2	7	7
11/13/2017					3	3			1	1	4	4
11/14/2017					7	6.5			3	3	10	9.5
11/15/2017					5	5			3	3	8	8
11/16/2017					3	3	1	1	7	7	11	11
11/17/2017			2	2	1	1			5	5	8	8
11/20/2017					3	3			1	1	4	4
11/21/2017					3	3			1	1	4	4
11/27/2017					1	1			1	1	2	2
11/28/2017					2	2			1	1	3	3
11/29/2017					1	1			2	2	3	3

11/30/2017			1	1	5	5			2	2	8	8
12/1/2017			1	1	2	1.5			1	1	4	3.5
12/4/2017			1	1	4	4			6	6	11	11
12/5/2017					2	2			2	2	4	4
12/6/2017			1	1	5	5			3	3	9	9
12/7/2017					4	3.5			2	2	6	5.5
12/8/2017			2	2	3	2.5			1	1	6	5.5
12/11/2017			1	1	4	3.5			1	1	6	5.5
12/12/2017			1	1	7	7			1	1	9	9
12/13/2017					3	2.5			1	1	4	3.5
12/14/2017					3	2.5			2	2	5	4.5
12/15/2017			4	4	7	7			2	2	13	13
12/18/2017			2	1.5	9	8.5			1	1	12	11
12/19/2017					5	5			3	3	8	8
12/20/2017			1	1	3	2.5			1	1	5	4.5
12/21/2017			1	1	6	5.4			5	5	12	11.4
12/22/2017									2	2	2	2
1/2/2018					1	1			1	1	2	2
1/3/2018					3	3			1	1	4	4
1/4/2018									2	2	2	2
1/5/2018									2	2	2	2
1/8/2018			1	1	3	3			1	1	5	5
1/9/2018					1	1			1	1	2	2
1/10/2018					1	1			3	3	4	4
1/11/2018					3	3			1	1	4	4
1/12/2018					2	2			2	2	4	4
1/15/2018												
1/16/2018	1	1			2	1.5			1	1	4	3.5
1/17/2018	1	1							1	1	2	2
1/18/2018			1	1	4	4			1	1	6	6
1/19/2018			2	2	5	4			1	1	8	7
1/22/2018					2	2			2	2	4	4
1/23/2018					1	1			1	1	2	2
1/24/2018					4	3			1	1	5	4
1/25/2018					5	3			1	1	6	4
1/26/2018			1	0.5	4	3.5			1	1	6	5
1/29/2018					1	1			1	1	2	2
1/30/2018					2	1.5			1	1	3	2.5
1/31/2018			1	1	3	2.5			1	1	5	4.5
2/1/2018			1	1	9	9			2	2	12	12
2/2/2018			2	2	6	6			2	2	10	10
2/5/2018					8	7			2	2	10	9
2/6/2018					5	4			1	1	6	5
2/7/2018					8	7.5			2	1.5	10	9
2/8/2018					5	5			3	2	8	7
2/9/2018			1	1	4	3.5			1	1	6	5.5
2/12/2018					5	3.5			2	2	7	5.5
2/13/2018					4	3.5	1	1	7	7	12	11.5
2/14/2018					6	5.5	1	0.5	4	4	11	10
2/15/2018			1	0.5	2	2	1	1	1	1	5	4.5
2/16/2018					5	5			1	1	6	6
2/20/2018					2	2			6	6	8	8
2/21/2018			1	1	2	2			5	5	8	8
2/22/2018			1	1	2	1.5			3	3	6	5.5
2/23/2018	1	1			2	1.5			3	3	6	5.5
3/5/2018	1	1	1	1	3	2.5			4	4	9	8.5
3/6/2018			1	1	3	3			11	11	15	15
3/7/2018					2	2	1	0.5	6	5	9	7.5
3/9/2018			1	1			1	1	2	2	4	4
3/12/2018					2	2			8	8	10	10
3/13/2018												
3/14/2018					2	2			2	2	4	4
3/15/2018					4	3			5	5	9	8
3/16/2018					4	4			9	9	13	13
3/19/2018			1	1	4	4			1	1	6	6

3/20/2018					2	1.5			1	1	3	2.5
3/21/2018					3	2.5			1	1	4	3.5
3/22/2018	1	1			2	2			1	1	4	4
3/23/2018	1	1	1	1	4	4			4	3.5	10	9.5
3/26/2018			2	2	5	5			1	1	8	8
3/27/2018					6	5.5			6	6	12	11.5
3/28/2018			1	1	4	4			1	1	6	6
3/29/2018			1	1	6	4.5			1	1	8	6.5
3/30/2018			3	3	2	1.5			2	2	7	6.5
4/2/2018					4	3.5			5	5	9	8.5
4/3/2018			1	1	2	2			5	5	8	8
4/4/2018					4	3.5			5	5	9	8.5
4/5/2018			1	1	3	2.5			3	3	7	6.5
4/6/2018			1	1	6	4.4			3	3	10	8.4
4/9/2018			2	2	4	3.4			3	3	9	8.4
4/10/2018			1	1	4	2.9			10	10	15	13.9
4/11/2018	1	1			5	3.9			13	13	19	17.9
4/12/2018			1	0.4	2	2			9	8.5	12	10.9
4/13/2018			2	1.4	4	3			7	7	13	11.4
4/16/2018			1	1	7	5.4			2	2	10	8.4
4/17/2018					3	2.4			4	4	7	6.4
4/18/2018					9	7.9			3	2.5	12	10.4
4/19/2018					8	6.4			2	1.5	10	7.9
4/20/2018					7	6.5			6	5.4	13	11.9
4/30/2018					6	6			2	1.4	8	7.4
5/1/2018			1	1	3	2.4			1	1	5	4.4
5/2/2018					3	2.2			5	4.2	8	6.4
5/3/2018			1	1	2	2			1	0.4	4	3.4
5/4/2018					7	6.5			1	0.4	8	6.9
5/7/2018			1	1	7	6.5					8	7.5
5/8/2018			1	1	3	3			1	1	5	5
5/9/2018			2	2	3	3			5	5	10	10
5/10/2018					6	6			1	1	7	7
5/11/2018					6	6					6	6
5/14/2018			3	3	2	2			2	2	7	7
5/15/2018					5	5					5	5
5/16/2018			1	1	4	4			11	10	16	15
5/17/2018			2	2	2	2			2	2	6	6
5/18/2018			2	2	5	5					7	7
5/21/2018	1	1	5	5	2	1.5			2	2	10	9.5
5/22/2018			1	1	1	1			3	3	5	5
5/23/2018			3	3	2	1.5			15	9	20	13.5
5/24/2018					3	2.5			3	3	6	5.5
5/25/2018	1	1			6	5			1	1	8	7
5/29/2018					2	2			3	3	5	5
5/30/2018					4	4			4	4	8	8
5/31/2018			3	3	4	3			2	2	9	8
6/1/2018			3	3	3	2			1	1	7	6
6/2/2018												
6/4/2018			3	3	3	3			1	1	7	7
6/5/2018					1	0.5			1	1	2	1.5
6/6/2018			1	1	1	1			1	1	3	3
6/7/2018			2	2	2	1			1	1	5	4
6/8/2018			3	2.5	1	1			2	2	6	5.5
6/11/2018			2	2	1	0.5			2	2	5	4.5
6/12/2018			2	2	1	0.5			1	1	4	3.5
6/13/2018			2	1.5					3	3	5	4.5
6/14/2018					3	2			1	1	4	3
6/15/2018			1	1	1	1			1	1	3	3
6/18/2018					2	2			1	1	3	3
6/19/2018							1	1	1	1	2	2
Grand Total	11	11	111	106.8	607	552.4	7	6	401	385.3	1137	1061.5

2017-2018

Teacher Absences

Date	MEMORIAL											
	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017												
9/1/2017					1	1					1	1
9/5/2017												
9/6/2017												
9/7/2017					2	2			1	1	3	3
9/8/2017					1	1					1	1
9/11/2017			1	1	4	3					5	4
9/12/2017					5	4.5					5	4.5
9/13/2017					2	2			3	3	5	5
9/14/2017					3	3			2	2	5	5
9/15/2017					4	4			1	1	5	5
9/18/2017			1	1	1	1					2	2
9/19/2017					3	3			1	1	4	4
9/20/2017					4	4			1	1	5	5
9/21/2017			1	0.4	1	1			1	1	3	2.4
9/22/2017			5	4.4	1	1			4	4	10	9.4
9/25/2017					2	2			3	3	5	5
9/26/2017					6	6			2	1.5	8	7.5
9/27/2017					3	2.5			3	3	6	5.5
9/28/2017					3	3			2	2	5	5
9/29/2017			2	2	4	3.5			2	1.5	8	7
10/2/2017					4	4					4	4
10/3/2017					4	3.5					4	3.5
10/4/2017					3	3			2	2	5	5
10/5/2017					3	2.5			1	1	4	3.5
10/6/2017	1	1			4	4	1	1	8	8	14	14
10/10/2017					3	2.5	1	1	3	3	7	6.5
10/11/2017			1	1	2	2					3	3
10/12/2017			2	2	4	3.5					6	5.5
10/13/2017			1	1	2	2	1	1	1	1	5	5
10/16/2017					4	3	1	1	4	4	9	8
10/17/2017			1	1	4	3.5	1	1			6	5.5
10/18/2017					8	8	1	1	1	1	10	10
10/19/2017					2	1.5	1	1	3	2.5	6	5
10/20/2017			1	1	5	5	1	1	1	1	8	8
10/23/2017			1	1	4	4					5	5
10/24/2017					4	4			2	1.5	6	5.5
10/25/2017					1	1					1	1
10/26/2017					3	2			2	2	5	4
10/27/2017			4	4	2	2			5	5	11	11
10/30/2017			1	1							1	1
10/31/2017			2	2	2	2			1	1	5	5
11/1/2017					4	3.5					4	3.5
11/2/2017					4	2.5					4	2.5
11/3/2017			1	1	4	4			3	3	8	8
11/4/2017												
11/6/2017			1	1	5	5					6	6
11/7/2017					4	3			2	2	6	5
11/8/2017					5	4.5			1	1	6	5.5
11/9/2017					3	3			1	1	4	4
11/13/2017					3	3			1	1	4	4
11/14/2017			1	1	5	5			2	2	8	8
11/15/2017			1	1	4	3.5			3	3	8	7.5
11/16/2017					4	3.5			3	3	7	6.5
11/17/2017					4	4			4	4	8	8
11/20/2017					6	6			2	2	8	8
11/21/2017					2	2	1	0.5			3	2.5
11/27/2017					3	3			2	2	5	5
11/28/2017			1	1	4	3					5	4
11/29/2017			2	2	5	4.5					7	6.5

11/30/2017				7	6			2	2	9	8
12/1/2017		2	2	5	4.4			2	2	9	8.4
12/4/2017		1	1	4	4			1	1	6	6
12/5/2017				7	6.5					7	6.5
12/6/2017				4	3.5					4	3.5
12/7/2017		1	0.5	10	9.5					11	10
12/8/2017		2	2	6	6			1	1	9	9
12/11/2017		2	2	5	4.5			1	1	8	7.5
12/12/2017				6	6					6	6
12/13/2017				4	4					4	4
12/14/2017				2	2			1	1	3	3
12/15/2017		3	3	8	6.5			2	2	13	11.5
12/18/2017				9	8.5			1	1	10	9.5
12/19/2017				12	12			1	1	13	13
12/20/2017				11	11					11	11
12/21/2017		3	2	6	6					9	8
12/22/2017											
1/2/2018				2	2			1	1	3	3
1/3/2018				7	6			1	1	8	7
1/4/2018											
1/5/2018											
1/8/2018		2	2	2	2			3	3	7	7
1/9/2018		1	1	3	2.5			1	1	5	4.5
1/10/2018		1	1	4	4			1	1	6	6
1/11/2018		1	0.5	3	3			2	2	6	5.5
1/12/2018				6	5.5			4	4	10	9.5
1/15/2018											
1/16/2018				5	5	1	1			6	6
1/17/2018											
1/18/2018		1	1	5	4.5					6	5.5
1/19/2018		2	2	2	2			3	3	7	7
1/22/2018		1	1	4	3	1	1			6	5
1/23/2018				4	4					4	4
1/24/2018				1	0.5					1	0.5
1/25/2018											
1/26/2018				4	2			1	1	5	3
1/29/2018		1	1	2	1			1	1	4	3
1/30/2018				2	1.4			1	1	3	2.4
1/31/2018				4	2.9			2	2	6	4.9
2/1/2018				4	4			2	2	6	6
2/2/2018		3	2.5	9	7.9			4	4	16	14.4
2/5/2018		1	1	6	6			1	1	8	8
2/6/2018		1	1	3	3			1	1	5	5
2/7/2018				9	9			1	0.5	10	9.5
2/8/2018				6	6			1	1	7	7
2/9/2018				3	3			2	2	5	5
2/12/2018		1	1	4	4			2	2	7	7
2/13/2018		1	1	4	4			1	1	6	6
2/14/2018				2	2			1	1	3	3
2/15/2018				5	5			4	4	9	9
2/16/2018				3	3			5	5	8	8
2/20/2018				4	4			1	1	5	5
2/21/2018		1	1	3	3			3	3	7	7
2/22/2018				4	4			3	3	7	7
2/23/2018	1	0.5		4	4			4	4	9	8.5
3/5/2018				5	4	1	1	1	1	7	6
3/6/2018		1	1	5	4			1	1	7	6
3/7/2018				1	1			1	0.5	2	1.5
3/9/2018				9	8.5			5	5	14	13.5
3/12/2018		1	1	8	7.5			7	7	16	15.5
3/13/2018		1	1							1	1
3/14/2018				11	10			3	3	14	13
3/15/2018				2	1.5			5	4	7	5.5
3/16/2018		2	2	5	5			6	6	13	13
3/19/2018				4	3.5	1	1	2	2	7	6.5

3/20/2018					3	2.5			2	2	5	4.5
3/21/2018					2	1.5			3	3	5	4.5
3/22/2018					6	5.5			3	3	9	8.5
3/23/2018			2	2	6	6			5	4.5	13	12.5
3/26/2018			1	1					3	3	4	4
3/27/2018			1	1	4	3.5			2	2	7	6.5
3/28/2018					2	2			3	3	5	5
3/29/2018			1	1	3	3			2	2	6	6
3/30/2018			3	3	6	6			3	3	12	12
4/2/2018			1	1	6	6			3	3	10	10
4/3/2018			2	2	4	4			2	2	8	8
4/4/2018					5	4.5			3	3	8	7.5
4/5/2018					8	7.5			4	4	12	11.5
4/6/2018			1	1	10	10			4	4	15	15
4/9/2018			2	2	3	2.5			4	4	9	8.5
4/10/2018					8	7.5			4	4	12	11.5
4/11/2018			2	2	7	7			4	4	13	13
4/12/2018			2	2	2	1			5	5	9	8
4/13/2018			1	1	4	4			8	8	13	13
4/16/2018					4	4			5	5	9	9
4/17/2018					4	3.5			3	3	7	6.5
4/18/2018			2	2	4	4			3	3	9	9
4/19/2018			1	1	4	4	1	1	3	3	9	9
4/20/2018					6	5.5	1	1	3	3	10	9.5
4/30/2018					5	5			5	5	10	10
5/1/2018			2	1.5	3	2.5			5	5	10	9
5/2/2018					4	4			4	4	8	8
5/3/2018			1	1	4	4			4	4	9	9
5/4/2018			2	2	4	3			5	5	11	10
5/7/2018			1	1	9	8.5			4	4	14	13.5
5/8/2018					5	4.5			4	4	9	8.5
5/9/2018					5	5			4	4	9	9
5/10/2018			2	2	6	5.5			7	7	15	14.5
5/11/2018			2	2	7	6.5			5	4.5	14	13
5/14/2018			1	0.5	10	10			4	3.5	15	14
5/15/2018			1	1	2	2			4	3.5	7	6.5
5/16/2018			1	0.5	4	3.5			5	4.5	10	8.5
5/17/2018			3	3	5	5			5	5	13	13
5/18/2018			11	10.5	6	5.5			6	6	23	22
5/21/2018			3	3	8	7.5			4	4	15	14.5
5/22/2018					10	8.5			4	4	14	12.5
5/23/2018			2	2	3	3			7	7	12	12
5/24/2018			2	2	3	3			6	6	11	11
5/25/2018	1	0.5			6	6			5	5	12	11.5
5/29/2018					5	4	1	1	4	4	10	9
5/30/2018			3	3	3	3			4	4	10	10
5/31/2018			1	1	3	3	1	0.5	4	4	9	8.5
6/1/2018			7	7	7	5.5			6	6	20	18.5
6/2/2018												
6/4/2018			4	4	5	4			4	4	13	12
6/5/2018					2	2			3	3	5	5
6/6/2018			2	1.5	4	4			3	3	9	8.5
6/7/2018			1	1	3	3			3	3	7	7
6/8/2018			12	11.5	1	1	1	0.5	4	3.5	18	16.5
6/11/2018			4	4	2	2	1	1	2	2	9	9
6/12/2018			2	2	4	3.5	1	1	2	2	9	8.5
6/13/2018			2	1.5	3	2.5			1	1	6	5
6/14/2018			2	2	7	5			1	1	10	8
6/15/2018			3	2.5	4	3.5			1	1	8	7
6/18/2018			4	4	5	5					9	9
6/19/2018					1	1					1	1
Grand Total	3	2	171	163.3	755	701.6	20	18.5	407	400	1356	1285.4

2017-2018

Teacher Absences

Date	Bonus Day		Personal		MST Sick		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017										
9/1/2017										
9/5/2017					1	1			1	1
9/6/2017					1	1			1	1
9/7/2017					1	1			1	1
9/8/2017					1	1			1	1
9/11/2017					2	1.5			2	1.5
9/12/2017					1	1			1	1
9/13/2017					1	1			1	1
9/14/2017					2	2			2	2
9/15/2017					1	1			1	1
9/18/2017					1	1			1	1
9/19/2017										
9/20/2017					1	1			1	1
9/21/2017					1	1			1	1
9/22/2017					1	1			1	1
9/25/2017										
9/26/2017					1	1			1	1
9/27/2017					2	2			2	2
9/28/2017					1	1			1	1
9/29/2017					1	1			1	1
10/2/2017					1	1			1	1
10/3/2017					1	1			1	1
10/4/2017					1	1			1	1
10/5/2017					1	1			1	1
10/6/2017					1	1			1	1
10/10/2017										
10/11/2017					1	1			1	1
10/12/2017					1	1			1	1
10/13/2017					1	1			1	1
10/16/2017					1	1			1	1
10/17/2017					1	1			1	1
10/18/2017					1	1			1	1
10/19/2017					1	1			1	1
10/20/2017					2	2			2	2
10/23/2017					1	1			1	1
10/24/2017					1	1			1	1
10/25/2017					1	1	2	2	3	3
10/26/2017					1	1	2	2	3	3
10/27/2017					1	1			1	1
10/30/2017										
10/31/2017					1	1			1	1
11/1/2017					1	1			1	1
11/2/2017	1	1			1	1			2	2
11/3/2017					1	1			1	1
11/4/2017										
11/6/2017					1	1			1	1
11/7/2017					1	1			1	1
11/8/2017					1	1			1	1
11/9/2017					1	1	1	1	2	2
11/13/2017					1	1			1	1

11/14/2017					2	2			2	2
11/15/2017					1	1			1	1
11/16/2017					1	1	4	4	5	5
11/17/2017										
11/20/2017							1	1	1	1
11/21/2017							1	1	1	1
11/27/2017					1	1			1	1
11/28/2017					2	2			2	2
11/29/2017					1	1			1	1
11/30/2017					2	1.5			2	1.5
12/1/2017					3	3			3	3
12/4/2017					1	1	1	1	2	2
12/5/2017										
12/6/2017			1	1					1	1
12/7/2017										
12/8/2017					1	1			1	1
12/11/2017										
12/12/2017										
12/13/2017					1	0.5			1	0.5
12/14/2017										
12/15/2017			1	1	1	1	1	1	3	3
12/18/2017										
12/19/2017										
12/20/2017										
12/21/2017										
12/22/2017										
1/2/2018										
1/3/2018					2	2			2	2
1/4/2018										
1/5/2018										
1/8/2018					1	1			1	1
1/9/2018					1	1			1	1
1/10/2018										
1/11/2018										
1/12/2018										
1/15/2018										
1/16/2018										
1/17/2018										
1/18/2018					1	1			1	1
1/19/2018										
1/22/2018										
1/23/2018					1	0.5			1	0.5
1/24/2018					1	0.5			1	0.5
1/25/2018					1	0.5			1	0.5
1/26/2018					2	1			2	1
1/29/2018					1	1			1	1
1/30/2018					1	1			1	1
1/31/2018					1	0.5			1	0.5
2/1/2018										
2/2/2018			1	1					1	1
2/5/2018			1	1					1	1
2/6/2018										
2/7/2018										
2/8/2018										
2/9/2018					1	1			1	1



2/12/2018				2	2			2	2
2/13/2018				1	1			1	1
2/14/2018				1	1			1	1
2/15/2018				1	1			1	1
2/16/2018				2	2	1	1	3	3
2/20/2018									
2/21/2018				1	1			1	1
2/22/2018		1	1	2	2			3	3
2/23/2018				3	3			3	3
3/5/2018				2	2			2	2
3/6/2018				2	2			2	2
3/7/2018				1	1			1	1
3/9/2018		1	1	2	2			3	3
3/12/2018						1	1	1	1
3/13/2018									
3/14/2018						2	2	2	2
3/15/2018				1	1	1	1	2	2
3/16/2018						5	5	5	5
3/19/2018									
3/20/2018				1	1			1	1
3/21/2018				1	0.5			1	0.5
3/22/2018				1	1			1	1
3/23/2018				1	1			1	1
3/26/2018				2	2			2	2
3/27/2018						1	1	1	1
3/28/2018						1	1	1	1
3/29/2018									
3/30/2018				2	1.5			2	1.5
4/2/2018						1	1	1	1
4/3/2018						1	1	1	1
4/4/2018									
4/5/2018		1	1	2	2			3	3
4/6/2018									
4/9/2018									
4/10/2018				1	1			1	1
4/11/2018				2	1.5	1	1	3	2.5
4/12/2018				1	1			1	1
4/13/2018				2	1.5			2	1.5
4/16/2018				1	1	2	2	3	3
4/17/2018				1	1			1	1
4/18/2018				1	1			1	1
4/19/2018									
4/20/2018	1	1						1	1
4/30/2018				1	0.5	1	1	2	1.5
5/1/2018				1	0.5			1	0.5
5/2/2018									
5/3/2018									
5/4/2018									
5/7/2018									
5/8/2018				1	1			1	1
5/9/2018									
5/10/2018				2	2			2	2
5/11/2018									
5/14/2018		1	1					1	1
5/15/2018		1	0.5					1	0.5

5/16/2018										
5/17/2018			1	0.5					1	0.5
5/18/2018										
5/21/2018			1	1	3	2.5			4	3.5
5/22/2018										
5/23/2018					2	2			2	2
5/24/2018					1	1			1	1
5/25/2018					2	2			2	2
5/29/2018										
5/30/2018							2	2	2	2
5/31/2018							2	2	2	2
6/1/2018							2	2	2	2
6/2/2018										
6/4/2018					2	1.5			2	1.5
6/5/2018							1	1	1	1
6/6/2018					1	1			1	1
6/7/2018							2	2	2	2
6/8/2018			1	1					1	1
6/11/2018	1	1	2	2					3	3
6/12/2018					1	1			1	1
6/13/2018			1	1	2	2			3	3
6/14/2018			1	1					1	1
6/15/2018			2	2	1	1			3	3
6/18/2018			4	3.5					4	3.5
6/19/2018					1	1			1	1
Grand Total	3	3	22	20.5	140	131.5	40	40	205	195

Updated  
9/19/2018

2017-2018

Teacher

Absences

MST HIGH SCHOOL

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017												
9/1/2017												
9/5/2017												
9/6/2017												
9/7/2017												
9/8/2017												
9/11/2017					1	0.5					1	0.5
9/12/2017												
9/13/2017												
9/14/2017												
9/15/2017			1	1	1	1					2	2
9/18/2017					2	2					2	2
9/19/2017												
9/20/2017												
9/21/2017												
9/22/2017												
9/25/2017												
9/26/2017					1	1					1	1
9/27/2017			1	1	2	1.5					3	2.5
9/28/2017					1	1					1	1
9/29/2017			1	1							1	1
10/2/2017			1	1	3	3					4	4
10/3/2017												
10/4/2017												
10/5/2017												
10/6/2017												
10/10/2017					2	2					2	2
10/11/2017												
10/12/2017												
10/13/2017												
10/16/2017												
10/17/2017												
10/18/2017					1	0.5					1	0.5
10/19/2017					1	1			1	1	2	2
10/20/2017					2	2					2	2
10/23/2017												
10/24/2017												
10/25/2017												
10/26/2017												
10/27/2017			1	1							1	1
10/30/2017												
10/31/2017									1	1	1	1
11/1/2017					2	1.5					2	1.5
11/2/2017												
11/3/2017												
11/4/2017												
11/6/2017												
11/7/2017												
11/8/2017					1	1			2	2	3	3
11/9/2017												
11/13/2017												
11/14/2017					1	1					1	1
11/15/2017					1	0.5					1	0.5
11/16/2017									2	2	2	2
11/17/2017					1	1					1	1
11/20/2017					2	2					2	2
11/21/2017					2	1.5					2	1.5
11/27/2017					2	2					2	2
11/28/2017												
11/29/2017					1	1					1	1

11/30/2017												
12/1/2017					1	1					1	1
12/4/2017					1	1					1	1
12/5/2017					1	1					1	1
12/6/2017									1	1	1	1
12/7/2017					1	1					1	1
12/8/2017					2	2					2	2
12/11/2017									2	2	2	2
12/12/2017					1	1			1	1	2	2
12/13/2017									1	1	1	1
12/14/2017					1	0.5			1	1	2	1.5
12/15/2017									1	1	1	1
12/18/2017					1	1					1	1
12/19/2017												
12/20/2017			1	1							1	1
12/21/2017												
12/22/2017												
1/2/2018					1	1					1	1
1/3/2018												
1/4/2018												
1/5/2018												
1/8/2018					1	1					1	1
1/9/2018					2	2					2	2
1/10/2018					1	1					1	1
1/11/2018												
1/12/2018					1	0.5					1	0.5
1/15/2018												
1/16/2018												
1/17/2018												
1/18/2018												
1/19/2018			1	1							1	1
1/22/2018												
1/23/2018					1	1					1	1
1/24/2018					3	3					3	3
1/25/2018					1	1					1	1
1/26/2018												
1/29/2018												
1/30/2018					2	2					2	2
1/31/2018					1	1					1	1
2/1/2018									1	1	1	1
2/2/2018			1	1							1	1
2/5/2018			1	1	1	1					2	2
2/6/2018												
2/7/2018												
2/8/2018					1	1					1	1
2/9/2018					1	1					1	1
2/12/2018												
2/13/2018												
2/14/2018					2	1.5					2	1.5
2/15/2018			1	1	1	1					2	2
2/16/2018					1	1			1	1	2	2
2/20/2018												
2/21/2018									1	1	1	1
2/22/2018												
2/23/2018					3	3					3	3
3/5/2018												
3/6/2018												
3/7/2018					1	1					1	1
3/9/2018					1	1					1	1
3/12/2018									5	5	5	5
3/13/2018												
3/14/2018			1	1							1	1
3/15/2018												
3/16/2018			2	2					1	1	3	3
3/19/2018					1	1			1	1	2	2

3/20/2018												
3/21/2018												
3/22/2018				1	0.5			3	3	4	3.5	
3/23/2018				1	0.5					1	0.5	
3/26/2018												
3/27/2018				1	1					1	1	
3/28/2018				2	1.5					2	1.5	
3/29/2018												
3/30/2018			1	1						1	1	
4/2/2018				1	1					1	1	
4/3/2018				1	1					1	1	
4/4/2018				3	2					3	2	
4/5/2018												
4/6/2018												
4/9/2018												
4/10/2018				1	1			4	4	5	5	
4/11/2018				1	1			5	5	6	6	
4/12/2018								1	1	1	1	
4/13/2018				1	1					1	1	
4/16/2018			1	1	1	1				2	2	
4/17/2018												
4/18/2018				1	0.5					1	0.5	
4/19/2018				1	0.5					1	0.5	
4/20/2018												
4/30/2018				1	0.5	1	1			2	1.5	
5/1/2018				1	1					1	1	
5/2/2018				1	1					1	1	
5/3/2018				1	0.5					1	0.5	
5/4/2018												
5/7/2018												
5/8/2018				2	2					2	2	
5/9/2018												
5/10/2018				1	1					1	1	
5/11/2018												
5/14/2018												
5/15/2018												
5/16/2018			1	1	1	0.5				2	1.5	
5/17/2018					2	2				2	2	
5/18/2018			3	3	1	1				4	4	
5/21/2018			1	1	3	2	1	0.5		5	3.5	
5/22/2018					1	1				1	1	
5/23/2018					2	1.5				2	1.5	
5/24/2018					2	2				2	2	
5/25/2018					4	4				4	4	
5/29/2018					2	2				2	2	
5/30/2018					1	1				1	1	
5/31/2018												
6/1/2018												
6/2/2018												
6/4/2018			1	1	1	1				2	2	
6/5/2018					1	0.5				1	0.5	
6/6/2018												
6/7/2018												
6/8/2018												
6/11/2018			1	1	1	1				2	2	
6/12/2018					1	1				1	1	
6/13/2018												
6/14/2018					2	2				2	2	
6/15/2018			1	1	1	1				2	2	
6/18/2018					1	1				1	1	
6/19/2018	1	1								1	1	
Grand Total	1	1	23	23	116	104.5	2	1.5	36	36	178	166

2017-2018

Teacher

Absences

MCDONOUGH

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017									1	1	1	1
9/1/2017									1	1	1	1
9/5/2017									1	1	1	1
9/6/2017									1	1	1	1
9/7/2017									1	1	1	1
9/8/2017									1	1	1	1
9/11/2017									2	2	2	2
9/12/2017									1	1	1	1
9/13/2017					1	1			1	1	2	2
9/14/2017					1	1			2	2	3	3
9/15/2017					2	2			1	1	3	3
9/18/2017			1	1	3	2.5			1	1	5	4.5
9/19/2017			1	1	3	3			2	2	6	6
9/20/2017					1	1			1	1	2	2
9/21/2017									1	1	1	1
9/22/2017			2	2					1	1	3	3
9/25/2017			1	1					1	1	2	2
9/26/2017									1	1	1	1
9/27/2017					1	1			1	1	2	2
9/28/2017									1	1	1	1
9/29/2017					1	1			1	1	2	2
10/2/2017					1	1			2	2	3	3
10/3/2017					1	1			2	2	3	3
10/4/2017					2	2			3	3	5	5
10/5/2017									2	2	2	2
10/6/2017					1	1			5	5	6	6
10/10/2017									2	2	2	2
10/11/2017									2	2	2	2
10/12/2017									3	2	3	2
10/13/2017									2	2	2	2
10/16/2017									3	3	3	3
10/17/2017					1	1			3	3	4	4
10/18/2017									3	3	3	3
10/19/2017									3	3	3	3
10/20/2017									3	3	3	3
10/23/2017					1	1			4	4	5	5
10/24/2017			1	1					3	3	4	4
10/25/2017					1	1			3	3	4	4
10/26/2017			1	1					3	3	4	4
10/27/2017			1	1	1	1			3	3	5	5
10/30/2017									3	3	3	3
10/31/2017					3	3			3	3	6	6
11/1/2017			2	2					3	3	5	5
11/2/2017			2	2					3	3	5	5
11/3/2017					3	3			3	3	6	6
11/4/2017												
11/6/2017									3	3	3	3
11/7/2017			1	1	2	2			4	4	7	7
11/8/2017			1	1	1	1			4	4	6	6
11/9/2017					2	2			4	4	6	6
11/13/2017					1	1			3	3	4	4
11/14/2017					1	1			3	3	4	4
11/15/2017									4	4	4	4
11/16/2017									4	4	4	4
11/17/2017			1	1					4	4	5	5
11/20/2017					1	1			3	3	4	4
11/21/2017					1	1			3	3	4	4
11/27/2017					2	2			3	3	5	5
11/28/2017					1	1			4	4	5	5
11/29/2017					2	2			3	3	5	5

11/30/2017					2	2			4	4	6	6
12/1/2017					2	2			3	3	5	5
12/4/2017					2	2			3	3	5	5
12/5/2017									3	3	3	3
12/6/2017									3	3	3	3
12/7/2017									3	3	3	3
12/8/2017					2	2			3	3	5	5
12/11/2017			2	2	1	1			3	3	6	6
12/12/2017					3	3			3	3	6	6
12/13/2017					5	5			3	3	8	8
12/14/2017					1	1			3	3	4	4
12/15/2017			1	1	1	1			3	3	5	5
12/18/2017					2	2			3	3	5	5
12/19/2017					3	3			3	3	6	6
12/20/2017					4	3.5			3	3	7	6.5
12/21/2017					2	2			3	3	5	5
12/22/2017									3	3	3	3
1/2/2018									1	1	1	1
1/3/2018									1	1	1	1
1/4/2018									1	1	1	1
1/5/2018									1	1	1	1
1/8/2018									1	1	1	1
1/9/2018									1	1	1	1
1/10/2018									2	2	2	2
1/11/2018					4	4			1	1	5	5
1/12/2018					4	4			1	1	5	5
1/15/2018												
1/16/2018									1	1	1	1
1/17/2018									1	1	1	1
1/18/2018					2	1.5			1	1	3	2.5
1/19/2018			1	1	2	1.5			1	1	4	3.5
1/22/2018					1	1			1	1	2	2
1/23/2018					1	1			1	1	2	2
1/24/2018					4	4			1	1	5	5
1/25/2018					2	2			1	1	3	3
1/26/2018					1	1			3	3	4	4
1/29/2018					3	2			2	2	5	4
1/30/2018					1	1			2	2	3	3
1/31/2018					1	1			2	2	3	3
2/1/2018									5	5	5	5
2/2/2018					4	3.5			2	2	6	5.5
2/5/2018					5	4.5			2	2	7	6.5
2/6/2018					2	2			1	1	3	3
2/7/2018					4	3.5			1	0.5	5	4
2/8/2018					2	2			1	1	3	3
2/9/2018			2	2	4	3			1	1	7	6
2/12/2018					3	2.5			2	2	5	4.5
2/13/2018					1	1			1	1	2	2
2/14/2018			1	1					1	1	2	2
2/15/2018					1	1			3	3	4	4
2/16/2018					2	1.5			1	1	3	2.5
2/20/2018									1	1	1	1
2/21/2018					4	4			1	1	5	5
2/22/2018									1	1	1	1
2/23/2018					1	1			1	1	2	2
3/5/2018	1	1							1	1	2	2
3/6/2018			1	1					1	1	2	2
3/7/2018			1	1	1	1			1	0.5	3	2.5
3/9/2018			2	2	2	2			1	1	5	5
3/12/2018					1	1			7	7	8	8
3/13/2018												
3/14/2018					2	2			2	1.5	4	3.5
3/15/2018			1	1					2	2	3	3
3/16/2018					1	0.5			7	7	8	7.5
3/19/2018			1	1					1	1	2	2

3/20/2018									1	1	1	1
3/21/2018									1	1	1	1
3/22/2018					1	1			2	2	3	3
3/23/2018					4	3.5			1	1	5	4.5
3/26/2018					3	3			1	1	4	4
3/27/2018					2	2			1	1	3	3
3/28/2018									1	1	1	1
3/29/2018			1	1					1	1	2	2
3/30/2018					6	4.5			1	1	7	5.5
4/2/2018					4	4			1	1	5	5
4/3/2018					1	1			1	1	2	2
4/4/2018									1	1	1	1
4/5/2018					1	1			1	1	2	2
4/6/2018			2	2	3	2			1	1	6	5
4/9/2018			1	1	2	2			1	1	4	4
4/10/2018			1	1	1	1			2	2	4	4
4/11/2018					4	4			1	1	5	5
4/12/2018									1	1	1	1
4/13/2018					3	2.5			1	1	4	3.5
4/16/2018			1	1	2	2	1	1	1	1	5	5
4/17/2018			1	1	2	1.5			1	1	4	3.5
4/18/2018			1	1	1	1			1	1	3	3
4/19/2018	1	1			3	3			1	1	5	5
4/20/2018	2	2			2	2			2	2	6	6
4/30/2018	1	1			2	2			1	1	4	4
5/1/2018			1	1	1	1			1	1	3	3
5/2/2018					1	1			1	1	2	2
5/3/2018			1	1	2	2			2	2	5	5
5/4/2018			1	1	4	3.5			1	1	6	5.5
5/7/2018					2	2			1	1	3	3
5/8/2018					3	3			1	1	4	4
5/9/2018					1	1			1	1	2	2
5/10/2018					2	2			1	1	3	3
5/11/2018			3	3	4	4			1	1	8	8
5/14/2018			2	2	3	3			1	1	6	6
5/15/2018					1	1			1	1	2	2
5/16/2018					3	3			1	1	4	4
5/17/2018			2	2					3	3	5	5
5/18/2018			2	2	3	3			3	3	8	8
5/21/2018			1	1	2	2			3	3	6	6
5/22/2018					2	2			3	3	5	5
5/23/2018					1	1			3	3	4	4
5/24/2018			2	2					3	3	5	5
5/25/2018	1	1			5	4.5			2	2	8	7.5
5/29/2018					1	1			3	3	4	4
5/30/2018			1	1	1	1			3	3	5	5
5/31/2018			1	1	1	1			2	2	4	4
6/1/2018			1	1	3	3			2	2	6	6
6/2/2018												
6/4/2018					1	1			2	2	3	3
6/5/2018					1	1			2	2	3	3
6/6/2018									2	2	2	2
6/7/2018			4	4	2	2			2	2	8	8
6/8/2018			3	3	4	4			2	2	9	9
6/11/2018			6	6	2	2			2	2	10	10
6/12/2018					2	2			2	2	4	4
6/13/2018			1	1					3	3	4	4
6/14/2018			3	3					3	3	6	6
6/15/2018			1	1	1	0.5			3	2.5	5	4
6/18/2018					4	3.5			3	3	7	6.5
6/19/2018					2	2			3	3	5	5
Grand Total	6	6	72	72	250	237	1	1	369	366	698	682



2017-2018

Teacher  
Absences

MCLAUGHLIN

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017					2	2					2	2
9/1/2017					1	1					1	1
9/5/2017												
9/6/2017												
9/7/2017									1	1	1	1
9/8/2017					2	2					2	2
9/11/2017												
9/12/2017					1	1					1	1
9/13/2017												
9/14/2017					2	1.5					2	1.5
9/15/2017			2	2	3	3					5	5
9/18/2017					1	0.5			1	1	2	1.5
9/19/2017					3	3					3	3
9/20/2017					1	1					1	1
9/21/2017					1	1			1	1	2	2
9/22/2017									2	2	2	2
9/25/2017					3	3					3	3
9/26/2017									1	1	1	1
9/27/2017					4	4					4	4
9/28/2017					4	4					4	4
9/29/2017			1	1	2	2					3	3
10/2/2017			1	1	2	2					3	3
10/3/2017					1	1					1	1
10/4/2017					2	1.5					2	1.5
10/5/2017					2	1.5					2	1.5
10/6/2017					3	2.5			5	5	8	7.5
10/10/2017					1	0.5					1	0.5
10/11/2017					2	2					2	2
10/12/2017					2	2			3	3	5	5
10/13/2017					1	1					1	1
10/16/2017					2	2					2	2
10/17/2017					4	3.5					4	3.5
10/18/2017					3	3					3	3
10/19/2017					2	2			1	1	3	3
10/20/2017					6	6					6	6
10/23/2017					2	2					2	2
10/24/2017					4	3.5			2	1.5	6	5
10/25/2017					1	0.5					1	0.5
10/26/2017			1	1	3	3			2	2	6	6
10/27/2017			1	1	5	5					6	6
10/30/2017												
10/31/2017					1	1			2	2	3	3
11/1/2017			2	2	2	2					4	4
11/2/2017					2	1.5			2	1.5	4	3
11/3/2017					3	3					3	3
11/4/2017												
11/6/2017												
11/7/2017			1	1	3	3					4	4
11/8/2017			1	1	1	1					2	2
11/9/2017					2	2					2	2
11/13/2017					3	3			3	3	6	6
11/14/2017			1	1	2	2			5	5	8	8
11/15/2017					1	1			2	2	3	3
11/16/2017					5	5			2	2	7	7
11/17/2017					6	6			3	3	9	9
11/20/2017					3	3					3	3
11/21/2017					4	4					4	4
11/27/2017												
11/28/2017					1	1					1	1
11/29/2017					2	2			2	2	4	4

11/30/2017				1	1			1	1	2	2
12/1/2017		1	1	1	1			1	1	3	3
12/4/2017				2	2			1	1	3	3
12/5/2017				3	2.5					3	2.5
12/6/2017				3	3					3	3
12/7/2017				4	4					4	4
12/8/2017		2	2	4	4			1	1	7	7
12/11/2017				2	2					2	2
12/12/2017				3	3					3	3
12/13/2017		1	1	4	3.5					5	4.5
12/14/2017		1	1	7	6					8	7
12/15/2017		3	3	4	3.5					7	6.5
12/18/2017		1	1	3	3					4	4
12/19/2017		2	2	3	3					5	5
12/20/2017				3	3	1	1			4	4
12/21/2017		1	1	3	3	1	1			5	5
12/22/2017						1	1			1	1
1/2/2018				1	1					1	1
1/3/2018				2	2					2	2
1/4/2018											
1/5/2018											
1/8/2018				2	1.5			2	2	4	3.5
1/9/2018				3	3					3	3
1/10/2018				2	1.5			2	2	4	3.5
1/11/2018				2	2			1	1	3	3
1/12/2018				2	2			1	1	3	3
1/15/2018											
1/16/2018				2	1.5					2	1.5
1/17/2018											
1/18/2018				2	2			1	1	3	3
1/19/2018				2	2			1	1	3	3
1/22/2018		1	1	3	3					4	4
1/23/2018				3	3					3	3
1/24/2018				4	4					4	4
1/25/2018				3	3					3	3
1/26/2018		1	1	1	1					2	2
1/29/2018				5	4.5					5	4.5
1/30/2018				4	3.5					4	3.5
1/31/2018				5	5			1	1	6	6
2/1/2018				4	4			4	4	8	8
2/2/2018				3	3			3	2.5	6	5.5
2/5/2018		1	1	3	2.5			2	2	6	5.5
2/6/2018				6	6			2	2	8	8
2/7/2018				1	1			4	3.5	5	4.5
2/8/2018				1	1			2	2	3	3
2/9/2018				2	1.5			1	1	3	2.5
2/12/2018				3	2.5			1	1	4	3.5
2/13/2018								1	1	1	1
2/14/2018				2	2			1	1	3	3
2/15/2018				1	1			1	1	2	2
2/16/2018								1	1	1	1
2/20/2018				5	4.5			1	1	6	5.5
2/21/2018				2	2			2	2	4	4
2/22/2018				3	3			2	2	5	5
2/23/2018				6	6			1	1	7	7
3/5/2018				2	2			1	1	3	3
3/6/2018				4	3.5			1	1	5	4.5
3/7/2018				3	3			1	0.5	4	3.5
3/9/2018				1	1			2	2	3	3
3/12/2018				2	1.5			7	6.5	9	8
3/13/2018											
3/14/2018				4	4			1	1	5	5
3/15/2018				2	1.5			1	1	3	2.5
3/16/2018				2	2			12	12	14	14
3/19/2018		1	1	5	4			1	1	7	6

3/20/2018			1	1	4	4			1	1	6	6
3/21/2018	1	1	1	1	2	2			1	1	5	5
3/22/2018			1	1	1	1			2	2	4	4
3/23/2018			1	1	2	2			2	2	5	5
3/26/2018			1	1	4	4			1	1	6	6
3/27/2018			1	1	2	2			3	3	6	6
3/28/2018			1	1	2	2			2	2	5	5
3/29/2018					5	4.5			1	1	6	5.5
3/30/2018			2	2	3	3			1	1	6	6
4/2/2018			1	1	6	5			1	1	8	7
4/3/2018					5	4			1	1	6	5
4/4/2018					5	4.5			1	1	6	5.5
4/5/2018					3	3			1	1	4	4
4/6/2018			2	2	1	1			1	1	4	4
4/9/2018			1	1	4	3.5			1	1	6	5.5
4/10/2018			1	1	1	0.5			9	9	11	10.5
4/11/2018					1	1			7	7	8	8
4/12/2018					4	4			3	2.5	7	6.5
4/13/2018			2	2	4	3.5			3	3	9	8.5
4/16/2018			2	2	4	4			1	1	7	7
4/17/2018					5	5			1	1	6	6
4/18/2018					4	3.5			3	3	7	6.5
4/19/2018			1	1	2	2			1	1	4	4
4/20/2018					1	1			2	2	3	3
4/30/2018					3	3	1	1	1	1	5	5
5/1/2018			1	1	3	3			1	1	5	5
5/2/2018					2	2			1	1	3	3
5/3/2018					2	2			2	2	4	4
5/4/2018					5	5			1	1	6	6
5/7/2018					7	7			1	1	8	8
5/8/2018					6	5.5			2	2	8	7.5
5/9/2018			2	1.5	5	4.5			1	1	8	7
5/10/2018					1	1			2	2	3	3
5/11/2018			3	3	7	7			3	2.5	13	12.5
5/14/2018			4	4	5	5			1	1	10	10
5/15/2018			3	3	3	3					6	6
5/16/2018					4	4					4	4
5/17/2018			1	1	5	5			1	1	7	7
5/18/2018			4	4	7	6.5			1	1	12	11.5
5/21/2018			2	2	6	6			1	1	9	9
5/22/2018			1	1	4	4			3	3	8	8
5/23/2018			3	3	4	4			10	6.5	17	13.5
5/24/2018					3	3			4	4	7	7
5/25/2018					7	7			1	1	8	8
5/29/2018	1	1			6	5.5					7	6.5
5/30/2018			2	2	1	1			1	1	4	4
5/31/2018			1	1	3	3			1	1	5	5
6/1/2018			8	8	2	2			1	1	11	11
6/2/2018												
6/4/2018			7	7	3	3					10	10
6/5/2018			3	3	6	6					9	9
6/6/2018			2	2	5	5					7	7
6/7/2018					1	1			1	1	2	2
6/8/2018			4	4	2	2			3	3	9	9
6/11/2018			3	3	1	1			1	1	5	5
6/12/2018			1	1	1	1			1	1	3	3
6/13/2018					1	1			2	2	3	3
6/14/2018					1	1			2	2	3	3
6/15/2018			1	1	2	2			1	1	4	4
6/18/2018									2	2	2	2
6/19/2018					3	2			2	2	5	4
Grand Total	2	2	102	101.5	486	463.5	4	4	214	206.5	808	777.5

2017-2018 Teacher Absences	PARKSIDE									
	Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017										
9/1/2017										
9/5/2017							1	1	1	1
9/6/2017			1	1			1	1	2	2
9/7/2017	2	1.5					1	1	3	2.5
9/8/2017			1	1			1	1	2	2
9/11/2017			2	2			1	1	3	3
9/12/2017			4	3			1	1	5	4
9/13/2017	1	0.5	2	2			1	1	4	3.5
9/14/2017			3	2			1	1	4	3
9/15/2017	3	3					1	1	4	4
9/18/2017	1	1	2	2			1	1	4	4
9/19/2017	1	1	6	5.5	1	1	1	1	9	8.5
9/20/2017	1	1	1	0.5			1	1	3	2.5
9/21/2017			2	2			1	1	3	3
9/22/2017			3	3			2	2	5	5
9/25/2017	1	1	4	4			2	2	7	7
9/26/2017	1	1	4	3.5			2	2	7	6.5
9/27/2017			4	4			2	2	6	6
9/28/2017	1	1	5	5			1	1	7	7
9/29/2017	1	1	3	3			1	1	5	5
10/2/2017	2	2	4	3.5			1	1	7	6.5
10/3/2017			6	5			2	2	8	7
10/4/2017			1	0.5			1	1	2	1.5
10/5/2017	2	2	4	3.5			1	1	7	6.5
10/6/2017			5	4.5			4	4	9	8.5
10/10/2017			3	2.5			3	3	6	5.5
10/11/2017			2	1.5			2	2	4	3.5
10/12/2017			2	1.5			2	2	4	3.5
10/13/2017			5	4			2	2	7	6
10/16/2017	2	2	1	1			2	2	5	5
10/17/2017	1	1	3	2.5			4	4	8	7.5
10/18/2017			3	2.5	1	1	2	2	6	5.5
10/19/2017	2	2	3	2			2	2	7	6
10/20/2017	1	1	5	4.5	1	1	2	2	9	8.5
10/23/2017	2	2	1	0.5			2	2	5	4.5
10/24/2017			5	4.5			2	2	7	6.5
10/25/2017			2	2			2	2	4	4
10/26/2017			5	5			2	2	7	7
10/27/2017			3	2			4	4	7	6
10/30/2017							3	3	3	3
10/31/2017			3	3			2	2	5	5
11/1/2017			3	3			3	3	6	6
11/2/2017			2	2			3	3	5	5
11/3/2017	1	1	2	2			2	2	5	5
11/4/2017										
11/6/2017			3	2.5			2	2	5	4.5
11/7/2017			2	2			3	3	5	5
11/8/2017			3	2.5			2	2	5	4.5
11/9/2017			1	0.5			2	2	3	2.5
11/13/2017			3	3			2	2	5	5

11/14/2017			6	5			4	4	10	9
11/15/2017	1	1	3	3			3	3	7	7
11/16/2017			1	1			5	5	6	6
11/17/2017	1	1	5	4.5	1	1	4	4	11	10.5
11/20/2017			1	1	1	1	2	2	4	4
11/21/2017			1	0.5	1	1	2	2	4	3.5
11/27/2017			3	3	1	1	2	2	6	6
11/28/2017			3	3	1	1	1	1	5	5
11/29/2017			1	0.5	1	1	1	1	3	2.5
11/30/2017			3	2.5	1	1	2	2	6	5.5
12/1/2017	1	1	5	4.5	1	1	1	1	8	7.5
12/4/2017			8	7.5	1	1	1	1	10	9.5
12/5/2017	1	1	5	4.5			1	1	7	6.5
12/6/2017			8	8			1	1	9	9
12/7/2017	1	1	4	3.5			1	1	6	5.5
12/8/2017			6	5.5			1	1	7	6.5
12/11/2017	1	1	6	4.5			1	1	8	6.5
12/12/2017			8	8			2	2	10	10
12/13/2017			3	2.5			1	1	4	3.5
12/14/2017			3	2.5			1	1	4	3.5
12/15/2017			4	4			1	1	5	5
12/18/2017			2	2			1	1	3	3
12/19/2017			6	4			1	1	7	5
12/20/2017			2	1.5			1	1	3	2.5
12/21/2017	1	1	5	4.5			2	2	8	7.5
12/22/2017							1	1	1	1
1/2/2018			2	1.5			1	1	3	2.5
1/3/2018			3	2.5			1	1	4	3.5
1/4/2018							1	1	1	1
1/5/2018							1	1	1	1
1/8/2018			4	4			1	1	5	5
1/9/2018			2	2			1	1	3	3
1/10/2018			4	4			1	1	5	5
1/11/2018			5	4.5			2	2	7	6.5
1/12/2018			4	3.5			1	1	5	4.5
1/15/2018										
1/16/2018			3	2			1	1	4	3
1/17/2018							1	1	1	1
1/18/2018			2	2	1	1	1	1	4	4
1/19/2018	1	1	4	3.5	1	1	1	1	7	6.5
1/22/2018	2	2					1	1	3	3
1/23/2018	1	1	3	3			1	1	5	5
1/24/2018	1	1	5	4			1	1	7	6
1/25/2018			6	5			1	1	7	6
1/26/2018			5	4.5			1	1	6	5.5
1/29/2018			4	3.5			1	1	5	4.5
1/30/2018			4	4			1	1	5	5
1/31/2018			4	4			1	1	5	5
2/1/2018	1	1	4	3.5			2	2	7	6.5
2/2/2018			4	4			1	1	5	5
2/5/2018	1	1	10	9			3	2.5	14	12.5
2/6/2018	1	1	4	3.5			1	1	6	5.5
2/7/2018			2	2			1	1	3	3
2/8/2018			4	4			2	1.5	6	5.5
2/9/2018			5	4.5			2	2	7	6.5

2/12/2018			7	6.5			2	2	9	8.5
2/13/2018			3	3			1	1	4	4
2/14/2018	1	1	3	2.5			1	1	5	4.5
2/15/2018			5	4			1	1	6	5
2/16/2018			2	2			1	1	3	3
2/20/2018							1	1	1	1
2/21/2018			7	5			1	1	8	6
2/22/2018			4	4			2	2	6	6
2/23/2018			4	3.5			2	2	6	5.5
3/5/2018			4	3.5					4	3.5
3/6/2018			3	2.5					3	2.5
3/7/2018										
3/9/2018	1	1	4	3.5			1	1	6	5.5
3/12/2018	1	1	4	3.5			5	5	10	9.5
3/13/2018										
3/14/2018			5	5					5	5
3/15/2018			3	3					3	3
3/16/2018	2	2	2	2			5	5	9	9
3/19/2018			3	3					3	3
3/20/2018			2	2					2	2
3/21/2018			3	3			1	1	4	4
3/22/2018			1	1					1	1
3/23/2018	1	1	3	2			1	1	5	4
3/26/2018	1	1	4	3.5					5	4.5
3/27/2018			3	3					3	3
3/28/2018			4	4					4	4
3/29/2018			5	5					5	5
3/30/2018			3	3					3	3
4/2/2018	1	1	5	5			1	1	7	7
4/3/2018	1	1	2	2					3	3
4/4/2018			4	4			2	2	6	6
4/5/2018			6	6			1	1	7	7
4/6/2018	1	1	2	2			3	3	6	6
4/9/2018	1	1	3	3					4	4
4/10/2018			2	2			6	5.5	8	7.5
4/11/2018	1	1	2	2			4	4	7	7
4/12/2018			4	3.5					4	3.5
4/13/2018			4	4					4	4
4/16/2018			3	2.5					3	2.5
4/17/2018	1	1	6	5					7	6
4/18/2018	1	1	7	6			2	2	10	9
4/19/2018			4	3.5			1	1	5	4.5
4/20/2018			3	2.5			1	1	4	3.5
4/30/2018			3	3					3	3
5/1/2018			3	3					3	3
5/2/2018			5	4.5					5	4.5
5/3/2018			3	3					3	3
5/4/2018	2	2	3	2					5	4
5/7/2018	2	2	4	4			1	1	7	7
5/8/2018			3	3					3	3
5/9/2018			4	4			3	2.5	7	6.5
5/10/2018	1	1	2	1			2	2	5	4
5/11/2018	1	1	1	1			2	1.5	4	3.5
5/14/2018	3	3	4	4					7	7
5/15/2018			5	5			1	1	6	6

5/16/2018	1	1	4	3.5			1	1	6	5.5
5/17/2018	1	1	1	1			1	1	3	3
5/18/2018	6	6	5	4.5			1	1	12	11.5
5/21/2018	4	4	4	3.5			1	1	9	8.5
5/22/2018	3	3	2	1.5			1	1	6	5.5
5/23/2018	1	1	5	4.5			1	1	7	6.5
5/24/2018	1	1	5	5			1	1	7	7
5/25/2018			8	7			1	1	9	8
5/29/2018			3	2			2	2	5	4
5/30/2018			2	2			2	2	4	4
5/31/2018			2	2			2	2	4	4
6/1/2018	6	6	2	1.5			7	7	15	14.5
6/2/2018	1	1							1	1
6/4/2018	4	4	3	2.5			1	1	8	7.5
6/5/2018	2	2	2	2					4	4
6/6/2018	4	4	4	2.5					8	6.5
6/7/2018			3	3					3	3
6/8/2018	4	4	3	2.5			2	1.5	9	8
6/11/2018	2	2	2	2					4	4
6/12/2018	2	2	5	5			2	2	9	9
6/13/2018	1	1	2	1.5			1	1	4	3.5
6/14/2018			2	1			2	2	4	3
6/15/2018							2	2	2	2
6/18/2018			3	3					3	3
6/19/2018			3	3					3	3
Grand Total	107	106	594	535.5	14	14	253	250	968	905.5

Updated  
9/19/2018

2017-2018

Teacher

Absences

## NORTHWEST

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017					1	1			1	1	2	2
9/1/2017									1	1	1	1
9/5/2017					1	1			1	1	2	2
9/6/2017					1	1			1	1	2	2
9/7/2017					2	2			1	1	3	3
9/8/2017			1	1	2	2			1	1	4	4
9/11/2017					1	1			1	1	2	2
9/12/2017									1	1	1	1
9/13/2017									1	1	1	1
9/14/2017									1	1	1	1
9/15/2017			1	1	2	2			1	1	4	4
9/18/2017					2	2			1	1	3	3
9/19/2017					4	4			1	1	5	5
9/20/2017					1	1			2	2	3	3
9/21/2017					1	1			2	2	3	3
9/22/2017					2	2			2	2	4	4
9/25/2017					3	3			1	1	4	4
9/26/2017					1	1			1	1	2	2
9/27/2017					1	1			1	1	2	2
9/28/2017									1	1	1	1
9/29/2017					2	2			1	1	3	3
10/2/2017					1	1			1	1	2	2
10/3/2017									2	2	2	2
10/4/2017					1	1			2	2	3	3
10/5/2017					3	3			2	2	5	5
10/6/2017					6	6			2	2	8	8
10/10/2017									2	2	2	2
10/11/2017					2	2			2	2	4	4
10/12/2017			1	1					2	2	3	3
10/13/2017			3	3					2	2	5	5
10/16/2017					1	1			3	3	4	4
10/17/2017					2	2			2	2	4	4
10/18/2017			1	1	2	2			2	2	5	5
10/19/2017							1	1	2	2	3	3
10/20/2017							1	1	2	2	3	3
10/23/2017			1	1			1	1	2	2	4	4
10/24/2017					1	1			2	2	3	3
10/25/2017									2	2	2	2
10/26/2017									2	2	2	2
10/27/2017					2	2			4	4	6	6
10/30/2017												
10/31/2017					2	2			2	2	4	4
11/1/2017									2	2	2	2
11/2/2017					1	1			2	2	3	3
11/3/2017					1	1			2	2	3	3
11/4/2017												
11/6/2017			1	1	2	2			2	2	5	5
11/7/2017			1	1	1	1			2	2	4	4
11/8/2017					2	2			3	3	5	5
11/9/2017					1	1			3	3	4	4
11/13/2017					1	1			5	5	6	6
11/14/2017					1	1			3	3	4	4
11/15/2017					5	5			2	2	7	7
11/16/2017			1	1	3	3			2	2	6	6
11/17/2017			3	3	3	3			3	3	9	9
11/20/2017	1	1			2	2			2	2	5	5
11/21/2017	1	1			1	1			2	2	4	4
11/27/2017					1	1			2	2	3	3
11/28/2017					1	1			2	2	3	3
11/29/2017					1	1			2	2	3	3



11/30/2017				3	3			2	2	5	5
12/1/2017			2	2	2	2		2	2	6	6
12/4/2017				2	2			2	2	4	4
12/5/2017				5	5			2	2	7	7
12/6/2017				2	2			2	2	4	4
12/7/2017				1	1			2	2	3	3
12/8/2017				1	1			2	2	3	3
12/11/2017			2	2	5	5		2	2	9	9
12/12/2017			1	1	2	2		2	2	5	5
12/13/2017				3	3	1	1	2	2	6	6
12/14/2017				2	2			2	2	4	4
12/15/2017				3	3			2	2	5	5
12/18/2017				3	3			2	2	5	5
12/19/2017								2	2	2	2
12/20/2017				3	3			2	2	5	5
12/21/2017				3	3			2	2	5	5
12/22/2017											
1/2/2018				1	1			2	2	3	3
1/3/2018				1	1			2	2	3	3
1/4/2018								1	1	1	1
1/5/2018								1	1	1	1
1/8/2018			1	1	2	2		2	2	5	5
1/9/2018				1	1			2	2	3	3
1/10/2018				2	2			2	2	4	4
1/11/2018				4	4			2	2	6	6
1/12/2018	1	1						2	2	3	3
1/15/2018											
1/16/2018	1	1		2	2			2	2	5	5
1/17/2018								1	1	1	1
1/18/2018				2	2			3	3	5	5
1/19/2018				1	1			2	2	3	3
1/22/2018				2	2			2	2	4	4
1/23/2018								2	2	2	2
1/24/2018				1	1			2	2	3	3
1/25/2018				1	1			2	2	3	3
1/26/2018				1	1			2	2	3	3
1/29/2018				2	2			2	2	4	4
1/30/2018				5	5			2	2	7	7
1/31/2018				4	4			2	2	6	6
2/1/2018				3	3			5	5	8	8
2/2/2018				3	3			2	2	5	5
2/5/2018			1	1				2	2	3	3
2/6/2018								2	2	2	2
2/7/2018				2	2			2	2	4	4
2/8/2018				1	1			2	2	3	3
2/9/2018								2	2	2	2
2/12/2018			1	1				2	2	3	3
2/13/2018								2	2	2	2
2/14/2018								2	2	2	2
2/15/2018				2	2			2	2	4	4
2/16/2018				2	2			3	3	5	5
2/20/2018				1	1			3	3	4	4
2/21/2018				3	3			3	3	6	6
2/22/2018				2	2			3	3	5	5
2/23/2018				2	2			3	3	5	5
3/5/2018				2	2			2	2	4	4
3/6/2018						1	1	2	2	3	3
3/7/2018			1	1	1	1		3	2	5	4
3/9/2018			2	2				3	3	5	5
3/12/2018				2	2			10	10	12	12
3/13/2018											
3/14/2018				4	4			3	3	7	7
3/15/2018								3	3	3	3
3/16/2018				1	1			10	10	11	11
3/19/2018								2	2	2	2

3/20/2018									2	2	2	2
3/21/2018					3	3			2	2	5	5
3/22/2018					1	1			2	2	3	3
3/23/2018					1	1			2	2	3	3
3/26/2018					4	4			2	2	6	6
3/27/2018			1	1					2	2	3	3
3/28/2018									2	2	2	2
3/29/2018									2	2	2	2
3/30/2018			1	1	2	2			3	3	6	6
4/2/2018					2	2			2	2	4	4
4/3/2018									2	2	2	2
4/4/2018					1	1			6	6	7	7
4/5/2018					1	1			2	2	3	3
4/6/2018									2	2	2	2
4/9/2018			1	1	1	1			2	2	4	4
4/10/2018					2	1.5			7	7	9	8.5
4/11/2018			1	1	4	4			6	6	11	11
4/12/2018					1	1			2	2	3	3
4/13/2018					5	5			2	2	7	7
4/16/2018					1	1			2	2	3	3
4/17/2018									7	7	7	7
4/18/2018					1	1			2	2	3	3
4/19/2018			1	1	2	1.5			2	2	5	4.5
4/20/2018					2	2			2	2	4	4
4/30/2018									2	1	2	1
5/1/2018					1	1			1	1	2	2
5/2/2018									1	1	1	1
5/3/2018					2	2			1	1	3	3
5/4/2018					2	2			1	1	3	3
5/7/2018					4	4			1	1	5	5
5/8/2018					2	2			1	1	3	3
5/9/2018					1	1			1	1	2	2
5/10/2018			2	2					1	1	3	3
5/11/2018			3	3					1	1	4	4
5/14/2018			1	1					1	1	2	2
5/15/2018			1	1					1	1	2	2
5/16/2018							1	1	6	6	7	7
5/17/2018			2	2	1	1	1	1	1	1	5	5
5/18/2018			8	8	4	4	1	1	1	1	14	14
5/21/2018			4	4					1	1	5	5
5/22/2018					1	1			1	1	2	2
5/23/2018			2	2	1	1			1	1	4	4
5/24/2018			2	2					2	2	4	4
5/25/2018									1	1	1	1
5/29/2018					3	2			1	1	4	3
5/30/2018			2	2	1	1			2	2	5	5
5/31/2018			1	1					1	1	2	2
6/1/2018			5	5	2	2			1	1	8	8
6/2/2018												
6/4/2018			2	2					1	1	3	3
6/5/2018									1	1	1	1
6/6/2018					2	2			1	1	3	3
6/7/2018			2	2					1	1	3	3
6/8/2018			1	1					1	1	2	2
6/11/2018			1	1	2	2			1	1	4	4
6/12/2018									1	1	1	1
6/13/2018			1	1					1	1	2	2
6/14/2018			2	2					1	1	3	3
6/15/2018									1	1	1	1
6/18/2018									1	1	1	1
6/19/2018									1	1	1	1
Grand Total	4	4	72	72	243	241	8	8	368	366	695	691

2017-2018

Teacher Absences

PARKER-VARNEY

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017					1	0.5			2	1.5	3	2
9/1/2017					1	1			1	1	2	2
9/5/2017									1	1	1	1
9/6/2017					1	1			1	1	2	2
9/7/2017									1	1	1	1
9/8/2017									1	1	1	1
9/11/2017					1	1			1	1	2	2
9/12/2017									2	2	2	2
9/13/2017									1	1	1	1
9/14/2017					1	1			1	1	2	2
9/15/2017			1	1	2	2			1	1	4	4
9/18/2017					1	1			1	1	2	2
9/19/2017					3	3			1	1	4	4
9/20/2017					1	1			1	1	2	2
9/21/2017					1	1			1	1	2	2
9/22/2017			1	1	2	1.5			2	2	5	4.5
9/25/2017					2	2			2	2	4	4
9/26/2017					1	1			3	2.5	4	3.5
9/27/2017					1	0.5			1	1	2	1.5
9/28/2017					1	1			3	3	4	4
9/29/2017			1	1	4	2.5			1	1	6	4.5
10/2/2017					2	2			1	1	3	3
10/3/2017					1	1			1	1	2	2
10/4/2017									1	1	1	1
10/5/2017			1	1					1	1	2	2
10/6/2017					3	3			3	3	6	6
10/10/2017					1	1			1	1	2	2
10/11/2017					3	2.5			2	2	5	4.5
10/12/2017					3	1.5			3	3	6	4.5
10/13/2017			1	1	1	0.5			3	3	5	4.5
10/16/2017					3	2			2	2	5	4
10/17/2017					3	2.5			2	2	5	4.5
10/18/2017					2	1.5			2	2	4	3.5
10/19/2017									2	2	2	2
10/20/2017					3	1.5			2	2	5	3.5
10/23/2017			1	1	1	1			4	4	6	6
10/24/2017			1	1	2	2			2	2	5	5
10/25/2017					2	2			1	1	3	3
10/26/2017					1	1			1	1	2	2
10/27/2017			1	1					4	4	5	5
10/30/2017									1	1	1	1
10/31/2017					1	0.5			1	1	2	1.5
11/1/2017									1	1	1	1
11/2/2017			1	1					1	1	2	2
11/3/2017			2	2	2	2			1	1	5	5
11/4/2017												
11/6/2017					3	2.5	1	1	2	1.5	6	5
11/7/2017					4	3.5			1	1	5	4.5
11/8/2017									3	3	3	3
11/9/2017					1	0.5			1	1	2	1.5
11/13/2017					4	4			1	1	5	5
11/14/2017					1	0.5			1	1	2	1.5
11/15/2017					1	0.5			1	1	2	1.5
11/16/2017					1	1			1	1	2	2
11/17/2017					1	1			1	1	2	2
11/20/2017			1	1	1	1			1	1	3	3
11/21/2017					4	4			1	1	5	5
11/27/2017					3	2.5			2	2	5	4.5
11/28/2017					3	2			1	1	4	3
11/29/2017					1	1			2	2	3	3

11/30/2017				2	1.5			1	1	3	2.5
12/1/2017				4	2.5			1	1	5	3.5
12/4/2017				3	2.5			1	0.5	4	3
12/5/2017				3	2.5			1	0.5	4	3
12/6/2017				2	2			1	0.5	3	2.5
12/7/2017				3	3			1	0.5	4	3.5
12/8/2017				2	1.5			7	6.5	9	8
12/11/2017		1	1	2	1.5			1	0.5	4	3
12/12/2017		1	1	3	3			1	0.5	5	4.5
12/13/2017				3	3			1	0.5	4	3.5
12/14/2017				3	3			1	0.5	4	3.5
12/15/2017		2	1.5	3	3			1	0.5	6	5
12/18/2017				6	5.5					6	5.5
12/19/2017		1	1	6	5					7	6
12/20/2017				5	4.5					5	4.5
12/21/2017				5	5	2	1.5			7	6.5
12/22/2017								1	1	1	1
1/2/2018				5	4.5					5	4.5
1/3/2018				5	4.5			1	1	6	5.5
1/4/2018								1	1	1	1
1/5/2018								1	1	1	1
1/8/2018		1	0.5	1	1			1	1	3	2.5
1/9/2018				2	2			2	2	4	4
1/10/2018				3	3			1	1	4	4
1/11/2018				1	1			2	2	3	3
1/12/2018		1	1					5	5	6	6
1/15/2018											
1/16/2018				3	2.5	1	0.5	3	3	7	6
1/17/2018								3	3	3	3
1/18/2018				4	3.5	1	1	5	4	10	8.5
1/19/2018				1	1	1	1	4	4	6	6
1/22/2018				3	2			4	4	7	6
1/23/2018				2	2			3	3	5	5
1/24/2018				3	2.5			3	3	6	5.5
1/25/2018				2	2			4	4	6	6
1/26/2018				4	4			6	4.5	10	8.5
1/29/2018								3	3	3	3
1/30/2018				1	0.5	1	0.5	3	3	5	4
1/31/2018		1	0.5	2	1.5			4	4	7	6
2/1/2018				3	3			12	12	15	15
2/2/2018				3	2.5			3	3	6	5.5
2/5/2018		1	1	1	0.5			4	4	6	5.5
2/6/2018				2	1.5	1	0.5	3	3	6	5
2/7/2018				5	5			3	1.5	8	6.5
2/8/2018				1	0.5			3	3	4	3.5
2/9/2018				4	3.5			3	3	7	6.5
2/12/2018		1	1	2	1.5			3	3	6	5.5
2/13/2018		1	1	2	1	1	0.5	3	3	7	5.5
2/14/2018				1	1			3	3	4	4
2/15/2018								3	3	3	3
2/16/2018				3	2.5			3	3	6	5.5
2/20/2018				1	1	1	1	3	3	5	5
2/21/2018				2	1	2	1.5	3	3	7	5.5
2/22/2018				2	2	2	2	4	4	8	8
2/23/2018				6	5			4	4	10	9
3/5/2018				3	3			3	3	6	6
3/6/2018				2	1.5			10	9.5	12	11
3/7/2018				1	1			6	4	7	5
3/9/2018				2	1.5			4	4	6	5.5
3/12/2018				2	2			10	10	12	12
3/13/2018											
3/14/2018				3	3			4	4	7	7
3/15/2018				3	3			4	4	7	7
3/16/2018				2	2			12	11.5	14	13.5
3/19/2018				1	1			3	3	4	4

3/20/2018			1	1	3	3			3	3	7	7
3/21/2018					3	3			3	3	6	6
3/22/2018					1	1			6	6	7	7
3/23/2018					2	1.5			4	4	6	5.5
3/26/2018					1	1			3	3	4	4
3/27/2018									4	4	4	4
3/28/2018					1	1			5	4.5	6	5.5
3/29/2018					2	2			9	9	11	11
3/30/2018					2	2			4	3.5	6	5.5
4/2/2018					1	1			3	2.5	4	3.5
4/3/2018					1	1			2	2	3	3
4/4/2018					1	1			5	5	6	6
4/5/2018					1	0.5			3	2.5	4	3
4/6/2018			1	1					3	3	4	4
4/9/2018			3	3					3	3	6	6
4/10/2018					1	1			7	7	8	8
4/11/2018									8	8	8	8
4/12/2018					1	1			2	2	3	3
4/13/2018					1	1			2	2	3	3
4/16/2018					1	1			2	2	3	3
4/17/2018			1	1	2	1.5			5	5	8	7.5
4/18/2018					1	1			2	2	3	3
4/19/2018					1	0.5			2	2	3	2.5
4/20/2018					1	1			2	2	3	3
4/30/2018									2	2	2	2
5/1/2018					2	2			2	2	4	4
5/2/2018					1	0.5			3	2.5	4	3
5/3/2018					1	1			2	2	3	3
5/4/2018			1	1					1	1	2	2
5/7/2018			1	1					1	1	2	2
5/8/2018					5	4.5			1	1	6	5.5
5/9/2018			1	1	3	2.5			1	1	5	4.5
5/10/2018									1	1	1	1
5/11/2018			3	3	2	1.5			3	2.5	8	7
5/14/2018			4	4					4	4	8	8
5/15/2018			1	1					3	3	4	4
5/16/2018			1	1					4	4	5	5
5/17/2018	1	1	1	1					2	2	4	4
5/18/2018			6	5.5	1	0.5			1	1	8	7
5/21/2018			3	3	1	1			1	1	5	5
5/22/2018							1	1	1	1	2	2
5/23/2018			1	1	2	2			1	1	4	4
5/24/2018			1	1					2	2	3	3
5/25/2018					2	1.5			1	1	3	2.5
5/29/2018					1	0.5	1	1			2	1.5
5/30/2018			3	3	1	0.5					4	3.5
5/31/2018			4	3.5	2	2			2	2	8	7.5
6/1/2018			2	2	1	0.5			2	2	5	4.5
6/2/2018												
6/4/2018			2	2	2	2			2	2	6	6
6/5/2018					2	1.5			7	7	9	8.5
6/6/2018			1	0.5	3	3			2	2	6	5.5
6/7/2018			4	3.5	1	1			1	1	6	5.5
6/8/2018			5	5	1	0.5			1	1	7	6.5
6/11/2018					2	2			2	2	4	4
6/12/2018			3	3	1	0.5			3	2.5	7	6
6/13/2018			2	2	2	1.5			2	2	6	5.5
6/14/2018			2	1	1	1			2	2	5	4
6/15/2018			1	0.5	1	1			2	2	4	3.5
6/18/2018					3	2.5			3	3	6	5.5
6/19/2018					2	2			2	2	4	4
Grand Total	1	1	82	77	314	273.5	16	13	447	430	860	794.5

2017-2018

Teacher Absences

SMYTH ROAD

Date	Personal		Sick		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017								
9/1/2017								
9/5/2017								
9/6/2017			1	1			1	1
9/7/2017								
9/8/2017								
9/11/2017								
9/12/2017								
9/13/2017								
9/14/2017								
9/15/2017			2	2			2	2
9/18/2017			2	1.5			2	1.5
9/19/2017			1	1			1	1
9/20/2017			2	2			2	2
9/21/2017			1	1			1	1
9/22/2017			5	4.5			5	4.5
9/25/2017			2	2			2	2
9/26/2017								
9/27/2017			1	1			1	1
9/28/2017			1	1	3	1.5	4	2.5
9/29/2017	1	1	2	2			3	3
10/2/2017			1	1	1	0.5	2	1.5
10/3/2017	1	1	2	1.5			3	2.5
10/4/2017			4	3			4	3
10/5/2017			3	2			3	2
10/6/2017			1	1	1	1	2	2
10/10/2017			1	1			1	1
10/11/2017								
10/12/2017			1	1	1	1	2	2
10/13/2017			1	1			1	1
10/16/2017			1	1			1	1
10/17/2017			1	1			1	1
10/18/2017			1	1			1	1
10/19/2017	1	1	3	3			4	4
10/20/2017			2	2			2	2
10/23/2017	1	1	3	3			4	4
10/24/2017	1	1	1	1			2	2
10/25/2017			1	1			1	1
10/26/2017			2	2			2	2
10/27/2017			2	1.5	1	0.5	3	2
10/30/2017								
10/31/2017			1	1			1	1
11/1/2017			1	0.5			1	0.5
11/2/2017			2	2			2	2
11/3/2017	2	2	2	2			4	4

11/4/2017								
11/6/2017			2	2			2	2
11/7/2017			3	3			3	3
11/8/2017			3	3	2	2	5	5
11/9/2017			1	1			1	1
11/13/2017					1	1	1	1
11/14/2017	1	1	3	1.5			4	2.5
11/15/2017								
11/16/2017	1	1	2	2	2	2	5	5
11/17/2017	1	1	3	2			4	3
11/20/2017	1	1	2	2			3	3
11/21/2017								
11/27/2017			3	2.5	1	1	4	3.5
11/28/2017			1	1	1	1	2	2
11/29/2017			1	1	1	1	2	2
11/30/2017					2	2	2	2
12/1/2017			1	1	1	1	2	2
12/4/2017					2	2	2	2
12/5/2017	1	1			1	1	2	2
12/6/2017			5	4.5	1	1	6	5.5
12/7/2017			3	2.5	1	1	4	3.5
12/8/2017	2	2	2	1.5	1	1	5	4.5
12/11/2017	1	1			1	1	2	2
12/12/2017			4	4	1	1	5	5
12/13/2017			4	3	1	1	5	4
12/14/2017			2	2	1	1	3	3
12/15/2017	1	1	3	3	2	2	6	6
12/18/2017			3	3	1	1	4	4
12/19/2017			4	3.5	1	1	5	4.5
12/20/2017			2	2	1	1	3	3
12/21/2017			1	1	1	1	2	2
12/22/2017					1	1	1	1
1/2/2018					1	1	1	1
1/3/2018					1	1	1	1
1/4/2018					1	1	1	1
1/5/2018					1	1	1	1
1/8/2018			3	3	2	2	5	5
1/9/2018			3	2	2	2	5	4
1/10/2018			3	2	1	1	4	3
1/11/2018			3	3	1	1	4	4
1/12/2018			4	4	1	1	5	5
1/15/2018								
1/16/2018					2	2	2	2
1/17/2018					2	2	2	2
1/18/2018			2	2	2	2	4	4
1/19/2018					3	2.5	3	2.5
1/22/2018			2	1.5	2	2	4	3.5
1/23/2018			1	1	2	2	3	3
1/24/2018			1	1	2	2	3	3

1/25/2018					2	2	2	2
1/26/2018			1	0.5	2	2	3	2.5
1/29/2018			6	6	3	3	9	9
1/30/2018			2	2	2	2	4	4
1/31/2018			1	1	2	2	3	3
2/1/2018			1	1	2	2	3	3
2/2/2018					2	2	2	2
2/5/2018			1	1	3	3	4	4
2/6/2018			2	2	2	2	4	4
2/7/2018			4	4	2	1.5	6	5.5
2/8/2018			4	3.5	3	2.5	7	6
2/9/2018			3	2.5	1	1	4	3.5
2/12/2018			2	2	1	1	3	3
2/13/2018			2	2	5	3.5	7	5.5
2/14/2018			2	2	2	2	4	4
2/15/2018			4	3	3	3	7	6
2/16/2018			4	3.5	4	4	8	7.5
2/20/2018			2	1.5	3	3	5	4.5
2/21/2018					3	3	3	3
2/22/2018			1	1	3	3	4	4
2/23/2018			2	1.5	3	3	5	4.5
3/5/2018			2	1.5	1	1	3	2.5
3/6/2018					2	2	2	2
3/7/2018	1	1	3	3	1	0.5	5	4.5
3/9/2018			1	1	1	1	2	2
3/12/2018			1	1	5	5	6	6
3/13/2018								
3/14/2018	1	1	3	3	2	1.5	6	5.5
3/15/2018					1	1	1	1
3/16/2018			1	1	5	5	6	6
3/19/2018					2	2	2	2
3/20/2018			2	2	1	1	3	3
3/21/2018			1	1	1	1	2	2
3/22/2018			3	2.5	1	1	4	3.5
3/23/2018					1	1	1	1
3/26/2018			1	1	1	1	2	2
3/27/2018			2	2	2	2	4	4
3/28/2018	1	1	2	2	2	2	5	5
3/29/2018			1	1	1	1	2	2
3/30/2018			2	1.5	2	2	4	3.5
4/2/2018			5	4.5			5	4.5
4/3/2018	1	1	1	1			2	2
4/4/2018			2	2	1	1	3	3
4/5/2018								
4/6/2018	1	1					1	1
4/9/2018								
4/10/2018			1	1	1	0.5	2	1.5
4/11/2018			2	2			2	2
4/12/2018			2	1.5	2	1.5	4	3



4/13/2018			3	3			3	3
4/16/2018					1	1	1	1
4/17/2018					1	1	1	1
4/18/2018			1	1			1	1
4/19/2018			2	1.5	1	1	3	2.5
4/20/2018			2	2			2	2
4/30/2018			3	2			3	2
5/1/2018								
5/2/2018			1	1	1	1	2	2
5/3/2018			3	3			3	3
5/4/2018			2	2	1	1	3	3
5/7/2018			2	2			2	2
5/8/2018	1	0.5	1	1	3	3	5	4.5
5/9/2018	1	1	1	1			2	2
5/10/2018	1	1	1	1			2	2
5/11/2018	1	1	3	2			4	3
5/14/2018	1	1	3	3			4	4
5/15/2018			3	3	1	1	4	4
5/16/2018			5	4.5	2	2	7	6.5
5/17/2018			2	1.5			2	1.5
5/18/2018			4	3	2	1.5	6	4.5
5/21/2018	1	1	1	1	1	1	3	3
5/22/2018	1	1	3	3			4	4
5/23/2018			2	2			2	2
5/24/2018	4	4	4	4			8	8
5/25/2018			4	3			4	3
5/29/2018			1	1			1	1
5/30/2018	2	2					2	2
5/31/2018	1	1	2	1.5			3	2.5
6/1/2018	2	2	3	2.5			5	4.5
6/2/2018								
6/4/2018	1	1	1	1			2	2
6/5/2018								
6/6/2018	2	2	4	2.7	1	1	7	5.7
6/7/2018	1	1			1	1	2	2
6/8/2018	4	4			1	1	5	5
6/11/2018	2	2	1	1	1	1	4	4
6/12/2018			1	1	1	1	2	2
6/13/2018	1	1			1	1	2	2
6/14/2018			1	0.5	1	1	2	1.5
6/15/2018					1	1	1	1
6/18/2018					1	1	1	1
6/19/2018			2	2	1	1	3	3
Grand Total	48	47.5	291	263.2	174	166	513	476.7

Updated  
9/19/2018

2017-2018

Teacher  
Absences

SOUTHSIDE MIDDLE SCHOOL

Date	Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017			1	1					1	1
9/1/2017			1	1					1	1
9/5/2017										
9/6/2017										
9/7/2017			3	2.5					3	2.5
9/8/2017			2	1.5					2	1.5
9/11/2017										
9/12/2017										
9/13/2017			2	2					2	2
9/14/2017			1	0.5					1	0.5
9/15/2017	1	1	2	1.5			1	1	4	3.5
9/18/2017			3	3					3	3
9/19/2017			5	4					5	4
9/20/2017			2	1					2	1
9/21/2017			1	1					1	1
9/22/2017			2	2					2	2
9/25/2017			5	4.5			1	1	6	5.5
9/26/2017			2	2			1	1	3	3
9/27/2017			4	4			1	1	5	5
9/28/2017			4	4			1	1	5	5
9/29/2017	2	2	6	5.5					8	7.5
10/2/2017							1	1	1	1
10/3/2017			3	3			1	1	4	4
10/4/2017							1	1	1	1
10/5/2017			1	1			1	1	2	2
10/6/2017			3	3			1	1	4	4
10/10/2017			1	1			2	2	3	3
10/11/2017			3	3			1	1	4	4
10/12/2017			5	4.5			1	1	6	5.5
10/13/2017	1	1	4	3.5			2	2	7	6.5
10/16/2017			3	3			2	2	5	5
10/17/2017			2	2			1	1	3	3
10/18/2017			2	1.5			1	1	3	2.5
10/19/2017			5	5			2	2	7	7
10/20/2017	2	2					1	1	3	3
10/23/2017	2	2	3	2.5			3	3	8	7.5
10/24/2017			1	1			1	1	2	2
10/25/2017			5	5			1	1	6	6
10/26/2017			1	1			2	2	3	3
10/27/2017	2	2	3	3			2	2	7	7
10/30/2017							1	1	1	1
10/31/2017			7	6			1	1	8	7
11/1/2017			3	2.5			2	2	5	4.5
11/2/2017			6	6			2	2	8	8
11/3/2017			6	5.5			5	4.5	11	10
11/4/2017										
11/6/2017			3	3			1	1	4	4
11/7/2017			3	3			1	1	4	4
11/8/2017			2	2			1	1	3	3
11/9/2017			4	3	1	1	1	1	6	5
11/13/2017			4	3.5			2	2	6	5.5

11/14/2017	1	0.5	4	3			1	1	6	4.5
11/15/2017			2	1.5			1	1	3	2.5
11/16/2017			3	2			3	3	6	5
11/17/2017			4	4			4	4	8	8
11/20/2017	1	1	2	2			1	1	4	4
11/21/2017			2	1			2	2	4	3
11/27/2017			1	1			2	2	3	3
11/28/2017			3	3			1	1	4	4
11/29/2017			2	2			1	1	3	3
11/30/2017			3	3			2	2	5	5
12/1/2017			2	2			3	3	5	5
12/4/2017			2	1.5			1	1	3	2.5
12/5/2017			2	2			1	1	3	3
12/6/2017			6	6			1	1	7	7
12/7/2017			2	2			1	1	3	3
12/8/2017	2	1.5	9	8			1	1	12	10.5
12/11/2017	2	2	3	3			1	0.5	6	5.5
12/12/2017			5	5					5	5
12/13/2017			7	6.5					7	6.5
12/14/2017			5	5			1	1	6	6
12/15/2017	1	1	4	4					5	5
12/18/2017			5	4.5					5	4.5
12/19/2017	1	1	6	5					7	6
12/20/2017			5	4.5			1	1	6	5.5
12/21/2017			8	8					8	8
12/22/2017										
1/2/2018			1	1					1	1
1/3/2018	1	1	4	3.5					5	4.5
1/4/2018	1	1					1	1	2	2
1/5/2018							1	1	1	1
1/8/2018			3	3			5	5	8	8
1/9/2018			4	4			1	1	5	5
1/10/2018			4	4					4	4
1/11/2018			3	3					3	3
1/12/2018			1	1					1	1
1/15/2018										
1/16/2018			4	3.5					4	3.5
1/17/2018										
1/18/2018			3	2.5	1	1			4	3.5
1/19/2018	1	1	3	2.5			2	2	6	5.5
1/22/2018			5	5			1	1	6	6
1/23/2018			2	2					2	2
1/24/2018			1	1			2	2	3	3
1/25/2018			2	2					2	2
1/26/2018			8	6.5					8	6.5
1/29/2018	1	1	3	3					4	4
1/30/2018	1	1	3	3					4	4
1/31/2018			1	1					1	1
2/1/2018			3	3			1	1	4	4
2/2/2018	1	1	4	3					5	4
2/5/2018	2	2							2	2
2/6/2018			3	3					3	3
2/7/2018	1	1	5	5					6	6
2/8/2018			4	4					4	4
2/9/2018	2	2	3	3					5	5

2/12/2018			3	2.5			1	1	4	3.5
2/13/2018			4	3.5					4	3.5
2/14/2018			1	1					1	1
2/15/2018			5	4.5					5	4.5
2/16/2018	1	1	5	5					6	6
2/20/2018			3	2.5					3	2.5
2/21/2018			3	3			1	0.5	4	3.5
2/22/2018	1	1	2	2			2	2	5	5
2/23/2018			2	2	2	2	2	2	6	6
3/5/2018			2	2	1	1	1	1	4	4
3/6/2018							2	2	2	2
3/7/2018										
3/9/2018	1	1							1	1
3/12/2018	1	1	6	6			7	7	14	14
3/13/2018										
3/14/2018	1	0.5	4	4	1	0.5			6	5
3/15/2018			2	2					2	2
3/16/2018	1	1	2	2			9	9	12	12
3/19/2018	1	1	4	3.5			1	1	6	5.5
3/20/2018			4	4					4	4
3/21/2018			3	3					3	3
3/22/2018	2	1.5	4	3.5			2	2	8	7
3/23/2018	1	1	3	3			1	1	5	5
3/26/2018	2	2					1	1	3	3
3/27/2018			3	3			1	1	4	4
3/28/2018			4	3.5			1	1	5	4.5
3/29/2018			1	1			1	1	2	2
3/30/2018	3	3	5	5			1	1	9	9
4/2/2018			6	5.5			2	2	8	7.5
4/3/2018	1	1	6	5			2	1.5	9	7.5
4/4/2018	2	2	4	3.5			2	2	8	7.5
4/5/2018	2	1.5	4	3.5			1	1	7	6
4/6/2018	1	1	1	1	1	1	1	1	4	4
4/9/2018			5	4.5			2	1.5	7	6
4/10/2018			9	8.5			4	4	13	12.5
4/11/2018	2	2					4	4	6	6
4/12/2018			2	2			2	2	4	4
4/13/2018			5	5			1	1	6	6
4/16/2018	1	1	1	1			3	3	5	5
4/17/2018	1	1	3	3			3	3	7	7
4/18/2018			4	4			4	3.5	8	7.5
4/19/2018			4	4			3	3	7	7
4/20/2018	1	0.5	2	2			3	3	6	5.5
4/30/2018			2	2			2	2	4	4
5/1/2018			2	1.5			2	2	4	3.5
5/2/2018	1	1	3	3			2	2	6	6
5/3/2018			3	3			3	2.5	6	5.5
5/4/2018	2	2	4	3			2	2	8	7
5/7/2018	2	2	2	1	1	0.5	2	2	7	5.5
5/8/2018							2	1.5	2	1.5
5/9/2018			5	4			2	2	7	6
5/10/2018	1	1	5	5			2	2	8	8
5/11/2018	2	2	4	4			4	3.5	10	9.5
5/14/2018	1	1	3	3			2	1.5	6	5.5
5/15/2018	1	1	1	1			3	2.5	5	4.5

5/16/2018							5	5	5	5
5/17/2018	1	1	3	2			2	2	6	5
5/18/2018	4	4					1	1	5	5
5/21/2018	4	4					1	1	5	5
5/22/2018	1	1	3	3			1	1	5	5
5/23/2018			2	2			2	2	4	4
5/24/2018	2	2	1	0.5			1	1	4	3.5
5/25/2018							1	1	1	1
5/29/2018			2	1.5	1	1	1	1	4	3.5
5/30/2018	2	2	1	1			1	1	4	4
5/31/2018	4	4	3	2.5			1	1	8	7.5
6/1/2018	3	3					2	2	5	5
6/2/2018										
6/4/2018	6	6	4	4			1	1	11	11
6/5/2018	1	1	5	4.5			1	1	7	6.5
6/6/2018	3	3					1	1	4	4
6/7/2018	3	2.5	4	4			1	1	8	7.5
6/8/2018	3	3	1	1	1	1	5	5	10	10
6/11/2018	3	2.5	3	3			1	1	7	6.5
6/12/2018	2	2	1	0.5			1	1	4	3.5
6/13/2018	1	1	1	1			1	1	3	3
6/14/2018	3	3	4	3.5			1	1	8	7.5
6/15/2018			2	1.5			2	2	4	3.5
6/18/2018			2	1.5			1	1	3	2.5
6/19/2018							1	1	1	1
Grand Total	111	107	510	472	10	9	227	221.5	858	809.5

Updated  
9/19/2018

2017-2018

Teacher  
Absences

WEBSTER

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017					1	1			1	1	2	2
9/1/2017					1	1	1	1	1	1	3	3
9/5/2017					1	0.5			1	1	2	1.5
9/6/2017									1	1	1	1
9/7/2017									1	1	1	1
9/8/2017					1	1			1	1	2	2
9/11/2017									1	1	1	1
9/12/2017					1	1			1	1	2	2
9/13/2017									2	2	2	2
9/14/2017									2	2	2	2
9/15/2017			1	1	2	2			2	2	5	5
9/18/2017					1	1			3	3	4	4
9/19/2017					1	1			3	3	4	4
9/20/2017					2	1.5			3	3	5	4.5
9/21/2017					1	0.5			2	2	3	2.5
9/22/2017					2	1.5			2	2	4	3.5
9/25/2017					2	2			2	2	4	4
9/26/2017					2	1.5			2	2	4	3.5
9/27/2017									3	3	3	3
9/28/2017					2	1.5			2	2	4	3.5
9/29/2017			1	1					3	3	4	4
10/2/2017			1	1	1	0.5					2	1.5
10/3/2017			1	1	1	1			1	1	3	3
10/4/2017					3	3					3	3
10/5/2017					1	1			3	3	4	4
10/6/2017					2	2			1	1	3	3
10/10/2017									3	3	3	3
10/11/2017					1	0.5					1	0.5
10/12/2017					2	1.5			2	2	4	3.5
10/13/2017									1	1	1	1
10/16/2017									1	1	1	1
10/17/2017									1	1	1	1
10/18/2017					1	1					1	1
10/19/2017			1	1					1	1	2	2
10/20/2017			1	1							1	1
10/23/2017					1	1			1	1	2	2
10/24/2017									3	2.5	3	2.5
10/25/2017					1	1			1	1	2	2
10/26/2017					2	1.5					2	1.5
10/27/2017					2	1.5					2	1.5
10/30/2017												
10/31/2017					1	1					1	1
11/1/2017												
11/2/2017					1	1					1	1
11/3/2017					1	1			1	1	2	2
11/4/2017									2	2	2	2
11/6/2017					1	1			1	1	2	2
11/7/2017			1	1	3	3					4	4
11/8/2017												
11/9/2017					1	1	1	1	1	1	3	3
11/13/2017					2	2					2	2
11/14/2017					1	1			1	1	2	2
11/15/2017			1	1					2	2	3	3
11/16/2017					4	3			2	2	6	5
11/17/2017			1	1	2	2			3	3	6	6
11/20/2017			1	1	1	0.5					2	1.5
11/21/2017					1	1			1	1	2	2
11/27/2017												
11/28/2017					1	1					1	1
11/29/2017									1	1	1	1

11/30/2017				2	2					2	2
12/1/2017				2	2					2	2
12/4/2017		1	1	2	2					3	3
12/5/2017		1	1	2	1.5			1	1	4	3.5
12/6/2017								1	1	1	1
12/7/2017				1	1			3	2	4	3
12/8/2017				2	2					2	2
12/11/2017				2	2					2	2
12/12/2017				2	2			1	1	3	3
12/13/2017				1	1			1	1	2	2
12/14/2017		1	1							1	1
12/15/2017				1	0.5					1	0.5
12/18/2017				4	4					4	4
12/19/2017				4	4					4	4
12/20/2017								2	2	2	2
12/21/2017		1	1	1	1			1	1	3	3
12/22/2017								2	1	2	1
1/2/2018				1	1			1	1	2	2
1/3/2018				1	1			1	1	2	2
1/4/2018											
1/5/2018											
1/8/2018				2	2			1	1	3	3
1/9/2018				1	1			1	1	2	2
1/10/2018				1	1			2	2	3	3
1/11/2018		1	1	1	1			1	1	3	3
1/12/2018		1	1	2	2			2	2	5	5
1/15/2018											
1/16/2018				3	3					3	3
1/17/2018											
1/18/2018				3	2					3	2
1/19/2018		2	1.5	3	3					5	4.5
1/22/2018				1	0.5					1	0.5
1/23/2018		1	1							1	1
1/24/2018		1	1	2	1.5			1	1	4	3.5
1/25/2018				2	2					2	2
1/26/2018		1	1	1	1	1	1			3	3
1/29/2018				2	1.5	1	1			3	2.5
1/30/2018				2	1.5	1	1			3	2.5
1/31/2018				4	3.5	1	1	1	1	6	5.5
2/1/2018				4	4	1	1	2	2	7	7
2/2/2018		1	1	1	1	1	1			3	3
2/5/2018		2	2	2	1.5			2	2	6	5.5
2/6/2018								1	1	1	1
2/7/2018		1	1	2	1.5			1	0.5	4	3
2/8/2018								2	2	2	2
2/9/2018		1	1					2	2	3	3
2/12/2018								3	3	3	3
2/13/2018		1	1					3	3	4	4
2/14/2018				2	1.5			3	3	5	4.5
2/15/2018				4	3.5			4	4	8	7.5
2/16/2018				3	3	1	1	3	3	7	7
2/20/2018								3	3	3	3
2/21/2018		1	1	1	1			4	4	6	6
2/22/2018				2	1.5			3	3	5	4.5
2/23/2018				3	3			3	3	6	6
3/5/2018								3	3	3	3
3/6/2018				2	1.5			4	4	6	5.5
3/7/2018								3	1.5	3	1.5
3/9/2018				1	1			3	3	4	4
3/12/2018	1	1						6	6	7	7
3/13/2018											
3/14/2018								5	4.5	5	4.5
3/15/2018				2	2			3	3	5	5
3/16/2018		1	1	1	1			7	7	9	9
3/19/2018		1	1	3	3			2	2	6	6



3/20/2018					1	1			2	2	3	3
3/21/2018					3	3			2	2	5	5
3/22/2018					3	3			2	2	5	5
3/23/2018					3	3	1	0.5	4	4	8	7.5
3/26/2018			3	2.5	1	1			2	2	6	5.5
3/27/2018			1	0.5					2	2	3	2.5
3/28/2018					1	1			2	2	3	3
3/29/2018									3	3	3	3
3/30/2018			2	2	2	2			3	3	7	7
4/2/2018									2	2	2	2
4/3/2018									2	2	2	2
4/4/2018									2	2	2	2
4/5/2018					1	1			3	3	4	4
4/6/2018									4	4	4	4
4/9/2018			1	1	1	0.5			2	2	4	3.5
4/10/2018			2	2					2	2	4	4
4/11/2018					1	1			3	3	4	4
4/12/2018					2	1.5			4	4	6	5.5
4/13/2018					1	1			3	3	4	4
4/16/2018					1	1	2	2	2	2	5	5
4/17/2018									2	2	2	2
4/18/2018							1	0.5	2	2	3	2.5
4/19/2018									3	3	3	3
4/20/2018									2	2	2	2
4/30/2018									2	2	2	2
5/1/2018					1	1			2	2	3	3
5/2/2018									2	2	2	2
5/3/2018			1	1					4	4	5	5
5/4/2018			2	2	1	1			3	3	6	6
5/7/2018			1	1	1	1			2	2	4	4
5/8/2018			1	1	1	1			3	3	5	5
5/9/2018									3	3	3	3
5/10/2018					1	1			4	4	5	5
5/11/2018			1	1					3	3	4	4
5/14/2018							1	1	2	2	3	3
5/15/2018					1	1			2	2	3	3
5/16/2018					4	4			2	2	6	6
5/17/2018									1	1	1	1
5/18/2018			1	1	1	0.5			1	1	3	2.5
5/21/2018			2	2	3	2.5			1	1	6	5.5
5/22/2018			3	3	1	1			1	1	5	5
5/23/2018			2	2	2	1.5			1	1	5	4.5
5/24/2018	1	1			1	1			1	1	3	3
5/25/2018					1	1			2	1.5	3	2.5
5/29/2018									1	1	1	1
5/30/2018			1	1	1	1			1	1	3	3
5/31/2018			1	1	3	2.5			1	1	5	4.5
6/1/2018									1	1	1	1
6/2/2018												
6/4/2018			4	4	2	1.5			1	1	7	6.5
6/5/2018			3	3	1	1			1	1	5	5
6/6/2018									2	2	2	2
6/7/2018			3	3					1	1	4	4
6/8/2018			3	2.5	1	1			1	1	5	4.5
6/11/2018			1	1	1	1			1	1	3	3
6/12/2018									1	1	1	1
6/13/2018					1	1			1	1	2	2
6/14/2018			1	0.5	1	1			1	1	3	2.5
6/15/2018			1	0.5	2	1			1	0.5	4	2
6/18/2018					1	1	1	1			2	2
6/19/2018					1	1	2	2			3	3
Grand Total	2	2	71	68	204	185	17	16	288	282	582	553

2017-2018

Teacher  
Absences

WESTON

Date	Personal		Sick		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017					3	3	3	3
9/1/2017					3	3	3	3
9/5/2017					2	2	2	2
9/6/2017					2	2	2	2
9/7/2017			1	1	2	2	3	3
9/8/2017					3	2.5	3	2.5
9/11/2017					2	2	2	2
9/12/2017					2	2	2	2
9/13/2017			2	2	2	2	4	4
9/14/2017					2	2	2	2
9/15/2017					2	2	2	2
9/18/2017					2	2	2	2
9/19/2017					2	2	2	2
9/20/2017					1	1	1	1
9/21/2017	1	1	1	1	1	1	3	3
9/22/2017					1	1	1	1
9/25/2017					1	1	1	1
9/26/2017					1	1	1	1
9/27/2017	2	2			1	1	3	3
9/28/2017			1	1	1	1	2	2
9/29/2017	3	3	1	1	2	2	6	6
10/2/2017	1	1			3	3	4	4
10/3/2017					3	3	3	3
10/4/2017	1	1			2	2	3	3
10/5/2017			1	1	2	2	3	3
10/6/2017			3	3	2	2	5	5
10/10/2017					1	1	1	1
10/11/2017					1	1	1	1
10/12/2017					1	1	1	1
10/13/2017	1	1	2	2	1	1	4	4
10/16/2017			1	1	1	1	2	2
10/17/2017			1	0.5	1	1	2	1.5
10/18/2017			1	1	3	3	4	4
10/19/2017			1	1	3	3	4	4
10/20/2017			1	1	1	1	2	2
10/23/2017					2	2	2	2
10/24/2017			2	2	2	2	4	4
10/25/2017			1	1	1	1	2	2
10/26/2017			2	2	1	1	3	3
10/27/2017			3	2.5	1	1	4	3.5
10/30/2017					1	1	1	1
10/31/2017			2	1.5	1	1	3	2.5
11/1/2017					1	1	1	1
11/2/2017					1	1	1	1
11/3/2017			4	3	1	1	5	4

11/4/2017								
11/6/2017			2	2	1	1	3	3
11/7/2017			2	2	1	1	3	3
11/8/2017	1	1			1	1	2	2
11/9/2017			1	1	1	1	2	2
11/13/2017			2	1.5	2	2	4	3.5
11/14/2017	1	1	1	1	2	2	4	4
11/15/2017					5	5	5	5
11/16/2017	1	1			5	5	6	6
11/17/2017	1	1	3	3	3	3	7	7
11/20/2017	1	1	2	1.5	1	1	4	3.5
11/21/2017			2	2	1	1	3	3
11/27/2017			2	2	1	1	3	3
11/28/2017			2	2	2	2	4	4
11/29/2017			2	1.5	3	3	5	4.5
11/30/2017			5	5	3	3	8	8
12/1/2017			3	3	3	3	6	6
12/4/2017					3	3	3	3
12/5/2017					2	2	2	2
12/6/2017			1	1	1	1	2	2
12/7/2017	1	1			1	1	2	2
12/8/2017	2	2	1	1	1	1	4	4
12/11/2017	1	1	2	2	1	1	4	4
12/12/2017			2	2	1	1	3	3
12/13/2017			1	0.5	1	1	2	1.5
12/14/2017			2	1.5	1	1	3	2.5
12/15/2017	1	1	1	0.5	3	3	5	4.5
12/18/2017			2	1.5	1	1	3	2.5
12/19/2017	2	2	5	4.5	1	1	8	7.5
12/20/2017			1	1	1	1	2	2
12/21/2017			2	2	1	1	3	3
12/22/2017					1	1	1	1
1/2/2018								
1/3/2018								
1/4/2018								
1/5/2018								
1/8/2018					2	2	2	2
1/9/2018			2	2	1	1	3	3
1/10/2018			2	2			2	2
1/11/2018								
1/12/2018			1	1	1	1	2	2
1/15/2018								
1/16/2018			4	4			4	4
1/17/2018								
1/18/2018			3	3			3	3
1/19/2018	1	1	3	3	2	2	6	6
1/22/2018			1	1	1	1	2	2
1/23/2018			2	1.5	1	1	3	2.5
1/24/2018								

1/25/2018								
1/26/2018			1	0.5			1	0.5
1/29/2018			1	1			1	1
1/30/2018			2	2			2	2
1/31/2018	1	1	2	2			3	3
2/1/2018			1	1	4	4	5	5
2/2/2018			1	1	1	1	2	2
2/5/2018			4	4	2	2	6	6
2/6/2018			2	1.5	4	4	6	5.5
2/7/2018			10	10	3	3	13	13
2/8/2018			1	1	5	5	6	6
2/9/2018			1	1			1	1
2/12/2018			2	2			2	2
2/13/2018			3	2.5			3	2.5
2/14/2018			3	2.5			3	2.5
2/15/2018			3	2.5			3	2.5
2/16/2018			2	2	2	2	4	4
2/20/2018			2	2			2	2
2/21/2018			3	2.5			3	2.5
2/22/2018			2	2			2	2
2/23/2018								
3/5/2018			2	2			2	2
3/6/2018			1	1	3	3	4	4
3/7/2018	1	1	3	2.5			4	3.5
3/9/2018			2	2			2	2
3/12/2018			1	1	7	7	8	8
3/13/2018								
3/14/2018	1	0.5	2	1.5			3	2
3/15/2018			2	2			2	2
3/16/2018			2	2	5	5	7	7
3/19/2018			2	1.5	1	1	3	2.5
3/20/2018					4	4	4	4
3/21/2018			1	0.5	4	4	5	4.5
3/22/2018	1	1			3	3	4	4
3/23/2018	1	1	4	3.5	1	1	6	5.5
3/26/2018			1	1			1	1
3/27/2018			4	4			4	4
3/28/2018								
3/29/2018			1	1	1	1	2	2
3/30/2018	1	1	1	1			2	2
4/2/2018			1	1	1	1	2	2
4/3/2018			4	3.5			4	3.5
4/4/2018			2	2			2	2
4/5/2018			1	1			1	1
4/6/2018	1	1	2	2			3	3
4/9/2018			2	2			2	2
4/10/2018			3	2.5			3	2.5
4/11/2018								
4/12/2018					3	3	3	3

4/13/2018			3	3	2	2	5	5
4/16/2018	1	1	3	2.5	1	1	5	4.5
4/17/2018			3	2.5	1	1	4	3.5
4/18/2018	1	1	3	3			4	4
4/19/2018			1	1			1	1
4/20/2018			2	2			2	2
4/30/2018								
5/1/2018			1	0.5			1	0.5
5/2/2018								
5/3/2018								
5/4/2018			2	2			2	2
5/7/2018								
5/8/2018			4	3.5			4	3.5
5/9/2018			4	4			4	4
5/10/2018	1	1	2	1.5			3	2.5
5/11/2018	4	4	3	3			7	7
5/14/2018	2	2	1	1			3	3
5/15/2018	1	1	3	2.5	1	1	5	4.5
5/16/2018	2	2	2	2			4	4
5/17/2018			1	1			1	1
5/18/2018	3	3	2	2	2	2	7	7
5/21/2018	5	5	3	3	2	2	10	10
5/22/2018	2	2	1	1	3	3	6	6
5/23/2018			1	1	4	4	5	5
5/24/2018	2	2	2	1.5	3	3	7	6.5
5/25/2018			2	2	1	1	3	3
5/29/2018			2	1.5	1	1	3	2.5
5/30/2018	1	1	1	1	1	1	3	3
5/31/2018					1	1	1	1
6/1/2018	2	2	1	1	1	1	4	4
6/2/2018								
6/4/2018	2	2			1	1	3	3
6/5/2018	1	1	4	3.5	1	1	6	5.5
6/6/2018					1	1	1	1
6/7/2018	2	2	1	1			3	3
6/8/2018	4	4	1	1	2	2	7	7
6/11/2018	4	4	1	1			5	5
6/12/2018			5	4.5			5	4.5
6/13/2018	2	1.5					2	1.5
6/14/2018	1	1					1	1
6/15/2018								
6/18/2018								
6/19/2018			1	1			1	1
Grand Total	72	71	254	235.5	221	220.5	547	527

Updated  
9/19/2018

2017-2018

Teacher  
Absences

Date	WILSON											
	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017							1	1	1	1	2	2
9/1/2017									1	1	1	1
9/5/2017												
9/6/2017												
9/7/2017												
9/8/2017			1	1							1	1
9/11/2017												
9/12/2017												
9/13/2017												
9/14/2017												
9/15/2017												
9/18/2017			1	1							1	1
9/19/2017												
9/20/2017												
9/21/2017												
9/22/2017	1	1							1	1	2	2
9/25/2017			2	2							2	2
9/26/2017					1	1					1	1
9/27/2017												
9/28/2017					2	1.5					2	1.5
9/29/2017			1	0.5	1	0.5					2	1
10/2/2017					1	1					1	1
10/3/2017												
10/4/2017					1	0.5					1	0.5
10/5/2017												
10/6/2017									1	1	1	1
10/10/2017									1	1	1	1
10/11/2017												
10/12/2017												
10/13/2017					1	1			1	1	2	2
10/16/2017									7	7	7	7
10/17/2017									7	7	7	7
10/18/2017												
10/19/2017					1	1					1	1
10/20/2017												
10/23/2017	1	1			1	1					2	2
10/24/2017												
10/25/2017			1	1					1	1	2	2
10/26/2017					1	1			1	1	2	2
10/27/2017					2	2					2	2
10/30/2017												
10/31/2017					3	2.5					3	2.5
11/1/2017					1	1					1	1
11/2/2017					1	1					1	1
11/3/2017			2	1.5					1	1	3	2.5
11/4/2017												
11/6/2017					1	1			1	1	2	2
11/7/2017					1	0.5			1	1	2	1.5
11/8/2017			1	0.5					1	1	2	1.5
11/9/2017			1	1	2	1.5					3	2.5
11/13/2017					1	1			1	1	2	2
11/14/2017					1	0.5			3	2.5	4	3
11/15/2017					1	0.5			3	3	4	3.5
11/16/2017					1	1			3	3	4	4
11/17/2017			1	0.5	2	2			2	2	5	4.5
11/20/2017									1	1	1	1
11/21/2017												
11/27/2017												
11/28/2017												
11/29/2017					2	1.5					2	1.5

11/30/2017				1	0.5					1	0.5
12/1/2017				1	1					1	1
12/4/2017				3	2.5			1	1	4	3.5
12/5/2017		1	0.5	2	2			1	1	4	3.5
12/6/2017								1	1	1	1
12/7/2017				1	0.5			1	1	2	1.5
12/8/2017		1	1	1	1					2	2
12/11/2017		1	0.5	1	1					2	1.5
12/12/2017				4	3					4	3
12/13/2017		1	0.5	3	3			1	1	5	4.5
12/14/2017				2	1.5					2	1.5
12/15/2017				1	1					1	1
12/18/2017				2	1					2	1
12/19/2017											
12/20/2017				2	1.5					2	1.5
12/21/2017				1	1					1	1
12/22/2017											
1/2/2018								1	1	1	1
1/3/2018								1	1	1	1
1/4/2018								1	1	1	1
1/5/2018		1	0.5					1	1	2	1.5
1/8/2018				2	2			2	2	4	4
1/9/2018				1	1			1	1	2	2
1/10/2018		1	0.5	1	1			1	1	3	2.5
1/11/2018				2	2			1	1	3	3
1/12/2018				1	1			3	3	4	4
1/15/2018											
1/16/2018				1	0.5			1	1	2	1.5
1/17/2018		1	0.5					1	1	2	1.5
1/18/2018				1	1			1	1	2	2
1/19/2018		2	2					1	1	3	3
1/22/2018		1	1	1	1			3	2.5	5	4.5
1/23/2018				1	1			2	2	3	3
1/24/2018								1	1	1	1
1/25/2018				1	1			1	1	2	2
1/26/2018				4	3.5			1	1	5	4.5
1/29/2018								1	1	1	1
1/30/2018				2	2			1	1	3	3
1/31/2018				3	3			1	1	4	4
2/1/2018				3	2.5			6	6	9	8.5
2/2/2018				4	4			1	1	5	5
2/5/2018				2	2			1	1	3	3
2/6/2018		1	1	5	4.5			1	1	7	6.5
2/7/2018				1	1			1	1	2	2
2/8/2018						1	1	1	1	2	2
2/9/2018		1	1	1	1			4	3.5	6	5.5
2/12/2018								1	1	1	1
2/13/2018	1	1		4	3.5			1	1	6	5.5
2/14/2018				2	1.5			1	1	3	2.5
2/15/2018				1	1	1	1	1	1	3	3
2/16/2018				1	1			1	1	2	2
2/20/2018								1	0.5	1	0.5
2/21/2018								1	0.5	1	0.5
2/22/2018				5	4.5			1	0.5	6	5
2/23/2018		1	1					1	0.5	2	1.5
3/5/2018								1	0.5	1	0.5
3/6/2018				1	1					1	1
3/7/2018						1	0.5			1	0.5
3/9/2018				1	1			2	2	3	3
3/12/2018								4	4	4	4
3/13/2018											
3/14/2018	1	1						2	1	3	2
3/15/2018				1	1					1	1
3/16/2018								3	3	3	3
3/19/2018				2	1.5			3	3	5	4.5



3/20/2018					1	1					1	1
3/21/2018					4	3.5					4	3.5
3/22/2018					2	2			1	1	3	3
3/23/2018			1	1							1	1
3/26/2018					4	4	1	1			5	5
3/27/2018							1	1			1	1
3/28/2018												
3/29/2018					2	2					2	2
3/30/2018					2	2					2	2
4/2/2018			1	0.5	4	4					5	4.5
4/3/2018			1	0.5	2	2					3	2.5
4/4/2018					1	1			1	1	2	2
4/5/2018					1	0.5			1	1	2	1.5
4/6/2018					2	1	1	0.5	1	1	4	2.5
4/9/2018			1	1	2	2			1	1	4	4
4/10/2018	1	0.5			4	3.5			1	1	6	5
4/11/2018					1	1			1	1	2	2
4/12/2018			1	1					2	1.5	3	2.5
4/13/2018					1	1	1	1	2	1.5	4	3.5
4/16/2018					3	2.5			1	1	4	3.5
4/17/2018			2	2	3	2.5			1	1	6	5.5
4/18/2018			2	2					1	1	3	3
4/19/2018					3	3			1	1	4	4
4/20/2018					1	1			1	1	2	2
4/30/2018					2	1.5	1	1	1	1	4	3.5
5/1/2018					2	2			1	1	3	3
5/2/2018									1	1	1	1
5/3/2018									1	1	1	1
5/4/2018					3	2.5			1	1	4	3.5
5/7/2018									1	1	1	1
5/8/2018					1	1			1	1	2	2
5/9/2018									1	1	1	1
5/10/2018					1	1			1	1	2	2
5/11/2018			1	1					3	2.5	4	3.5
5/14/2018									1	1	1	1
5/15/2018					1	1			1	1	2	2
5/16/2018									1	1	1	1
5/17/2018					1	1			1	1	2	2
5/18/2018									1	1	1	1
5/21/2018			1	0.5					1	1	2	1.5
5/22/2018					1	1			1	1	2	2
5/23/2018					2	2			1	1	3	3
5/24/2018			1	0.5					1	1	2	1.5
5/25/2018									1	1	1	1
5/29/2018					1	0.5			1	1	2	1.5
5/30/2018					2	2			1	1	3	3
5/31/2018			1	1	2	2			1	1	4	4
6/1/2018	1	0.5	2	2	1	1			2	2	6	5.5
6/2/2018												
6/4/2018			1	1	2	1.5			3	3	6	5.5
6/5/2018									3	3	3	3
6/6/2018			1	1					3	3	4	4
6/7/2018			1	1			1	0.5	3	3	5	4.5
6/8/2018			3	3	1	1			1	1	5	5
6/11/2018					2	1.5			1	1	3	2.5
6/12/2018					1	1			1	1	2	2
6/13/2018					1	0.5			1	1	2	1.5
6/14/2018									1	1	1	1
6/15/2018			1	1					1	1	2	2
6/18/2018					1	1			1	1	2	2
6/19/2018					1	0.5			1	1	2	1.5
Grand Total	6	5	46	39	181	161	10	8.5	173	166.5	416	380

## 2017-2018

## Teacher

## Absences

## GRAND TOTALS

Date	Bonus Day		Personal		Sick		Unpaid		Other		Total	Total
	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	# Emp Out	# Days Out	Emp Out	Days Used
8/31/2017	0	0	0	0	10	9.5	2	2	14	13.5	26	25
9/1/2017	0	0	0	0	14	13	3	3	13	13	30	29
9/5/2017	0	0	0	0	6	5.5	0	0	11	11	17	16.5
9/6/2017	0	0	0	0	8	8	0	0	11	11	19	19
9/7/2017	0	0	3	2.5	18	17	0	0	14	14	35	33.5
9/8/2017	0	0	3	3	19	18	0	0	14	13.5	36	34.5
9/11/2017	0	0	2	2	18	15	0	0	16	16	36	33
9/12/2017	0	0	0	0	23	21.5	0	0	13	13	36	34.5
9/13/2017	0	0	1	0.5	18	17.5	0	0	19	19	38	37
9/14/2017	0	0	3	2.5	21	19	0	0	18	18	42	39.5
9/15/2017	0	0	15	15	36	34.5	0	0	18	18	69	67.5
9/18/2017	0	0	8	8	27	24	0	0	20	20	55	52
9/19/2017	0	0	3	3	47	44	1	1	18	17	69	65
9/20/2017	0	0	2	2	24	21.5	0	0	16	16	42	39.5
9/21/2017	1	1	2	1.4	22	20	0	0	16	16	41	38.4
9/22/2017	2	2	18	17.4	32	29.5	0	0	32	32	84	80.9
9/25/2017	0	0	9	8.5	41	39.5	0	0	20	20	70	68
9/26/2017	0	0	2	2	35	33	0	0	19	18	56	53
9/27/2017	0	0	5	4.5	38	34	2	1.5	21	21	66	61
9/28/2017	1	1	7	7	44	42	1	1	22	20	75	71
9/29/2017	1	1	26	25	56	52.5	1	1	20	19.5	104	99
10/2/2017	0	0	10	10	44	41.5	1	1	18	16.5	73	69
10/3/2017	0	0	3	3	37	33.9	1	1	18	17.5	59	55.4
10/4/2017	0	0	4	4	35	31.9	1	1	19	19	59	55.9
10/5/2017	0	0	5	5	40	35.9	1	1	23	23	69	64.9
10/6/2017	1	1	0	0	56	53	4	3.5	65	65	126	122.5
10/10/2017	1	1	0	0	32	28	1	1	27	27	61	57
10/11/2017	0	0	2	2	36	31	0	0	16	16	54	49
10/12/2017	0	0	6	6	33	28.5	0	0	29	28	68	62.5
10/13/2017	0	0	15	14.5	40	37.5	1	1	26	26	82	79
10/16/2017	0	0	5	5	40	36.5	1	1	34	34	80	76.5
10/17/2017	0	0	3	3	48	44	1	1	28	27.5	80	75.5
10/18/2017	0	0	1	1	40	37.5	2	2	24	24	67	64.5
10/19/2017	0	0	6	6	40	38	2	2	32	31.5	80	77.5
10/20/2017	1	1	10	9.5	55	51	3	3	24	23.5	93	88
10/23/2017	3	3	16	16	39	38	1	1	33	33	92	91
10/24/2017	0	0	5	5	42	37	0	0	30	28.5	77	70.5
10/25/2017	0	0	3	3	46	40.5	0	0	22	22	71	65.5
10/26/2017	0	0	2	2	42	38	0	0	31	31	75	71
10/27/2017	1	1	20	20	48	43.5	0	0	39	38.5	108	103
10/30/2017	0	0	2	2	1	1	0	0	19	19	22	22
10/31/2017	0	0	4	4	44	41	0	0	23	23	71	68
11/1/2017	0	0	5	5	34	32	0	0	21	21	60	58
11/2/2017	1	1	6	6	41	38	0	0	33	32.5	81	77.5
11/3/2017	0	0	14	13.5	54	52	0	0	39	38.5	107	104
11/4/2017	0	0	0	0	0	0	0	0	2	2	2	2
11/6/2017	0	0	5	5	40	37	1	1	28	27	74	70
11/7/2017	0	0	5	5	48	43.5	1	1	26	25.5	80	75
11/8/2017	1	1	5	4.5	36	33.5	0	0	31	31	73	70
11/9/2017	1	1	1	1	38	35	2	2	27	27	69	66
11/13/2017	0	0	1	1	46	44	0	0	33	32.5	80	77.5
11/14/2017	0	0	5	4.5	49	43.5	0	0	41	40.5	95	88.5
11/15/2017	0	0	4	4	44	40	0	0	41	41	89	85
11/16/2017	0	0	5	5	54	48	1	1	61	61	121	115
11/17/2017	0	0	17	16.5	54	50.5	1	1	54	54	126	122
11/20/2017	1	1	10	10	45	42	1	1	22	22	79	76
11/21/2017	1	1	0	0	37	34	2	1.5	25	24	65	60.5
11/27/2017	0	0	0	0	37	35	1	1	26	25.5	64	61.5
11/28/2017	0	0	2	2	42	39.5	2	1.5	23	23	69	66
11/29/2017	0	0	2	2	40	38	1	1	34	34	77	75

11/30/2017	0	0	3	3	53	48.5	1	1	35	35	92	87.5
12/1/2017	0	0	17	16.5	50	46.9	1	1	32	32	100	96.4
12/4/2017	0	0	6	6	63	60.5	1	1	34	33.5	104	101
12/5/2017	0	0	5	4.5	54	49	0	0	24	23.5	83	77
12/6/2017	0	0	2	2	58	55.5	0	0	25	24.5	85	82
12/7/2017	0	0	8	7.5	73	67	0	0	26	24.5	107	99
12/8/2017	1	0.5	24	23.5	71	65.5	1	0.5	30	29.5	127	119.5
12/11/2017	0	0	18	17.5	53	49	0	0	24	23	95	89.5
12/12/2017	0	0	4	4	85	83	0	0	26	25.5	115	112.5
12/13/2017	0	0	4	3.5	73	66.5	2	2	25	24.5	104	96.5
12/14/2017	0	0	4	4	63	59	0	0	24	23.5	91	86.5
12/15/2017	0	0	31	30	69	65	0	0	30	29.5	130	124.5
12/18/2017	0	0	11	10.5	84	80	1	1	22	22	118	113.5
12/19/2017	0	0	14	13	84	77.5	0	0	22	22	120	112.5
12/20/2017	0	0	6	5.5	75	70.5	1	1	22	21.5	104	98.5
12/21/2017	0	0	12	10.5	60	57.9	4	3.5	27	27	103	98.9
12/22/2017	0	0	0	0	0	0	1	1	24	22.5	25	23.5
1/2/2018	0	0	1	1	29	27.5	1	1	20	20	51	49.5
1/3/2018	0	0	2	1.5	45	42	1	1	22	22	70	66.5
1/4/2018	0	0	2	2	0	0	0	0	22	22	24	24
1/5/2018	0	0	4	3	0	0	0	0	23	23	27	26
1/8/2018	0	0	9	8.5	42	40	1	1	38	37.5	90	87
1/9/2018	0	0	2	2	39	36.5	0	0	25	25	66	63.5
1/10/2018	0	0	2	1.5	43	39.4	0	0	29	29	74	69.9
1/11/2018	0	0	3	2.5	50	47	0	0	25	25	78	74.5
1/12/2018	1	1	4	4	49	47	0	0	38	38	92	90
1/15/2018	0	0	0	0	1	1	0	0	0	0	1	1
1/16/2018	2	2	1	0.5	48	44	2	1.5	19	19	72	67
1/17/2018	1	1	2	1.5	0	0	0	0	18	18	21	20.5
1/18/2018	0	0	2	2	48	41	3	3	29	27.5	82	73.5
1/19/2018	0	0	14	13.5	40	36	2	2	30	29.5	86	81
1/22/2018	0	0	5	5	37	34	1	1	28	27.5	71	67.5
1/23/2018	1	1	2	2	39	37.5	0	0	25	25	67	65.5
1/24/2018	0	0	3	3	39	34	0	0	24	24	66	61
1/25/2018	0	0	1	1	41	35.5	0	0	20	20	62	56.5
1/26/2018	0	0	3	2.5	55	46	1	1	27	25	86	74.5
1/29/2018	0	0	5	5	53	47.5	1	1	27	27	86	80.5
1/30/2018	0	0	3	3	57	52.4	2	1.5	22	22	84	78.9
1/31/2018	0	0	4	3.5	56	51.4	1	1	26	26	87	81.9
2/1/2018	0	0	2	2	48	46	2	2	77	77	129	127
2/2/2018	0	0	11	10.5	64	59.9	2	2	33	32.5	110	104.9
2/5/2018	0	0	15	15	70	64.5	0	0	34	33.5	119	113
2/6/2018	0	0	5	4.5	54	50	1	0.5	27	27	87	82
2/7/2018	0	0	2	2	89	87	0	0	29	22.5	120	111.5
2/8/2018	0	0	0	0	49	47.5	1	1	35	32.5	85	81
2/9/2018	0	0	10	10	59	54	1	1	29	28	99	93
2/12/2018	0	0	4	4	53	48	0	0	31	31	88	83
2/13/2018	1	1	6	6	50	45	2	1.5	32	30.5	91	84
2/14/2018	0	0	3	3	53	48.5	3	2	26	26	85	79.5
2/15/2018	0	0	4	3.5	60	56.5	4	4	29	29	97	93
2/16/2018	0	0	1	1	64	61	1	1	37	37	103	100
2/20/2018	0	0	1	1	38	36	1	1	29	28.5	69	66.5
2/21/2018	0	0	7	7	55	50.5	2	1.5	36	34	100	93
2/22/2018	0	0	5	5	55	51.5	2	2	38	37.5	100	96
2/23/2018	3	2.5	3	3	57	54	2	2	35	34.5	100	96
3/5/2018	2	2	1	1	45	40.5	2	2	26	25	76	70.5
3/6/2018	0	0	4	4	40	37	1	1	46	45.5	91	87.5
3/7/2018	0	0	5	5	32	30.5	2	1	29	18	68	54.5
3/9/2018	0	0	17	17	41	39	1	1	37	36.5	96	93.5
3/12/2018	1	1	8	8	42	39.5	0	0	136	135.5	187	184
3/13/2018	0	0	1	1	0	0	0	0	0	0	1	1
3/14/2018	1	1	4	3	56	54.5	2	1.5	31	28.5	94	88.5
3/15/2018	0	0	5	4.5	48	42	0	0	32	31	85	77.5
3/16/2018	0	0	16	16	33	32.5	1	1	159	158	209	207.5
3/19/2018	0	0	7	7	48	45	3	3	32	31	90	86

3/20/2018	0	0	4	3.5	44	41.5	0	0	26	25.5	74	70.5
3/21/2018	1	1	3	3	41	38	0	0	26	25.5	71	67.5
3/22/2018	1	1	7	6.5	40	36.5	0	0	38	37.5	86	81.5
3/23/2018	1	1	10	10	61	56	1	0.5	34	32.5	107	100
3/26/2018	0	0	15	14	53	50	2	2	26	25.5	96	91.5
3/27/2018	0	0	8	7.5	49	46	1	1	32	31.5	90	86
3/28/2018	0	0	5	5	38	36	0	0	32	31	75	72
3/29/2018	0	0	4	4	47	44.5	0	0	31	30.5	82	79
3/30/2018	0	0	24	24	67	63.5	0	0	29	28	120	115.5
4/2/2018	0	0	11	10	70	67	0	0	29	27.5	110	104.5
4/3/2018	0	0	9	8	45	41	0	0	26	25	80	74
4/4/2018	0	0	6	5	50	44	1	1	38	38	95	88
4/5/2018	0	0	8	7.5	51	47	0	0	28	27	87	81.5
4/6/2018	0	0	18	18	57	51.4	2	1.5	34	34	111	104.9
4/9/2018	0	0	20	20	58	54.4	0	0	27	26	105	100.4
4/10/2018	1	0.5	7	7	57	51.9	0	0	98	96.5	163	155.9
4/11/2018	1	1	8	8	55	52.9	0	0	96	95.5	160	157.4
4/12/2018	0	0	5	4.4	51	46	1	1	57	49	114	100.4
4/13/2018	0	0	12	11.4	69	64.5	2	2	52	51	135	128.9
4/16/2018	0	0	13	13	60	52.9	4	4	38	37	115	106.9
4/17/2018	0	0	7	7	46	41.4	0	0	43	42.5	96	90.9
4/18/2018	0	0	11	11	48	43.4	2	1	32	30.5	93	85.9
4/19/2018	1	1	8	7.5	53	47.4	2	2	30	29	94	86.9
4/20/2018	4	4	1	0.5	51	48.5	1	1	36	34.9	93	88.9
4/30/2018	2	2	2	1.5	46	42.5	4	4	26	23.9	80	73.9
5/1/2018	1	1	6	5.5	41	36.9	0	0	25	24.5	73	67.9
5/2/2018	0	0	4	4	33	30.7	0	0	35	32.7	72	67.4
5/3/2018	0	0	10	9.5	39	38	0	0	32	30.4	81	77.9
5/4/2018	1	1	27	26.5	58	53	0	0	23	21.9	109	102.4
5/7/2018	0	0	17	17	56	51	1	0.5	22	21.5	96	90
5/8/2018	0	0	11	10	55	52.5	0	0	31	30	97	92.5
5/9/2018	0	0	8	7.5	42	38.5	0	0	37	35	87	81
5/10/2018	0	0	10	9.5	44	39.5	0	0	38	37	92	86
5/11/2018	0	0	38	38	60	56	0	0	38	34.5	136	128.5
5/14/2018	1	1	36	35.5	47	46.5	1	1	27	25.5	112	109.5
5/15/2018	0	0	12	11.5	43	41.5	0	0	26	24.5	81	77.5
5/16/2018	0	0	11	10.5	52	47.5	1	1	64	59	128	118
5/17/2018	1	1	23	22.5	36	34	1	1	31	30	92	88.5
5/18/2018	0	0	83	82	61	56.5	1	1	33	32	178	171.5
5/21/2018	1	1	54	53	54	50	2	1.5	30	28.5	141	134
5/22/2018	0	0	17	17	45	42	2	2	30	29	94	90
5/23/2018	0	0	19	19	42	40	0	0	72	55.5	133	114.5
5/24/2018	1	1	20	19.5	39	36.5	0	0	41	40	101	97
5/25/2018	3	2.5	0	0	67	62	0	0	29	28	99	92.5
5/29/2018	1	1	0	0	43	35.5	4	4	34	33	82	73.5
5/30/2018	0	0	26	26	32	31	1	1	33	32.5	92	90.5
5/31/2018	0	0	30	29.5	39	35	2	1.5	28	27.5	99	93.5
6/1/2018	1	0.5	63	62	40	34.5	0	0	38	37	142	134
6/2/2018	0	0	1	1	0	0	0	0	0	0	1	1
6/4/2018	1	1	57	57	45	40.75	0	0	29	28.5	132	127.25
6/5/2018	0	0	15	15	42	38.5	1	0.5	33	32.5	91	86.5
6/6/2018	0	0	25	24	37	32.7	0	0	28	27.5	90	84.2
6/7/2018	0	0	32	31	30	26.5	1	0.5	25	24.5	88	82.5
6/8/2018	0	0	77	75	30	28	2	1.5	36	34.5	145	139
6/11/2018	1	1	46	45	30	28	1	1	26	25.5	104	100.5
6/12/2018	0	0	24	24	39	34.5	1	1	29	27.5	93	87
6/13/2018	0	0	25	23	20	17	0	0	28	27.5	73	67.5
6/14/2018	2	2	24	22.5	33	26	0	0	29	28.5	88	79
6/15/2018	0	0	18	16	21	18	1	0.5	28	26.5	68	61
6/18/2018	0	0	16	14.5	40	37	2	2	27	26.5	85	80
6/19/2018	2	2	0	0	21	19.5	5	4.5	23	22.5	51	48.5
Grand Total	60	57.5	1819	1765.1	8079	7475.85	161	147	5688	5536.8	15807	14982.25

Breakdown of "Other" Totals

Reason (Explanation)	# Emp Out	# Days Used
Administrative Leave	65	65
Athletics	24	24
Bereavement	420	413.5
Court	2	1.5
Field Trips	4	4
FMLA	947	920.5
Jury Duty	40	39.5
Maternity/Paternity Leave	1277	1268.5
MEA	8	7.5
Misc IEP Mtgs-special approval	4	3.5
Paid Snow Days	90	88.5
Professional Days	1643	1587
Sick Bank (FMLA, Maternity, LOA)	870	825
Unpaid (FMLA & Maternity)	262	257.3
Workers Comp	32	31.5

5688      5536.8

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## Exhibit I

# Teacher Attendance 2017 and 2018

Updated Chronic  
Absenteeism and 10 day  
added rev 12.6.2018

## **TEACHER ATTENDANCE DISCLAIMER**

### **2016-2017 and 2017-2018**

The teacher attendance for this report is based on data entered into the Manchester School District's student information system (SIS), Aspen for the 2016-2017 and the 2017-2018 school year. The school year is based on July 1 through June 30 for each corresponding year and not year to date comparisons.

The number of absences typically increases at a higher rate towards the end of the school year. Also, absences are reconciled at the end of the year where year to date numbers for 2017-2018 might not include all absences for the day due to data entry lag. Please keep in mind that absent type (bonus day, personal, sick, unpaid, other) is different that absent reason (bereavement, FMLA, maternity etc.)

The employee group is based on teachers that are in the teacher's bargaining unit as identified in the SIS. The type of absences are also identified by absent record entered for each day also as entered into the SIS. The absences are based on the amount of time, for example, a half day absence counts as .5 in the sum.

## TEACHER ABSENCES BY LEVEL AND TYPE (SUM AND PERCENTAGES)

*NOTE: This table answers: "How does each accrual type by school level account for the total district, counts and percentages, by each school year."*

This table looks at the 2016-2017 and the 2017-2018 school to compare the number absences by school level the teacher's bargaining unit used. For instance, in 2016-2017 school year, elementary teachers used 5123.9 sick days. This represents 35.06% (5123.9/14615.4) of the total absences by this bargaining unit for the whole district. Over the two school years, the percentages of which accrual type by level was consistent. In 2016-2017, 23.45% of the absences compared 23.15% for the following school year.

SCHOOL	TYPE		TYPE	
	2017 SUM OF ABSENCE	% of District	2018 SUM OF ABSENCE	% of District
<b>Elementary</b>				
Bonus Day	28.5	0.19%	34.0	0.23%
Personal	792.5	5.42%	838.5	5.64%
Sick	5123.9	35.06%	4977.9	33.49%
Unpaid	333.5	2.28%	403.5	2.71%
OTHER	978.0	6.69%	1067.0	7.18%
<b>Elementary Total</b>	<b>7256.4</b>	<b>49.65%</b>	<b>7320.9</b>	<b>49.25%</b>
<b>Middle School</b>				
Bonus Day	4.0	0.03%	4.0	0.03%
Personal	416.0	2.85%	436.0	2.93%
Sick	2507.5	17.16%	2504.0	16.85%
Unpaid	92.0	0.63%	50.5	0.34%
OTHER	407.5	2.79%	446.0	3.00%
<b>Middle School Total</b>	<b>3427.0</b>	<b>23.45%</b>	<b>3440.5</b>	<b>23.15%</b>
<b>High School</b>				
Bonus Day	15.5	0.11%	20.0	0.13%
Personal	466.5	3.19%	478.1	3.22%
Sick	2691.0	18.41%	2803.3	18.86%
Unpaid	35.5	0.24%	107.8	0.73%
OTHER	657.0	4.50%	626.5	4.22%
<b>High School Total</b>	<b>3865.5</b>	<b>26.45%</b>	<b>4035.7</b>	<b>27.15%</b>
<b>DISTRICT OFFICE (TEACHER'S ONLY)</b>				
Personal	7.5	0.05%	10.0	0.07%
Sick	48.0	0.33%	49.0	0.33%
Unpaid	2.0	0.01%	4.5	0.03%
OTHER	9.0	0.06%	3.0	0.02%
<b>DISTRICT OFFICE (TEACHER'S ONLY) Total</b>	<b>66.5</b>	<b>0.45%</b>	<b>66.5</b>	<b>0.45%</b>
<b>Grand Total</b>	<b>14615.4</b>	<b>100.00%</b>	<b>14863.6</b>	<b>100.00%</b>



## TEACHER ABSENCES BY LEVEL AND TYPE (PERCENTAGES)

*NOTE: This table answers: "How does each accrual type account for what percentage of absences per school level, by each school year."*

For the 2016-2017 school year, 70.96% of teacher absences across the district was for the absent type of sick and high school had 69.62%, while middle school was slightly above average at 73.17%.

SUM OF ABSENCE SCHOOL	TYPE					Grand Total
	Bonus Day	Pers.	Sick	Un- paid	OTHER	
Elementary	0.39%	10.92%	70.61%	4.60%	13.48%	100.00%
Middle School	0.12%	12.14%	73.17%	2.68%	11.89%	100.00%
High School	0.40%	12.07%	69.62%	0.92%	17.00%	100.00%
DISTRICT OFFICE (TEACHER'S ONLY)	0.00%	11.28%	72.18%	3.01%	13.53%	100.00%
<b>Grand Total</b>	<b>0.33%</b>	<b>11.51%</b>	<b>70.96%</b>	<b>3.17%</b>	<b>14.04%</b>	<b>100.00%</b>

For the 2017-2018 school year, the data is consistent to the previous year for most absent type being sick (69.53%).

SUM OF ABSENCE SCHOOL	TYPE					Grand Total
	Bonus Day	Personal	Sick	Unpaid	OTHER	
Elementary	0.46%	11.45%	68.00%	5.51%	14.57%	100.00%
Middle School	0.12%	12.67%	72.78%	1.47%	12.96%	100.00%
High School	0.50%	11.85%	69.46%	2.67%	15.52%	100.00%
DISTRICT OFFICE (TEACHER'S ONLY)	0.00%	15.04%	73.68%	6.77%	4.51%	100.00%
<b>Grand Total</b>	<b>0.39%</b>	<b>11.86%</b>	<b>69.53%</b>	<b>3.81%</b>	<b>14.41%</b>	<b>100.00%</b>

**TEACHER ABSENCES BY DAY OF THE WEEK AND TYPE (PERCENTAGES DOWN THE TABLE)**

*NOTE: These two table answers: "How does each accrual type account for what percentage of absences per day of the week, by each school year." (Compare down)*

The data below is for the 2016-2017 school year by day and will show percentages of absence type. Therefore, teachers are most likely to be absent on Fridays (24.14%) regardless of absent type. While bonus days were used 50% of when bonus days were used, on Fridays.

<b>2016-2017</b>						
<b>TimeAbs</b>	<b>TYPE</b>					<b>Grand Total</b>
<b>SCHOOL</b>	<b>Bonus Day</b>	<b>Personal</b>	<b>Sick</b>	<b>Unpaid</b>	<b>OTHER</b>	<b>Grand Total</b>
Monday	12.50%	22.85%	18.14%	17.17%	13.64%	18.00%
Tuesday	16.67%	10.97%	20.12%	19.11%	20.54%	19.08%
Wednesday	9.38%	14.12%	19.79%	18.90%	17.44%	18.74%
Thursday	11.46%	17.09%	20.07%	19.87%	22.52%	20.03%
Friday	50.00%	34.98%	21.89%	24.95%	25.86%	24.14%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

For the 2017-2018 school year, teachers are also likely to be out more often on Fridays (24.40%). The data is consistent across years.

<b>Sum of</b>						
<b>TimeAbs</b>	<b>TYPE</b>					<b>Grand Total</b>
<b>SCHOOL</b>	<b>Bonus Day</b>	<b>Personal</b>	<b>Sick</b>	<b>Unpaid</b>	<b>OTHER</b>	<b>Grand Total</b>
Monday	23.28%	24.78%	18.81%	18.44%	17.53%	19.33%
Tuesday	18.10%	10.90%	20.72%	20.04%	16.73%	18.95%
Wednesday	8.62%	12.49%	19.59%	19.37%	18.91%	18.60%
Thursday	17.24%	14.98%	19.39%	20.47%	19.86%	18.97%
Friday	32.76%	36.86%	21.50%	21.68%	26.97%	24.16%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

**TEACHER ABSENCES BY DAY OF THE WEEK AND TYPE (PERCENTAGES ACROSS THE TABLE)**

*NOTE: These two table answers: "Which accrual type of absences, by percentages, is used by day of the week, for each school year." (Compare across)*

For 2016-2017, more teachers are likely to be out sick most of the time (70.96%). While on Thursdays, 9.82% of the accrual type absences, are out for that reason.

Sum of TimeAbs	TYPE					Grand Total
	SCHOOL	Bonus Day	Personal	Sick	Unpaid	
Monday	0.23%	14.62%	71.51%	3.02%	10.63%	100.00%
Tuesday	0.29%	6.62%	74.82%	3.17%	15.10%	100.00%
Wednesday	0.16%	8.67%	74.92%	3.19%	13.05%	100.00%
Thursday	0.19%	9.82%	71.08%	3.14%	15.76%	100.00%
Friday	0.68%	16.68%	64.34%	3.27%	15.02%	100.00%
<b>Grand Total</b>	<b>0.33%</b>	<b>11.51%</b>	<b>70.96%</b>	<b>3.17%</b>	<b>14.03%</b>	<b>100.00%</b>

For 2017-2018, more teachers are likely to be out using the accrual type of sick, for 76.05% on Wednesdays. While bonus days are only .35% of accrual type days used on Thursdays.

Sum of TimeAbs	TYPE					Grand Total
	SCHOOL	Bonus Day	Personal	Sick	Unpaid	
Monday	0.47%	15.20%	67.64%	3.63%	13.06%	100.00%
Tuesday	0.37%	6.82%	76.05%	4.03%	12.72%	100.00%
Wednesday	0.18%	7.96%	73.24%	3.97%	14.64%	100.00%
Thursday	0.35%	9.36%	71.09%	4.11%	15.08%	100.00%
Friday	0.53%	18.09%	61.88%	3.42%	16.08%	100.00%
<b>Grand Total</b>	<b>0.39%</b>	<b>11.86%</b>	<b>69.54%</b>	<b>3.81%</b>	<b>14.40%</b>	<b>100.00%</b>

## TEACHER ABSENCES BY ABSENT REASON

*NOTE: This table answers: "How many days, regardless of accrual absent type, account for each absent reason for each school year."*

There were 1214.5 absent days for the absent reason of maternity/paternity for the 2017-2018 school year. When comparing the two years, there was an increase of 291.2 (~2% increase) absences across all absent reasons.

<b>Sum of TimeAbs</b>	<b>Column Labels</b>	
<b>Row Labels</b>	<b>2017</b>	<b>2018</b>
Administrative	58.0	67.0
Athletics	33.5	24.0
Bereavement/Funeral	421.0	396.5
Bonus Day	48.0	57.5
Court	1.5	2.5
Family Sick MAX5	912.5	1019.5
FMLA	771.5	918.5
Jury Duty	41.0	38.5
Maternity/Paternity	1365.5	1214.5
Medical	24.5	34.0
Other	18.0	15.0
Personal	1597.0	1663.8
Professional In-Dist	645.0	696.5
Professional Travel	660.5	773.0
Religious	36.5	37.8
Sick	6387.9	6112.2
Sick Bank	627.0	767.5
Unpaid	330.5	410.3
Workers Comp	10.0	32.0
<b>Grand Total</b>	<b>13989.4</b>	<b>14280.6</b>

## TEACHER ABSENCES BY ACCRUAL TYPE AND THEN ABSENT REASON

*NOTE: The following table answers: "What absent reasons were used by absent type for each school year?"*

For the 2017-2018 school year, 912.5 days absent were used for the reason of FMLA when accrual type was sick. Therefore, 9.2% (912.5/9985.2) of the absences in the sick accrual type was FMLA while, compared to the overall totals was ~6.4% (912.5/14280.6).

### ACCRUAL TYPE: BONUS DAYS AND PERSONAL DAYS

Row Labels	2017	2018
<b>Bonus Day</b>		
Bonus Day	48.0	57.5
Sick		0.5
<b>Bonus Day Total</b>	<b>48.0</b>	<b>58.0</b>
<b>Personal</b>		
Bereavement/Funeral	1.0	
Court		1.0
FMLA	2.0	4.0
Maternity/Paternity	8.5	4.0
Personal	1597.0	1663.8
Professional In-Dist		1.0
Religious	6.0	5.8
Workers Comp		2.0
<b>Personal Total</b>	<b>1614.5</b>	<b>1681.6</b>
<b>Bonus and Personal Total</b>	<b>1662.5</b>	<b>1739.6</b>

### ACCRUAL TYPE: SICK

Row Labels	2017	2018
<b>Sick</b>		
Bereavement/Funeral		1.0
Family Sick MAX5	911.5	1019.0
FMLA	769.5	912.5
Jury Duty		1.0
Maternity/Paternity	1232.5	1079.5
Medical	24.5	33.0
Professional In-Dist		1.0
Religious	30.5	32.0
Sick	6387.9	6108.7
Sick Bank	627.0	767.5
Workers Comp	10.0	30.0
<b>Sick Total</b>	<b>9993.4</b>	<b>9985.2</b>

ACCRUAL TYPE: UNPAID

Row Labels	2017	2018
<b>Unpaid</b>		
Administrative	3.0	
Bereavement/Funeral		2.0
Family Sick MAX5	1.0	
FMLA		1.5
Maternity/Paternity	124.5	131.0
Other	1.0	
Sick		2.0
Unpaid	330.5	410.3
<b>Unpaid Total</b>	<b>460.0</b>	<b>546.8</b>

ACCRUAL TYPE: OTHER

Row Labels	2017	2018
<b>OTHER</b>		
Administrative	55.0	67.0
Athletics	33.5	24.0
Bereavement/Funeral	420.0	393.5
Court	1.5	1.5
Family Sick MAX5		0.5
FMLA		0.5
Jury Duty	41.0	37.5
Medical		1.0
Other	17.0	15.0
Professional In-Dist	645.0	694.5
Professional Travel	660.5	773.0
Sick		1.0
<b>OTHER Total</b>	<b>1873.5</b>	<b>2009.0</b>

ACCRUAL TYPE: GRAND TOTALS

Sum of TimeAbs	Column Labels	
Row Labels	2017	2018
<b>Bonus Day</b>	<b>48.0</b>	<b>58.0</b>
<b>Personal</b>	<b>1614.5</b>	<b>1681.6</b>
<b>Sick</b>	<b>9993.4</b>	<b>9985.2</b>
<b>Unpaid</b>	<b>460.0</b>	<b>546.8</b>
<b>Other</b>	<b>1873.5</b>	<b>2009.0</b>
<b>Grand Total</b>	<b>13989.4</b>	<b>14280.6</b>

## **TWELVE (12) CONSECUTIVE DAYS OUT**

For the 2017-2018 school year, 66 teachers had 12 or more consecutive days out consisting of 3727 days absent regardless of accrual type. This equates to approximately, 56.5 days per the 66 teachers or roughly 26% of the total absences.

There were a total of 416 teachers, including the 66 teachers mentioned above, that missed a total of 12 days or more. The total absences for the 416 was ~9732 or over 68% of the total days missed. This equates to about 35% of the teachers being absent over 23 days.

For chronic absences using 10 days or more, there were 538 teachers, or approximately 45% of the district teachers were deemed chronically absent for whatever reason. This number is approximately because it is based on October 1 staff count compared to school year absences.

## **NEEDS FOR SUBSTITUTES**

If you take 174 days, 180 days minus 6 teacher professional days, where students were in school and divide it into 14,280.6 absences, Manchester School District needed over 82 substitutes a day, if all required one.

***This does not even discuss the impact to loss of instructional time to the student.***

Financially though, if we assume a substitute is required for all teacher absences, and there were on average 82 substitutes working ever school day (174 days for 2017-2018) at \$70 a day, it would equate to cost of **\$998,760 plus FICA to the district.**

## CHRONIC ABSENCES FOR 2017-2018 SCHOOL YEAR DATA (UPDATED 12.4.2018)

Data is based on any absence type (bonus day, personal, sick, unpaid or other) and counts as chronic if sum of absence is 15 days or more. Therefore, this will include all absence types listed previously. Count of staff is based on October 1, 2017 and the chronic numbers may include additional staff. Thus, the % chronic is approximate.

SCHOOL	COUNT OF STAFF	CHRONIC	% CHRONIC
<b>Elementary</b>			
BAKERSVILLE ELEMENTARY SCHOOL	37	6	16.2%
BEECH STREET SCHOOL-COMMUNITY	53	13	24.5%
GOSSLER PARK SCHOOL	39	4	10.3%
GREEN ACRES SCHOOL	41	5	12.2%
HALLSVILLE SCHOOL	22	3	13.6%
HENRY WILSON SCHOOL	37	4	10.8%
HIGHLAND-GOFFE'S FALLS SCHOOL	36	9	25.0%
JEWETT STREET SCHOOL	38	8	21.1%
MCDONOUGH SCHOOL	48	7	14.6%
NORTHWEST ELEMENTARY SCHOOL	51	5	9.8%
PARKER-VARNEY SCHOOL	49	12	24.5%
SMYTH ROAD SCHOOL	38	9	23.7%
WEBSTER ELEMENTARY SCHOOL	40	8	20.0%
WESTON ELEMENTARY SCHOOL	42	11	26.2%
<b>Elementary Total</b>	<b>571</b>	<b>104</b>	<b>18.2%</b>
<b>Middle School</b>			
HILLSIDE MIDDLE SCHOOL	73	21	28.8%
MCLAUGHLIN MIDDLE SCHOOL	67	12	17.9%
MIDDLE SCHOOL AT PARKSIDE	65	21	32.3%
SOUTHSIDE MIDDLE SCHOOL	69	12	17.4%
<b>Middle School Total</b>	<b>274</b>	<b>66</b>	<b>24.1%</b>
<b>High School</b>			
MANCHESTER HIGH SCHOOL CENTRAL	115	27	23.5%
MANCHESTER HIGH SCHOOL WEST	77	23	29.9%
MANCHESTER MEMORIAL HIGH SCHOOL	105	27	25.7%
MANCHESTER SCHOOL OF TECHNOLOGY CTE	19	3	15.8%
MANCHESTER SCHOOL OF TECHNOLOGY HS	23	2	8.7%
<b>High School Total</b>	<b>339</b>	<b>82</b>	<b>24.2%</b>
<b>DISTRICT OFFICE (TEACHER'S ONLY)</b>	<b>12</b>	<b>0</b>	<b>0.0%</b>
<b>Grand Total</b>	<b>1196</b>	<b>252</b>	<b>21.1%</b>



## CHRONIC ABSENTISM FOR 2017-2018 SCHOOL YEAR DATA - 10 DAYS OR MORE

The same data as listed above for 15 days or more except this table shows 10 days or more to reflect research on the impact for student learning. To go from 15 days or more to 10 days or more, the number of teachers who are absent for any reason increases from 252 to 538, more than doubles (~113%).

“Research suggest that a **10 day increase** in teacher absenteeism is associated with **6-10 days** of **learning loss** in English language arts and **15-25 days** in mathematics.”<sup>1</sup>

According to research from shows that teacher attendance plays a pivotal part in student performance:

District wide, teacher absence data is based on data extracted from the Manchester School District’s student information system, Aspen, where the bargaining unit is labeled as teacher regardless of the percentage employed. The district allows accrual type of bonus day, personal, sick, unpaid and other. Days absent includes any percentage of the day that is used, therefore, half day is added in as .5 to the calculation, quarter day is added in as .25 etc. In addition, an employee in the teacher’ bargaining unit doesn’t necessarily mean the teacher has a classroom that requires a substitute teacher or that a class has lost instruction during the absence.

SCHOOL	COUNT OF STAFF	CHRONIC	% CHRONIC
<b>Elementary</b>			
BAKERSVILLE ELEMENTARY SCHOOL	37	14	37.8%
BEECH STREET SCHOOL-COMMUNITY	53	21	39.6%
GOSSLER PARK SCHOOL	39	10	25.6%
GREEN ACRES SCHOOL	41	19	46.3%
HALLSVILLE SCHOOL	22	7	31.8%
HENRY WILSON SCHOOL	37	15	40.5%
HIGHLAND-GOFFE'S FALLS SCHOOL	36	19	52.8%
JEWETT STREET SCHOOL	38	18	47.4%
MCDONOUGH SCHOOL	48	11	22.9%
NORTHWEST ELEMENTARY SCHOOL	51	17	33.3%
PARKER-VARNEY SCHOOL	49	25	51.0%
SMYTH ROAD SCHOOL	38	17	44.7%
WEBSTER ELEMENTARY SCHOOL	40	18	45.0%
WESTON ELEMENTARY SCHOOL	42	22	52.4%
<b>Elementary Total</b>	<b>571</b>	<b>233</b>	<b>40.8%</b>
<b>Middle School</b>			
HILLSIDE MIDDLE SCHOOL	73	38	52.1%
MCLAUGHLIN MIDDLE SCHOOL	67	30	44.8%
MIDDLE SCHOOL AT PARKSIDE	65	40	61.5%
SOUTHSIDE MIDDLE SCHOOL	69	33	47.8%
<b>Middle School Total</b>	<b>274</b>	<b>141</b>	<b>51.5%</b>

<b>High School</b>			
<b>MANCHESTER HIGH SCHOOL CENTRAL</b>	115	55	47.8%
<b>MANCHESTER HIGH SCHOOL WEST</b>	77	46	59.7%
<b>MANCHESTER MEMORIAL HIGH SCHOOL</b>	105	49	46.7%
<b>MANCHESTER SCHOOL OF TECHNOLOGY CTE</b>	19	7	36.8%
<b>MANCHESTER SCHOOL OF TECHNOLOGY HS</b>	23	7	30.4%
<b>High School Total</b>	<b>339</b>	<b>164</b>	<b>48.4%</b>
<b>DISTRICT OFFICE (TEACHER'S ONLY)</b>	<b>12</b>	<b>0</b>	<b>0.0%</b>
<b>Grand Total</b>	<b>1196</b>	<b>538</b>	<b>45.0%</b>

<sup>1</sup><https://edexcellence.net/publications/teacher-absenteeism>

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## Exhibit J

# MEA Salary Grid Analysis 1.3.19

**Starting Salary**

**Current Contract vs. MEA Salary Proposal 1/3/19**

	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+30</u>	<u>CAGS</u>	<u>DOC</u>
Current	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
SY19	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
SY20	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
SY21	\$ 38,800	\$ 41,380	\$ 42,870	\$ 45,850	\$ 46,595	\$ 47,713
SY22	\$ 40,000	\$ 42,580	\$ 44,170	\$ 47,050	\$ 48,095	\$ 49,213
SY23	\$ 42,000	\$ 44,580	\$ 46,370	\$ 49,250	\$ 50,595	\$ 51,613

**Increases:**

SY20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SY21	\$ 1,550	\$ 1,150	\$ 1,150	\$ 1,150	\$ 1,150	\$ 1,150
SY22	\$ 1,200	\$ 1,200	\$ 1,300	\$ 1,200	\$ 1,500	\$ 1,500
SY23	\$ 2,000	\$ 2,000	\$ 2,200	\$ 2,200	\$ 2,500	\$ 2,400
Total	\$ 4,750	\$ 4,350	\$ 4,650	\$ 4,550	\$ 5,150	\$ 5,050

School Year 2018/2019 Teacher Salary Schedule																			
	BA	BA+30	MA	MA+30	CAGS	DOC		\$ Increase						% Increase over previous step in same category					
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563	\$ 9,313												
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	6.0%	5.6%	5.4%	5.0%	4.9%	4.8%
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	5.7%	5.3%	5.1%	4.8%	4.7%	4.6%
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	5.4%	5.0%	4.8%	4.5%	4.5%	4.4%
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	5.1%	4.8%	4.6%	4.3%	4.3%	4.2%
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.8%	4.5%	4.4%	4.2%	4.1%	4.0%
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.6%	4.3%	4.2%	4.0%	3.9%	3.9%
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.4%	4.2%	4.1%	3.8%	3.8%	3.7%
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.2%	4.0%	3.9%	3.7%	3.7%	3.6%
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	4.1%	3.8%	3.8%	3.6%	3.5%	3.5%
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.9%	3.7%	3.6%	3.4%	3.4%	3.4%
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.8%	3.6%	3.5%	3.3%	3.3%	3.2%
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.6%	3.4%	3.4%	3.2%	3.2%	3.1%
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618	\$ 9,313	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	\$ 2,235	3.5%	3.3%	3.3%	3.1%	3.1%	3.0%
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735	\$ 9,312	\$ 1,118	\$ 1,118	\$ 1,118	\$ 1,118	\$ 1,118	\$ 1,117	1.7%	1.6%	1.6%	1.5%	1.5%	1.5%
	\$ 30,173	\$ 30,173	\$ 30,173	\$ 30,173	\$ 30,173	\$ 30,172	\$ 39,485												





School Year 2020/2021 Teacher Salary Schedule																					
	BA	BA+30	MA	MA+30	CAGS	DOC															
								\$ Increase								% Increase over previous step in same category					
1	\$ 38,800	\$ 41,380	\$ 42,870	\$ 45,850	\$ 46,595	\$ 47,713	\$ 8,913														
2	\$ 40,197	\$ 42,870	\$ 44,413	\$ 47,501	\$ 48,272	\$ 49,431	\$ 9,234	\$ 1,397	\$ 1,490	\$ 1,543	\$ 1,651	\$ 1,677	\$ 1,718								
3	\$ 41,644	\$ 44,413	\$ 46,012	\$ 49,211	\$ 50,010	\$ 51,210	\$ 9,566	\$ 1,447	\$ 1,543	\$ 1,599	\$ 1,710	\$ 1,738	\$ 1,779	3.6%	3.6%	3.6%	3.6%				
4	\$ 43,143	\$ 46,012	\$ 47,669	\$ 50,982	\$ 51,811	\$ 53,054	\$ 9,911	\$ 1,499	\$ 1,599	\$ 1,657	\$ 1,771	\$ 1,801	\$ 1,844	3.6%	3.6%	3.6%	3.6%				
5	\$ 44,696	\$ 47,668	\$ 49,385	\$ 52,818	\$ 53,676	\$ 54,964	\$ 10,268	\$ 1,553	\$ 1,656	\$ 1,716	\$ 1,836	\$ 1,865	\$ 1,910	3.6%	3.6%	3.6%	3.6%				
6	\$ 46,305	\$ 49,384	\$ 51,163	\$ 54,719	\$ 55,608	\$ 56,942	\$ 10,637	\$ 1,609	\$ 1,716	\$ 1,778	\$ 1,901	\$ 1,932	\$ 1,978	3.6%	3.6%	3.6%	3.6%				
7	\$ 47,972	\$ 51,162	\$ 53,004	\$ 56,689	\$ 57,610	\$ 58,992	\$ 11,020	\$ 1,667	\$ 1,778	\$ 1,841	\$ 1,970	\$ 2,002	\$ 2,050	3.6%	3.6%	3.6%	3.6%				
8	\$ 49,699	\$ 53,004	\$ 54,913	\$ 58,730	\$ 59,684	\$ 61,116	\$ 11,417	\$ 1,727	\$ 1,842	\$ 1,909	\$ 2,041	\$ 2,074	\$ 2,124	3.6%	3.6%	3.6%	3.6%				
9	\$ 51,488	\$ 54,912	\$ 56,889	\$ 60,844	\$ 61,833	\$ 63,316	\$ 11,828	\$ 1,789	\$ 1,908	\$ 1,976	\$ 2,114	\$ 2,149	\$ 2,200	3.6%	3.6%	3.6%	3.6%				
10	\$ 53,548	\$ 56,889	\$ 58,937	\$ 63,034	\$ 64,059	\$ 65,596	\$ 12,048	\$ 2,060	\$ 1,977	\$ 2,048	\$ 2,190	\$ 2,226	\$ 2,280	4.0%	3.6%	3.6%	3.6%				
11	\$ 55,690	\$ 58,937	\$ 61,059	\$ 65,304	\$ 66,365	\$ 67,563	\$ 11,873	\$ 2,142	\$ 2,048	\$ 2,122	\$ 2,270	\$ 2,306	\$ 1,967	4.0%	3.6%	3.6%	3.0%				
12	\$ 57,917	\$ 61,059	\$ 63,257	\$ 67,654	\$ 68,356	\$ 69,590	\$ 11,673	\$ 2,227	\$ 2,122	\$ 2,198	\$ 2,350	\$ 1,991	\$ 2,027	4.0%	3.6%	3.0%	3.0%				
13	\$ 60,234	\$ 63,257	\$ 65,155	\$ 69,684	\$ 70,406	\$ 71,678	\$ 11,444	\$ 2,317	\$ 2,198	\$ 1,898	\$ 2,030	\$ 2,050	\$ 2,088	4.0%	3.0%	3.0%	3.0%				
14	\$ 62,403	\$ 65,534	\$ 67,110	\$ 71,775	\$ 72,518	\$ 73,828	\$ 11,425	\$ 2,169	\$ 2,277	\$ 1,955	\$ 2,091	\$ 2,112	\$ 2,150	3.6%	3.0%	3.0%	3.0%				
15	\$ 64,649	\$ 67,500	\$ 69,123	\$ 73,928	\$ 74,694	\$ 76,043	\$ 11,394	\$ 2,246	\$ 1,966	\$ 2,013	\$ 2,153	\$ 2,176	\$ 2,215	3.6%	3.0%	3.0%	3.0%				
16	\$ 66,589	\$ 69,525	\$ 71,197	\$ 76,146	\$ 76,935	\$ 78,325	\$ 11,736	\$ 1,940	\$ 2,025	\$ 2,074	\$ 2,218	\$ 2,241	\$ 2,282	3.0%	3.0%	3.0%	3.0%				
17	\$ 68,586	\$ 71,611	\$ 73,333	\$ 77,478	\$ 78,281	\$ 79,695	\$ 11,109	\$ 1,997	\$ 2,086	\$ 2,136	\$ 1,332	\$ 1,346	\$ 1,370	3.0%	3.0%	1.7%	1.7%				
18	\$ 70,644	\$ 73,759	\$ 74,616	\$ 78,834	\$ 79,651	\$ 81,090	\$ 10,446	\$ 2,058	\$ 2,148	\$ 1,283	\$ 1,356	\$ 1,370	\$ 1,395	3.0%	1.7%	1.8%	1.8%				
	\$ 31,844	\$ 32,379	\$ 31,746	\$ 32,984	\$ 33,056	\$ 33,377	\$ 42,290														



School Year 2021/2022 Teacher Salary Schedule																					
	BA	BA+30	MA	MA+30	CAGS	DOC															
								\$ Increase								% Increase over previous step in same category					
1	\$ 40,000	\$ 42,580	\$ 44,170	\$ 47,050	\$ 48,095	\$ 49,213	\$ 9,213														
2	\$ 41,420	\$ 44,092	\$ 45,738	\$ 48,720	\$ 49,802	\$ 50,960	\$ 9,540	\$ 1,420	\$ 1,512	\$ 1,568	\$ 1,670	\$ 1,707	\$ 1,747	3.6%	3.6%	3.5%	3.5%	3.5%	3.5%		
3	\$ 42,890	\$ 45,657	\$ 47,362	\$ 50,450	\$ 51,570	\$ 52,769	\$ 9,879	\$ 1,470	\$ 1,565	\$ 1,624	\$ 1,730	\$ 1,768	\$ 1,809	3.5%	3.5%	3.6%	3.6%	3.6%	3.5%		
4	\$ 44,413	\$ 47,278	\$ 49,043	\$ 52,241	\$ 53,401	\$ 54,642	\$ 10,229	\$ 1,523	\$ 1,621	\$ 1,681	\$ 1,791	\$ 1,831	\$ 1,873	3.6%	3.6%	3.5%	3.6%	3.6%	3.5%		
5	\$ 45,990	\$ 48,956	\$ 50,784	\$ 54,095	\$ 55,297	\$ 56,582	\$ 10,592	\$ 1,577	\$ 1,678	\$ 1,741	\$ 1,854	\$ 1,896	\$ 1,940	3.6%	3.5%	3.5%	3.5%	3.6%	3.6%		
6	\$ 47,622	\$ 50,694	\$ 52,587	\$ 56,016	\$ 57,260	\$ 58,591	\$ 10,969	\$ 1,632	\$ 1,738	\$ 1,803	\$ 1,921	\$ 1,963	\$ 2,009	3.5%	3.6%	3.6%	3.6%	3.5%	3.6%		
7	\$ 49,313	\$ 52,494	\$ 54,454	\$ 58,004	\$ 59,293	\$ 60,671	\$ 11,358	\$ 1,691	\$ 1,800	\$ 1,867	\$ 1,988	\$ 2,033	\$ 2,080	3.6%	3.6%	3.6%	3.5%	3.6%	3.6%		
8	\$ 51,064	\$ 54,357	\$ 56,387	\$ 60,063	\$ 61,397	\$ 62,825	\$ 11,761	\$ 1,751	\$ 1,863	\$ 1,933	\$ 2,059	\$ 2,104	\$ 2,154	3.6%	3.5%	3.5%	3.5%	3.5%	3.6%		
9	\$ 52,876	\$ 56,287	\$ 58,389	\$ 62,196	\$ 63,577	\$ 65,055	\$ 12,179	\$ 1,812	\$ 1,930	\$ 2,002	\$ 2,133	\$ 2,180	\$ 2,230	3.5%	3.6%	3.6%	3.6%	3.6%	3.5%		
10	\$ 54,753	\$ 58,285	\$ 60,140	\$ 64,062	\$ 65,484	\$ 67,007	\$ 12,254	\$ 1,877	\$ 1,998	\$ 1,751	\$ 1,866	\$ 1,907	\$ 1,952	3.5%	3.5%	3.0%	3.0%	3.0%	3.0%		
11	\$ 56,396	\$ 60,354	\$ 61,944	\$ 65,983	\$ 67,449	\$ 69,017	\$ 12,621	\$ 1,643	\$ 2,069	\$ 1,804	\$ 1,921	\$ 1,965	\$ 2,010	3.0%	3.5%	3.0%	3.0%	3.0%	3.0%		
12	\$ 58,088	\$ 62,165	\$ 63,803	\$ 67,963	\$ 69,472	\$ 71,087	\$ 12,999	\$ 1,692	\$ 1,811	\$ 1,859	\$ 1,980	\$ 2,023	\$ 2,070	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%		
13	\$ 59,830	\$ 64,030	\$ 65,717	\$ 70,002	\$ 71,557	\$ 73,220	\$ 13,390	\$ 1,742	\$ 1,865	\$ 1,914	\$ 2,039	\$ 2,085	\$ 2,133	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%		
14	\$ 61,625	\$ 65,951	\$ 67,688	\$ 72,102	\$ 73,703	\$ 75,417	\$ 13,792	\$ 1,795	\$ 1,921	\$ 1,971	\$ 2,100	\$ 2,146	\$ 2,197	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%		
15	\$ 63,474	\$ 67,929	\$ 69,719	\$ 74,265	\$ 75,914	\$ 77,679	\$ 14,205	\$ 1,849	\$ 1,978	\$ 2,031	\$ 2,163	\$ 2,211	\$ 2,262	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%		
16	\$ 65,378	\$ 69,967	\$ 71,811	\$ 76,493	\$ 77,433	\$ 79,233	\$ 13,855	\$ 1,904	\$ 2,038	\$ 2,092	\$ 2,228	\$ 1,519	\$ 1,554	3.0%	3.0%	3.0%	3.0%	2.0%	2.0%		
17	\$ 67,340	\$ 72,066	\$ 73,965	\$ 78,023	\$ 78,981	\$ 80,817	\$ 13,477	\$ 1,962	\$ 2,099	\$ 2,154	\$ 1,530	\$ 1,548	\$ 1,584	3.0%	3.0%	2.0%	2.0%	2.0%	2.0%		
18	\$ 71,250	\$ 74,228	\$ 75,444	\$ 79,583	\$ 80,561	\$ 82,434	\$ 11,184	\$ 3,910	\$ 2,162	\$ 1,479	\$ 1,560	\$ 1,580	\$ 1,617	5.8%	3.0%	2.0%	2.0%	2.0%	2.0%		
	\$ 31,250	\$ 31,648	\$ 31,274	\$ 32,533	\$ 32,466	\$ 33,221	\$ 42,434														

School Year 2022/2023 Teacher Salary Schedule																										
	BA	BA+30	MA	MA+30	CAGS	DOC									% Increase over previous step in same category											
1	\$ 42,000	\$ 44,580	\$ 46,370	\$ 49,250	\$ 50,595	\$ 51,613	\$ 9,613																			
2	\$ 43,260	\$ 45,917	\$ 47,761	\$ 50,728	\$ 52,113	\$ 53,161	\$ 9,901	\$ 1,260	\$ 1,337	\$ 1,391	\$ 1,478	\$ 1,518	\$ 1,548		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
3	\$ 44,558	\$ 47,295	\$ 49,194	\$ 52,249	\$ 53,676	\$ 54,756	\$ 10,198	\$ 1,298	\$ 1,378	\$ 1,433	\$ 1,521	\$ 1,563	\$ 1,595		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
4	\$ 45,895	\$ 48,714	\$ 50,670	\$ 53,817	\$ 55,287	\$ 56,399	\$ 10,504	\$ 1,337	\$ 1,419	\$ 1,476	\$ 1,568	\$ 1,611	\$ 1,643		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
5	\$ 47,271	\$ 50,175	\$ 52,190	\$ 55,431	\$ 56,945	\$ 58,091	\$ 10,820	\$ 1,376	\$ 1,461	\$ 1,520	\$ 1,614	\$ 1,658	\$ 1,692		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
6	\$ 48,690	\$ 51,680	\$ 53,756	\$ 57,094	\$ 58,653	\$ 59,834	\$ 11,144	\$ 1,419	\$ 1,505	\$ 1,566	\$ 1,663	\$ 1,708	\$ 1,743		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
7	\$ 50,150	\$ 53,231	\$ 55,368	\$ 58,807	\$ 60,413	\$ 61,629	\$ 11,479	\$ 1,460	\$ 1,551	\$ 1,612	\$ 1,713	\$ 1,760	\$ 1,795		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
8	\$ 51,655	\$ 54,828	\$ 57,029	\$ 60,571	\$ 62,225	\$ 63,477	\$ 11,822	\$ 1,505	\$ 1,597	\$ 1,661	\$ 1,764	\$ 1,812	\$ 1,848		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
9	\$ 53,204	\$ 56,473	\$ 58,740	\$ 62,388	\$ 64,092	\$ 65,382	\$ 12,178	\$ 1,549	\$ 1,645	\$ 1,711	\$ 1,817	\$ 1,867	\$ 1,905		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
10	\$ 54,800	\$ 58,167	\$ 60,502	\$ 64,260	\$ 66,015	\$ 67,343	\$ 12,543	\$ 1,596	\$ 1,694	\$ 1,762	\$ 1,872	\$ 1,923	\$ 1,961		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
11	\$ 56,444	\$ 59,912	\$ 62,317	\$ 66,188	\$ 67,995	\$ 69,364	\$ 12,920	\$ 1,644	\$ 1,745	\$ 1,815	\$ 1,928	\$ 1,980	\$ 2,021		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
12	\$ 58,138	\$ 61,709	\$ 64,187	\$ 68,174	\$ 70,035	\$ 71,444	\$ 13,306	\$ 1,694	\$ 1,797	\$ 1,870	\$ 1,986	\$ 2,040	\$ 2,080		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
13	\$ 59,882	\$ 63,560	\$ 66,113	\$ 70,219	\$ 72,136	\$ 73,588	\$ 13,706	\$ 1,744	\$ 1,851	\$ 1,926	\$ 2,045	\$ 2,101	\$ 2,144		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
14	\$ 61,678	\$ 65,467	\$ 68,096	\$ 72,325	\$ 74,300	\$ 75,795	\$ 14,117	\$ 1,796	\$ 1,907	\$ 1,983	\$ 2,106	\$ 2,164	\$ 2,207		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
15	\$ 63,529	\$ 67,431	\$ 70,139	\$ 74,495	\$ 76,529	\$ 78,069	\$ 14,540	\$ 1,851	\$ 1,964	\$ 2,043	\$ 2,170	\$ 2,229	\$ 2,274		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%					
16	\$ 65,435	\$ 69,454	\$ 72,243	\$ 76,357	\$ 78,443	\$ 80,021	\$ 14,586	\$ 1,906	\$ 2,023	\$ 2,104	\$ 1,862	\$ 1,914	\$ 1,952		3.0%	3.0%	3.0%	2.5%	2.5%	2.5%	2.5%					
17	\$ 67,398	\$ 71,538	\$ 74,410	\$ 78,266	\$ 80,404	\$ 82,022	\$ 14,624	\$ 1,963	\$ 2,084	\$ 2,167	\$ 1,909	\$ 1,961	\$ 2,001		3.0%	3.0%	3.0%	2.5%	2.5%	2.5%	2.5%					
18	\$ 71,800	\$ 75,200	\$ 76,643	\$ 80,223	\$ 82,414	\$ 84,072	\$ 12,272	\$ 4,402	\$ 3,662	\$ 2,233	\$ 1,957	\$ 2,010	\$ 2,050		6.5%	5.1%	3.0%	2.5%	2.5%	2.5%	2.5%					
	\$ 29,800	\$ 30,620	\$ 30,273	\$ 30,973	\$ 31,819	\$ 32,459	\$ 42,072																			

14

## Exhibit K

# MSD Costing of MEA Proposal 1.3.19

Need to confirm:

Current Year is FY19

Two Steps is FY20

Three is FY21

Four is FY22

Five is FY23

Two salaries are incorrect on the current step schedule (BA-5, BA-15)

corrected in current year, however did not change future year schedules

If everyone on Step 4 and above receives 2 steps, there is still an inequity to those employees who missed steps as compared to new hires. Need to confirm MEA is proposing this.

Included costs for increase in BA-1 Hiring bonus. Need to confirm whether or not it is eliminated in MEA proposal

Confirm that everyone who is currently a BA-1 goes to a BA-2 next year (even if they were just hired this year)

Confirm in Year 3 that one step goes to those that were on step 1-3 in FY19, and 2 steps to those in FY19 that were 4 or higher. Confirming that that those on Step 4 in FY20 only receive 1 step in FY21 since they were on step 3 in FY19.

**MEA 1/3/19 Salary Proposal  
MSD Costing**

	<b>Incremental (Savings) / Cost by Contract Year</b>					
	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>	<b>Total</b>
Salary Increase	\$ -	\$ 2,992,326	\$ 1,948,439	\$ 2,186,998	\$ 2,051,007	\$ 9,178,770
FICA/Retirement	-	748,381	487,305	546,968	512,957	2,295,610
Increase in Extra-Curricular & Add Pays	-	-	22,164	17,159	28,598	67,921
FICA/Retirement on Extra-Curricular & Add Pays	-	-	5,543	4,291	7,152	16,987
Increased Costs in BA-1 hiring bonus	-	-	977	756	1,260	2,993
FICA/Retirement on BA-1 hiring bonus	-	-	245	189	315	749
<b>Total Cost (b)</b>	<b>-</b>	<b>3,740,706</b>	<b>2,464,673</b>	<b>2,756,362</b>	<b>2,601,289</b>	<b>11,563,031</b>

(d)

	<b>Projected Budget</b>						<b>Change</b>
	<b>Current</b>	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>	
Salary Total	72,393,592	72,393,592	75,385,918	77,334,357	79,521,355	81,572,362	9,178,770
BA-1 Hiring Bonus	23,468	23,468	23,468	24,445	25,201	26,461	2,993
Extra Curricular & Add Pays	532,638	532,638	532,638	554,802	571,961	600,559	67,921
FICA	5,580,652	5,580,652	5,809,565	5,960,391	6,129,067	6,288,253	707,601
Retirement @ 17.36%	12,664,068	12,664,068	13,183,535	13,525,802	13,908,575	14,269,813	1,605,745
Retirement Rate Increase to 17.8% (b)	-	-	334,145	342,820	352,521	361,677	361,677
Subtotal - Salary Related	91,194,418	91,194,418	95,269,269	97,742,616	100,508,680	103,119,125	11,924,707
District Share of Health Insurance	16,124,904	16,124,904	16,124,904	16,124,904	16,124,904	16,124,904	-
Increase in Health Insurance (trend at 3%) (c)	-	-	483,747	982,007	1,495,214	2,023,818	2,023,818
District Share of Dental Insurance	1,229,102	1,229,102	1,229,102	1,229,102	1,229,102	1,229,102	-
Subtotal - Health and Dental	17,354,006	17,354,006	17,837,753	18,336,013	18,849,220	19,377,824	2,023,818
<b>Total Compensation (a)</b>	<b>108,548,424</b>	<b>108,548,424</b>	<b>113,107,022</b>	<b>116,078,629</b>	<b>119,357,900</b>	<b>122,496,949</b>	<b>13,948,525</b>

(d)

**Notes:**

(a) General Fund represents approximately 90% of total costs.

(b) Retirement rates will increase in FY20 from 17.36% to 17.8%. The cost increase has been included for budgeting purposes, but not included as a contract cost.

(c) Increase in health insurance costs at 3% trend, included for budgeting purposes, but not included as a contract cost.

(d) Difference in Contract Cost and Projected Budget is the increased retirement rates and the health insurance trend which are not a direct impact due to negotiations.

Manchester School District  
 Salary Scatter Gram  
 School Year 2018/2019

School Year 2018/2019 \*

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	35	4	17	2	0	1	59
2	17	2	13	2	0	1	35
3	49	10	70.5	3	2	0	134.5
4	17	1	18	0	0	0	36
5	8	2	22	4	0	0	36
6	13	3	13	3	0	0	32
7	9	1	20	2	0	0	32
8	14.5	0	27	5.8	0	0	47.3
9	11	1	19	5	0	0	36
10	15	3	28	1	2	0	49
11	13	6	46	5	2	3	75
12	10	2	29	5	0	1	47
13	23	2	26	4	0	0	55
14	15	1	36	6	2	0	60
15	168	23	185.6	58.4	16.6	5	456.6
Totals	417.5	61	570.1	106.2	24.6	11	1190.4

								FY18 Yrs of Serv Less 2
36	4	50.6	20.4	4.6	2		117.6	15
12	1	17	2	0	0		32	16
22	5	30	10	1	0		68	17
14	3	15	9	1	0		42	18
12	0	11	0	0	0		23	19
11	4	9	0	0	0		24	20
3	2	11	4	3	0		23	21
4	1	7	1	0	0		13	22
5	1	2	2	1	0		11	23
49	2	33	10	6	3		103	24+
168	23	185.6	58.4	16.6	5		456.6	

School Year 2018/2019 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735

School Year 2018/2019 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ 1,303,750	\$ 160,920	\$ 709,240	\$ 89,400	\$ -	\$ 46,563	\$ 2,309,873
2	\$ 671,245	\$ 84,930	\$ 571,415	\$ 93,870	\$ -	\$ 48,798	\$ 1,470,258
3	\$ 2,044,280	\$ 447,000	\$ 3,256,395	\$ 147,510	\$ 99,830	\$ -	\$ 5,995,015
4	\$ 747,235	\$ 46,935	\$ 871,650	\$ -	\$ -	\$ -	\$ 1,665,820

5	\$ 369,520	\$ 98,340	\$ 1,114,520	\$ 214,560	\$ -	\$ -	\$ 1,796,940
6	\$ 629,525	\$ 154,215	\$ 687,635	\$ 167,625	\$ -	\$ -	\$ 1,639,000
7	\$ 455,940	\$ 53,640	\$ 1,102,600	\$ 116,220	\$ -	\$ -	\$ 1,728,400
8	\$ 766,978	\$ -	\$ 1,548,855	\$ 350,001	\$ -	\$ -	\$ 2,665,834
9	\$ 606,430	\$ 58,110	\$ 1,132,400	\$ 312,900	\$ -	\$ -	\$ 2,109,840
10	\$ 860,475	\$ 181,035	\$ 1,731,380	\$ 64,815	\$ 131,120	\$ -	\$ 2,968,825
11	\$ 774,800	\$ 375,480	\$ 2,947,220	\$ 335,250	\$ 135,590	\$206,739	\$ 4,775,079
12	\$ 618,350	\$ 129,630	\$ 1,922,845	\$ 346,425	\$ -	\$ 71,148	\$ 3,088,398
13	\$ 1,473,610	\$ 134,100	\$ 1,782,040	\$ 286,080	\$ -	\$ -	\$ 3,675,830
14	\$ 994,575	\$ 69,285	\$ 2,547,900	\$ 442,530	\$ 149,000	\$ -	\$ 4,203,290
15	\$ 11,327,064	\$ 1,619,269	\$ 13,343,341	\$ 4,372,583	\$ 1,255,259	\$383,675	\$ 32,301,191
<b>Totals</b>	<b>\$ 23,643,777</b>	<b>\$ 3,612,889</b>	<b>\$ 35,269,436</b>	<b>\$ 7,339,769</b>	<b>\$ 1,770,799</b>	<b>\$756,923</b>	<b>\$ 72,393,592</b>

\*Included in the total staff are 16.5 vacant positions budgeted but not yet filled (8 at BA-3 & 8.5 at MA-3)

Manchester School District  
 Salary Scatter Gram  
 School Year 2018/2019

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	35	4	17	2	0	1	59
2	17	2	13	2	0	1	35
3	49	10	70.5	3	2	0	134.5
4	17	1	18	0	0	0	36
5	8	2	22	4	0	0	36
6	13	3	13	3	0	0	32
7	9	1	20	2	0	0	32
8	14.5	0	27	5.8	0	0	47.3
9	11	1	19	5	0	0	36
10	15	3	28	1	2	0	49
11	13	6	46	5	2	3	75
12	10	2	29	5	0	1	47
13	23	2	26	4	0	0	55
14	15	1	36	6	2	0	60
15	168	23	185.6	58.4	16.6	5	456.6
16							0
17							0
18							0
19							0
20							0
21							0
22							0
23							0
24							0
Totals	417.5	61	570.1	106.2	24.6	11	1190.4

FY18  
Yrs  
of Serv  
Less 2

36	4	50.6	20.4	4.6	2	117.6	15
12	1	17	2	0	0	32	16
22	5	30	10	1	0	68	17
14	3	15	9	1	0	42	18
12	0	11	0	0	0	23	19
11	4	9	0	0	0	24	20
3	2	11	4	3	0	23	21
4	1	7	1	0	0	13	22
5	1	2	2	1	0	11	23
49	2	33	10	6	3	103	24+
168	23	186	58.4	16.6	5	456.6	

School Year 2018/2019 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383



14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735
16	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

School Year 2018/2019 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ 1,303,750	\$ 160,920	\$ 709,240	\$ 89,400	\$ -	\$ 46,563	\$ 2,309,873
2	\$ 671,245	\$ 84,930	\$ 571,415	\$ 93,870	\$ -	\$ 48,798	\$ 1,470,258
3	\$ 2,044,280	\$ 447,000	\$ 3,256,395	\$ 147,510	\$ 99,830	\$ -	\$ 5,995,015
4	\$ 747,235	\$ 46,935	\$ 871,650	\$ -	\$ -	\$ -	\$ 1,665,820
5	\$ 369,520	\$ 98,340	\$ 1,114,520	\$ 214,560	\$ -	\$ -	\$ 1,796,940
6	\$ 629,525	\$ 154,215	\$ 687,635	\$ 167,625	\$ -	\$ -	\$ 1,639,000
7	\$ 455,940	\$ 53,640	\$ 1,102,600	\$ 116,220	\$ -	\$ -	\$ 1,728,400
8	\$ 766,978	\$ -	\$ 1,548,855	\$ 350,001	\$ -	\$ -	\$ 2,665,834
9	\$ 606,430	\$ 58,110	\$ 1,132,400	\$ 312,900	\$ -	\$ -	\$ 2,109,840
10	\$ 860,475	\$ 181,035	\$ 1,731,380	\$ 64,815	\$ 131,120	\$ -	\$ 2,968,825
11	\$ 774,800	\$ 375,480	\$ 2,947,220	\$ 335,250	\$ 135,590	\$ 206,739	\$ 4,775,079
12	\$ 618,350	\$ 129,630	\$ 1,922,845	\$ 346,425	\$ -	\$ 71,148	\$ 3,088,398
13	\$ 1,473,610	\$ 134,100	\$ 1,782,040	\$ 286,080	\$ -	\$ -	\$ 3,675,830
14	\$ 994,575	\$ 69,285	\$ 2,547,900	\$ 442,530	\$ 149,000	\$ -	\$ 4,203,290
15	\$ 11,327,064	\$ 1,619,269	\$ 13,343,341	\$ 4,372,583	\$ 1,255,259	\$ 383,675	\$ 32,301,191
16	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Totals \$ 23,643,777 \$ 3,612,889 \$ 35,269,436 \$ 7,339,769 \$ 1,770,799 \$ 756,923 \$ 72,393,592

FY19 Cost  
 FY18 Cost  
 Increase 0.00%  
 FICA/Retirement (25.01%)  
 Total Savings

Manchester School District  
 Salary Scatter Gram  
 School Year 2019/2020

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	35	4	17	2	0	1	59
3	17	2	13	2	0	1	35
4	49	10	70.5	3	2	0	134.5
5	0	0	0	0	0	0	0
6	17	1	18	0	0	0	36
7	8	2	22	4	0	0	36
8	13	3	13	3	0	0	32
9	9	1	20	2	0	0	32
10	14.5	0	27	5.8	0	0	47.3
11	11	1	19	5	0	0	36
12	15	3	28	1	2	0	49
13	13	6	46	5	2	3	75
14	10	2	29	5	0	1	47
15	23	2	26	4	0	0	55
16	15	1	36	6	2	0	60
17	168	23	185.6	58.4	16.6	5	456.6
18							0
19							0
20							0
21							0
22							0
23							0
24							0
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

FY18  
 Yrs  
 of Serv FY18 FY19 FY20  
 Less 2 S/Be S/Be S/Be

36	4	50.6	20.4	4.6	2	117.6	15	17	18	19
12	1	17	2	0	0	32	16	18	19	20
22	5	30	10	1	0	68	17	19	20	21
14	3	15	9	1	0	42	18	20	21	22
12	0	11	0	0	0	23	19	21	22	23
11	4	9	0	0	0	24	20	22	23	24
3	2	11	4	3	0	23	21	23	24	24
4	1	7	1	0	0	13	22	24	24	24
5	1	2	2	1	0	11	23	24	24	24
49	2	33	10	6	3	103	24+	24	24	24
<b>168</b>	<b>23</b>	<b>186</b>	<b>58.4</b>	<b>16.6</b>	<b>5</b>	<b>456.6</b>				

School Year 2019/2020 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
5	\$ 46,100	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
15	\$ 67,432	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735
16	\$ 67,904	\$ 70,896	\$ 72,396	\$ 75,397	\$ 76,147	\$ 77,272
17	\$ 68,379	\$ 71,392	\$ 72,903	\$ 75,925	\$ 76,680	\$ 77,813
18						

19						
20						
21						
22						
23						
24						

**School Year 2019/2020 Cost**

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ 1,381,975	\$ 169,860	\$ 747,235	\$ 93,870	\$ -	\$ 48,798	\$ 2,441,738
3	\$ 709,240	\$ 89,400	\$ 600,470	\$ 98,340	\$ -	\$ 51,033	\$ 1,548,483
4	\$ 2,153,795	\$ 469,350	\$ 3,413,963	\$ 154,215	\$ 104,300	\$ -	\$ 6,295,623
5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6	\$ 823,225	\$ 51,405	\$ 952,110	\$ -	\$ -	\$ -	\$ 1,826,740
7	\$ 405,280	\$ 107,280	\$ 1,212,860	\$ 232,440	\$ -	\$ -	\$ 1,957,860
8	\$ 687,635	\$ 167,625	\$ 745,745	\$ 181,035	\$ -	\$ -	\$ 1,782,040
9	\$ 496,170	\$ 58,110	\$ 1,192,000	\$ 125,160	\$ -	\$ -	\$ 1,871,440
10	\$ 831,793	\$ -	\$ 1,669,545	\$ 375,927	\$ -	\$ -	\$ 2,877,265
11	\$ 655,600	\$ 62,580	\$ 1,217,330	\$ 335,250	\$ -	\$ -	\$ 2,270,760
12	\$ 927,525	\$ 194,445	\$ 1,856,540	\$ 69,285	\$ 140,060	\$ -	\$ 3,187,855
13	\$ 832,910	\$ 402,300	\$ 3,152,840	\$ 357,600	\$ 144,530	\$ 220,149	\$ 5,110,329
14	\$ 663,050	\$ 138,570	\$ 2,052,475	\$ 368,775	\$ -	\$ 75,618	\$ 3,298,488
15	\$ 1,550,936	\$ 140,806	\$ 1,869,218	\$ 299,492	\$ -	\$ -	\$ 3,860,452
16	\$ 1,018,560	\$ 70,896	\$ 2,606,256	\$ 452,382	\$ 152,294	\$ -	\$ 4,300,388
17	\$ 11,487,672	\$ 1,642,016	\$ 13,530,797	\$ 4,434,020	\$ 1,272,888	\$ 389,065	\$ 32,756,468
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

<b>Totals</b>	<b>\$ 24,625,366</b>	<b>\$ 3,764,643</b>	<b>\$ 36,819,383</b>	<b>\$ 7,577,791</b>	<b>\$ 1,814,072</b>	<b>\$ 784,663</b>	<b>\$ 75,385,918</b>
							<b>72,393,592</b>
							<b>2,992,326</b>
							<b>748,381</b>
							<b>3,740,706</b>

FY20 Cost  
 FY19 Cost  
 Increase 4.13%  
 FICA/Retirement (25.01%)  
 Total Cost

**Manchester School District  
Salary Scatter Gram  
School Year 2020/2021**

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	35	4	17	2	0	1	59
4	17	2	13	2	0	1	35
5	49	10	70.5	3	2	0	134.5
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	17	1	18	0	0	0	36
9	8	2	22	4	0	0	36
10	13	3	13	3	0	0	32
11	9	1	20	2	0	0	32
12	14.5	0	27	5.8	0	0	47.3
13	11	1	19	5	0	0	36
14	15	3	28	1	2	0	49
15	13	6	46	5	2	3	75
16	10	2	29	5	0	1	47
17	23	2	26	4	0	0	55
18	183	24	221.6	64.4	18.6	5	516.6
19							0
20							0
21							0
22							0
23							0
24							0
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

**School Year 2020/2021 Teacher Salary Schedule**

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 38,800	\$ 41,380	\$ 42,870	\$ 45,850	\$ 46,595	\$ 47,713
2	\$ 40,197	\$ 42,870	\$ 44,413	\$ 47,501	\$ 48,272	\$ 49,431
3	\$ 41,644	\$ 44,413	\$ 46,012	\$ 49,211	\$ 50,010	\$ 51,210
4	\$ 43,143	\$ 46,012	\$ 47,669	\$ 50,982	\$ 51,811	\$ 53,054
5	\$ 44,696	\$ 47,668	\$ 49,385	\$ 52,818	\$ 53,676	\$ 54,964
6	\$ 46,305	\$ 49,384	\$ 51,163	\$ 54,719	\$ 55,608	\$ 56,942
7	\$ 47,972	\$ 51,162	\$ 53,004	\$ 56,689	\$ 57,610	\$ 58,992
8	\$ 49,699	\$ 53,004	\$ 54,913	\$ 58,730	\$ 59,684	\$ 61,116
9	\$ 51,488	\$ 54,912	\$ 56,889	\$ 60,844	\$ 61,833	\$ 63,316
10	\$ 53,548	\$ 56,889	\$ 58,937	\$ 63,034	\$ 64,059	\$ 65,596
11	\$ 55,690	\$ 58,937	\$ 61,059	\$ 65,304	\$ 66,365	\$ 67,563
12	\$ 57,917	\$ 61,059	\$ 63,257	\$ 67,654	\$ 68,356	\$ 69,590

13	\$ 60,234	\$ 63,257	\$ 65,155	\$ 69,684	\$ 70,406	\$ 71,678
14	\$ 62,403	\$ 65,534	\$ 67,110	\$ 71,775	\$ 72,518	\$ 73,828
15	\$ 64,649	\$ 67,500	\$ 69,123	\$ 73,928	\$ 74,694	\$ 76,043
16	\$ 66,589	\$ 69,525	\$ 71,197	\$ 76,146	\$ 76,935	\$ 78,325
17	\$ 68,586	\$ 71,611	\$ 73,333	\$ 77,478	\$ 78,281	\$ 79,695
18	\$ 70,644	\$ 73,759	\$ 74,616	\$ 78,834	\$ 79,651	\$ 81,090
19						
20						
21						
22						
23						
24						

School Year 2020/2021 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ 1,457,540	\$ 177,652	\$ 782,204	\$ 98,422	\$ -	\$ 51,210	\$ 2,567,028
4	\$ 733,431	\$ 92,024	\$ 619,697	\$ 101,964	\$ -	\$ 53,054	\$ 1,600,170
5	\$ 2,190,104	\$ 476,680	\$ 3,481,643	\$ 158,454	\$ 107,352	\$ -	\$ 6,414,233
6	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	\$ 844,883	\$ 53,004	\$ 988,434	\$ -	\$ -	\$ -	\$ 1,886,321
9	\$ 411,904	\$ 109,824	\$ 1,251,558	\$ 243,376	\$ -	\$ -	\$ 2,016,662
10	\$ 696,124	\$ 170,667	\$ 766,181	\$ 189,102	\$ -	\$ -	\$ 1,822,074
11	\$ 501,210	\$ 58,937	\$ 1,221,180	\$ 130,608	\$ -	\$ -	\$ 1,911,935
12	\$ 839,797	\$ -	\$ 1,707,939	\$ 392,393	\$ -	\$ -	\$ 2,940,129
13	\$ 662,574	\$ 63,257	\$ 1,237,945	\$ 348,420	\$ -	\$ -	\$ 2,312,196
14	\$ 936,045	\$ 196,602	\$ 1,879,080	\$ 71,775	\$ 145,036	\$ -	\$ 3,228,538
15	\$ 840,437	\$ 405,000	\$ 3,179,658	\$ 369,640	\$ 149,388	\$ 228,129	\$ 5,172,252
16	\$ 665,890	\$ 139,050	\$ 2,064,713	\$ 380,730	\$ -	\$ 78,325	\$ 3,328,708
17	\$ 1,577,478	\$ 143,222	\$ 1,906,658	\$ 309,912	\$ -	\$ -	\$ 3,937,270
18	\$ 12,927,852	\$ 1,770,216	\$ 16,534,906	\$ 5,076,910	\$ 1,481,509	\$ 405,450	\$ 38,196,842
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

<b>Totals</b>	<b>\$ 25,285,269</b>	<b>\$ 3,856,135</b>	<b>\$ 37,621,795</b>	<b>\$ 7,871,706</b>	<b>\$ 1,883,285</b>	<b>\$ 816,168</b>	<b>\$ 77,334,357</b>
							<b>75,385,918</b>
							<b>1,948,439</b>
							<b>487,305</b>
							<b>2,435,744</b>

FY21 Cost  
 FY20 Cost  
 Increase 2.58%  
 FICA/Retirement (25.01%)  
 Total Cost

**Manchester School District  
Salary Scatter Gram  
School Year 2021/2022**

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	35	4	17	2	0	1	59
5	17	2	13	2	0	1	35
6	49	10	70.5	3	2	0	134.5
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	17	1	18	0	0	0	36
10	8	2	22	4	0	0	36
11	13	3	13	3	0	0	32
12	9	1	20	2	0	0	32
13	14.5	0	27	5.8	0	0	47.3
14	11	1	19	5	0	0	36
15	15	3	28	1	2	0	49
16	13	6	46	5	2	3	75
17	10	2	29	5	0	1	47
18	206	26	247.6	68.4	18.6	5	571.6
19							0
20							0
21							0
22							0
23							0
24							0
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

**School Year 2021/2022 Teacher Salary Schedule**

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 40,000	\$ 42,580	\$ 44,170	\$ 47,050	\$ 48,095	\$ 49,213
2	\$ 41,420	\$ 44,092	\$ 45,738	\$ 48,720	\$ 49,802	\$ 50,960
3	\$ 42,890	\$ 45,657	\$ 47,362	\$ 50,450	\$ 51,570	\$ 52,769
4	\$ 44,413	\$ 47,278	\$ 49,043	\$ 52,241	\$ 53,401	\$ 54,642
5	\$ 45,990	\$ 48,956	\$ 50,784	\$ 54,095	\$ 55,297	\$ 56,582
6	\$ 47,622	\$ 50,694	\$ 52,587	\$ 56,016	\$ 57,260	\$ 58,591
7	\$ 49,313	\$ 52,494	\$ 54,454	\$ 58,004	\$ 59,293	\$ 60,671
8	\$ 51,064	\$ 54,357	\$ 56,387	\$ 60,063	\$ 61,397	\$ 62,825
9	\$ 52,876	\$ 56,287	\$ 58,389	\$ 62,196	\$ 63,577	\$ 65,055
10	\$ 54,753	\$ 58,285	\$ 60,140	\$ 64,062	\$ 65,484	\$ 67,007
11	\$ 56,396	\$ 60,354	\$ 61,944	\$ 65,983	\$ 67,449	\$ 69,017
12	\$ 58,088	\$ 62,165	\$ 63,803	\$ 67,963	\$ 69,472	\$ 71,087

60

13	\$ 59,830	\$ 64,030	\$ 65,717	\$ 70,002	\$ 71,557	\$ 73,220
14	\$ 61,625	\$ 65,951	\$ 67,688	\$ 72,102	\$ 73,703	\$ 75,417
15	\$ 63,474	\$ 67,929	\$ 69,719	\$ 74,265	\$ 75,914	\$ 77,679
16	\$ 65,378	\$ 69,967	\$ 71,811	\$ 76,493	\$ 77,433	\$ 79,233
17	\$ 67,340	\$ 72,066	\$ 73,965	\$ 78,023	\$ 78,981	\$ 80,817
18	\$ 71,250	\$ 74,228	\$ 75,444	\$ 79,583	\$ 80,561	\$ 82,434
19						
20						
21						
22						
23						
24						

School Year 2021/2022 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	\$ 1,554,455	\$ 189,112	\$ 833,731	\$ 104,482	\$ -	\$ 54,642	\$ 2,736,422
5	\$ 781,830	\$ 97,912	\$ 660,192	\$ 108,190	\$ -	\$ 56,582	\$ 1,704,706
6	\$ 2,333,478	\$ 506,940	\$ 3,707,384	\$ 168,048	\$ 114,520	\$ -	\$ 6,830,370
7	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	\$ 898,892	\$ 56,287	\$ 1,051,002	\$ -	\$ -	\$ -	\$ 2,006,181
10	\$ 438,024	\$ 116,570	\$ 1,323,080	\$ 256,248	\$ -	\$ -	\$ 2,133,922
11	\$ 733,148	\$ 181,062	\$ 805,272	\$ 197,949	\$ -	\$ -	\$ 1,917,431
12	\$ 522,792	\$ 62,165	\$ 1,276,060	\$ 135,926	\$ -	\$ -	\$ 1,996,943
13	\$ 867,535	\$ -	\$ 1,774,359	\$ 406,012	\$ -	\$ -	\$ 3,047,906
14	\$ 677,875	\$ 65,951	\$ 1,286,072	\$ 360,510	\$ -	\$ -	\$ 2,390,408
15	\$ 952,110	\$ 203,787	\$ 1,952,132	\$ 74,265	\$ 151,828	\$ -	\$ 3,334,122
16	\$ 849,914	\$ 419,802	\$ 3,303,306	\$ 382,465	\$ 154,866	\$ 237,699	\$ 5,348,052
17	\$ 673,400	\$ 144,132	\$ 2,144,985	\$ 390,115	\$ -	\$ 80,817	\$ 3,433,449
18	\$ 14,677,500	\$ 1,929,928	\$ 18,679,934	\$ 5,443,477	\$ 1,498,435	\$ 412,170	\$ 42,641,444
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

<b>Totals</b>	<b>\$ 25,960,953</b>	<b>\$ 3,973,648</b>	<b>\$ 38,797,509</b>	<b>\$ 8,027,687</b>	<b>\$ 1,919,649</b>	<b>\$ 841,910</b>	<b>\$ 79,521,355</b>
							<b>77,334,357</b>
							<b>2,186,998</b>
							<b>546,968</b>
							<b>2,733,967</b>

FY22 Cost	
FY21 Cost	
Increase	2.83%
FICA/Retirement (25.01%)	
Total Cost	

Manchester School District  
 Salary Scatter Gram  
 School Year 2022/2023

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	35	4	17	2	0	1	59
6	17	2	13	2	0	1	35
7	49	10	70.5	3	2	0	134.5
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	17	1	18	0	0	0	36
11	8	2	22	4	0	0	36
12	13	3	13	3	0	0	32
13	9	1	20	2	0	0	32
14	14.5	0	27	5.8	0	0	47.3
15	11	1	19	5	0	0	36
16	15	3	28	1	2	0	49
17	13	6	46	5	2	3	75
18	216	28	276.6	73.4	18.6	6	618.6
19							0
20							0
21							0
22							0
23							0
24							0
Totals	417.5	61	570.1	106.2	24.6	11	1190.4

School Year 2022/2023 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 42,000	\$ 44,580	\$ 46,370	\$ 49,250	\$ 50,595	\$ 51,613
2	\$ 43,260	\$ 45,917	\$ 47,761	\$ 50,728	\$ 52,113	\$ 53,161
3	\$ 44,558	\$ 47,295	\$ 49,194	\$ 52,249	\$ 53,676	\$ 54,756
4	\$ 45,895	\$ 48,714	\$ 50,670	\$ 53,817	\$ 55,287	\$ 56,399
5	\$ 47,271	\$ 50,175	\$ 52,190	\$ 55,431	\$ 56,945	\$ 58,091
6	\$ 48,690	\$ 51,680	\$ 53,756	\$ 57,094	\$ 58,653	\$ 59,834
7	\$ 50,150	\$ 53,231	\$ 55,368	\$ 58,807	\$ 60,413	\$ 61,629
8	\$ 51,655	\$ 54,828	\$ 57,029	\$ 60,571	\$ 62,225	\$ 63,477
9	\$ 53,204	\$ 56,473	\$ 58,740	\$ 62,388	\$ 64,092	\$ 65,382
10	\$ 54,800	\$ 58,167	\$ 60,502	\$ 64,260	\$ 66,015	\$ 67,343
11	\$ 56,444	\$ 59,912	\$ 62,317	\$ 66,188	\$ 67,995	\$ 69,364
12	\$ 58,138	\$ 61,709	\$ 64,187	\$ 68,174	\$ 70,035	\$ 71,444
13	\$ 59,882	\$ 63,560	\$ 66,113	\$ 70,219	\$ 72,136	\$ 73,588
14	\$ 61,678	\$ 65,467	\$ 68,096	\$ 72,325	\$ 74,300	\$ 75,795
15	\$ 63,529	\$ 67,431	\$ 70,139	\$ 74,495	\$ 76,529	\$ 78,069
16	\$ 65,435	\$ 69,454	\$ 72,243	\$ 76,357	\$ 78,443	\$ 80,021
17	\$ 67,398	\$ 71,538	\$ 74,410	\$ 78,266	\$ 80,404	\$ 82,022
18	\$ 71,800	\$ 75,200	\$ 76,643	\$ 80,223	\$ 82,414	\$ 84,072
19						
20						
21						
22						
23						
24						

\$ 1,260	\$ 1,337	\$ 1,391	\$ 1,478	\$ 1,518	\$ 1,548	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,298	\$ 1,378	\$ 1,433	\$ 1,521	\$ 1,563	\$ 1,595	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,337	\$ 1,419	\$ 1,476	\$ 1,568	\$ 1,611	\$ 1,643	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,376	\$ 1,461	\$ 1,520	\$ 1,614	\$ 1,658	\$ 1,692	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,419	\$ 1,505	\$ 1,566	\$ 1,663	\$ 1,708	\$ 1,743	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,460	\$ 1,551	\$ 1,612	\$ 1,713	\$ 1,760	\$ 1,795	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,505	\$ 1,597	\$ 1,661	\$ 1,764	\$ 1,812	\$ 1,848	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,549	\$ 1,645	\$ 1,711	\$ 1,817	\$ 1,867	\$ 1,905	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,596	\$ 1,694	\$ 1,762	\$ 1,872	\$ 1,923	\$ 1,961	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,644	\$ 1,745	\$ 1,815	\$ 1,928	\$ 1,980	\$ 2,021	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,694	\$ 1,797	\$ 1,870	\$ 1,986	\$ 2,040	\$ 2,080	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,744	\$ 1,851	\$ 1,926	\$ 2,045	\$ 2,101	\$ 2,144	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,796	\$ 1,907	\$ 1,983	\$ 2,106	\$ 2,164	\$ 2,207	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,851	\$ 1,964	\$ 2,043	\$ 2,170	\$ 2,229	\$ 2,274	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,906	\$ 2,023	\$ 2,104	\$ 1,862	\$ 1,914	\$ 1,952	3.0%	3.0%	3.0%	2.5%	2.5%	2.5%
\$ 1,963	\$ 2,084	\$ 2,167	\$ 1,909	\$ 1,961	\$ 2,001	3.0%	3.0%	3.0%	2.5%	2.5%	2.5%
\$ 4,402	\$ 3,662	\$ 2,233	\$ 1,957	\$ 2,010	\$ 2,050	6.5%	5.1%	3.0%	2.5%	2.5%	2.5%



School Year 2022/2023 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5	\$ 1,654,485	\$ 200,700	\$ 887,230	\$ 110,862	\$ -	\$ 58,091	\$ 2,911,368
6	\$ 827,730	\$ 103,360	\$ 698,828	\$ 114,188	\$ -	\$ 59,834	\$ 1,803,940
7	\$ 2,457,350	\$ 532,310	\$ 3,903,444	\$ 176,421	\$ 120,826	\$ -	\$ 7,190,351
8	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10	\$ 931,600	\$ 58,167	\$ 1,089,036	\$ -	\$ -	\$ -	\$ 2,078,803
11	\$ 451,552	\$ 119,824	\$ 1,370,974	\$ 264,752	\$ -	\$ -	\$ 2,207,102
12	\$ 755,794	\$ 185,127	\$ 834,431	\$ 204,522	\$ -	\$ -	\$ 1,979,874
13	\$ 538,938	\$ 63,560	\$ 1,322,260	\$ 140,438	\$ -	\$ -	\$ 2,065,196
14	\$ 894,331	\$ -	\$ 1,838,592	\$ 419,485	\$ -	\$ -	\$ 3,152,408
15	\$ 698,819	\$ 67,431	\$ 1,332,641	\$ 372,475	\$ -	\$ -	\$ 2,471,366
16	\$ 981,525	\$ 208,362	\$ 2,022,804	\$ 76,357	\$ 156,886	\$ -	\$ 3,445,934
17	\$ 876,174	\$ 429,228	\$ 3,422,860	\$ 391,330	\$ 160,808	\$ 246,066	\$ 5,526,466
18	\$ 15,508,800	\$ 2,105,600	\$ 21,199,454	\$ 5,888,368	\$ 1,532,900	\$ 504,432	\$ 46,739,554
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Totals</b>	<b>\$ 26,577,098</b>	<b>\$ 4,073,669</b>	<b>\$ 39,922,554</b>	<b>\$ 8,159,198</b>	<b>\$ 1,971,420</b>	<b>\$ 868,423</b>	<b>\$ 81,572,362</b>

FY23 Cost  
 FY22 Cost  
 Increase 2.58%  
 FICA/Retirement (25.01%)  
 Total Cost

79,521,365  
 2,051,007  
 512,957  
 2,563,964



FY18 & FY19			FY20			FY21			FY22			FY23			5 Year		Avg
															\$	%	Annual
MA	2	43,955	MA	3	46,190	MA	4	47,669	MA	5	50,784	MA	6	53,756	9,801	22.3%	4.5%
MA	3	46,190	MA	4	48,425	MA	5	49,385	MA	6	52,587	MA	7	55,368	9,178	19.9%	4.0%
MA	4	48,425	MA	6	52,895	MA	8	54,913	MA	9	58,389	MA	10	60,502	12,077	24.9%	5.0%
MA	5	50,660	MA	7	55,130	MA	9	56,889	MA	10	60,140	MA	11	62,317	11,657	23.0%	4.6%
MA	6	52,895	MA	8	57,365	MA	10	58,937	MA	11	61,944	MA	12	64,187	11,292	21.3%	4.3%
MA	7	55,130	MA	9	59,600	MA	11	61,059	MA	12	63,803	MA	13	66,113	10,983	19.9%	4.0%
MA	8	57,365	MA	10	61,835	MA	12	63,257	MA	13	65,717	MA	14	68,096	10,731	18.7%	3.7%
MA	9	59,600	MA	11	64,070	MA	13	65,155	MA	14	67,688	MA	15	70,139	10,539	17.7%	3.5%
MA	10	61,835	MA	12	66,305	MA	14	67,110	MA	15	69,719	MA	16	72,243	10,408	16.8%	3.4%
MA	11	64,070	MA	13	68,540	MA	15	69,123	MA	16	71,811	MA	17	74,410	10,340	16.1%	3.2%
MA	12	66,305	MA	14	70,775	MA	16	71,197	MA	17	73,965	MA	18	76,643	10,338	15.6%	3.1%
MA	13	68,540	MA	15	71,893	MA	17	73,333	MA	18	75,444	MA	18	76,643	8,103	11.8%	2.4%
MA	14	70,775	MA	16	72,396	MA	18	74,616	MA	18	75,444	MA	18	76,643	5,868	8.3%	1.7%
MA	15	71,893	MA	17	72,903	MA	18	74,616	MA	18	75,444	MA	18	76,643	4,750	6.6%	1.3%
												MA+30	1	49,250			
									MA+30	1	47,050	MA+30	2	50,728			
						MA+30	1	45,850	MA+30	2	48,720	MA+30	3	52,249			
			MA+30	1	44,700	MA+30	2	47,501	MA+30	3	50,450	MA+30	4	53,817			
MA+30	1	44,700	MA+30	2	46,935	MA+30	3	49,211	MA+30	4	52,241	MA+30	5	55,431	10,731	24.0%	4.8%
MA+30	2	46,935	MA+30	3	49,170	MA+30	4	50,982	MA+30	5	54,905	MA+30	6	57,094	10,159	21.6%	4.3%
MA+30	3	49,170	MA+30	4	51,405	MA+30	5	52,818	MA+30	6	56,016	MA+30	7	58,807	9,637	19.6%	3.9%
MA+30	4	51,405	MA+30	6	55,875	MA+30	8	58,730	MA+30	9	62,196	MA+30	10	64,260	12,855	25.0%	5.0%
MA+30	5	53,640	MA+30	7	58,110	MA+30	9	60,844	MA+30	10	64,062	MA+30	11	66,188	12,548	23.4%	4.7%
MA+30	6	55,875	MA+30	8	60,345	MA+30	10	63,034	MA+30	11	65,983	MA+30	12	68,174	12,299	22.0%	4.4%
MA+30	7	58,110	MA+30	9	62,580	MA+30	11	65,304	MA+30	12	67,963	MA+30	13	70,219	12,109	20.8%	4.2%
MA+30	8	60,345	MA+30	10	64,815	MA+30	12	67,654	MA+30	13	70,002	MA+30	14	72,325	11,980	19.9%	4.0%
MA+30	9	62,580	MA+30	11	67,050	MA+30	13	69,684	MA+30	14	72,102	MA+30	15	74,495	11,915	19.0%	3.8%
MA+30	10	64,815	MA+30	12	69,285	MA+30	14	71,775	MA+30	15	74,265	MA+30	16	76,357	11,542	17.8%	3.6%
MA+30	11	67,050	MA+30	13	71,520	MA+30	15	73,928	MA+30	16	76,493	MA+30	17	78,266	11,216	16.7%	3.3%
MA+30	12	69,285	MA+30	14	73,755	MA+30	16	76,146	MA+30	17	78,023	MA+30	18	80,223	10,938	15.8%	3.2%
MA+30	13	71,520	MA+30	15	74,873	MA+30	17	77,478	MA+30	18	79,583	MA+30	18	80,223	8,703	12.2%	2.4%
MA+30	14	73,755	MA+30	16	75,397	MA+30	18	78,834	MA+30	18	79,583	MA+30	18	80,223	6,468	8.8%	1.8%
MA+30	15	74,873	MA+30	17	75,925	MA+30	18	78,834	MA+30	18	79,583	MA+30	18	80,223	5,350	7.1%	1.4%
												CAGS	1	50,595			
									CAGS	1	48,095	CAGS	2	52,113			
						CAGS	1	46,595	CAGS	2	49,802	CAGS	3	53,676			
			CAGS	1	45,445	CAGS	2	48,272	CAGS	3	51,570	CAGS	4	55,287			
CAGS	1	45,445	CAGS	2	47,680	CAGS	3	50,010	CAGS	4	53,401	CAGS	5	56,945	11,500	25.3%	5.1%
CAGS	2	47,680	CAGS	3	49,915	CAGS	4	51,811	CAGS	5	55,297	CAGS	6	58,653	10,973	23.0%	4.6%
CAGS	3	49,915	CAGS	4	52,150	CAGS	5	53,676	CAGS	6	57,260	CAGS	7	60,413	10,498	21.0%	4.2%
CAGS	4	52,150	CAGS	6	56,620	CAGS	8	59,684	CAGS	9	63,577	CAGS	10	66,015	13,865	26.6%	5.3%
CAGS	5	54,385	CAGS	7	58,855	CAGS	9	61,833	CAGS	10	65,484	CAGS	11	67,995	13,610	25.0%	5.0%
CAGS	6	56,620	CAGS	8	61,090	CAGS	10	64,059	CAGS	11	67,449	CAGS	12	70,035	13,415	23.7%	4.7%
CAGS	7	58,855	CAGS	9	63,325	CAGS	11	66,365	CAGS	12	69,472	CAGS	13	72,136	13,281	22.6%	4.5%

Raise

FY18 & FY19			FY20			FY21			FY22			FY23			5 Year		Avg
															\$	%	Annual
CAGS	8	61,090	CAGS	10	65,560	CAGS	12	68,356	CAGS	13	71,557	CAGS	14	74,300	13,210	21.6%	4.3%
CAGS	9	63,325	CAGS	11	67,795	CAGS	13	70,406	CAGS	14	73,703	CAGS	15	76,529	13,204	20.9%	4.2%
CAGS	10	65,560	CAGS	12	70,030	CAGS	14	72,518	CAGS	15	75,914	CAGS	16	78,443	12,883	19.7%	3.9%
CAGS	11	67,795	CAGS	13	72,265	CAGS	15	74,694	CAGS	16	77,433	CAGS	17	80,404	12,609	18.6%	3.7%
CAGS	12	70,030	CAGS	14	74,500	CAGS	16	76,935	CAGS	17	78,981	CAGS	18	82,414	12,384	17.7%	3.5%
CAGS	13	72,265	CAGS	15	75,618	CAGS	17	78,281	CAGS	18	80,561	CAGS	18	82,414	10,149	14.0%	2.8%
CAGS	14	74,500	CAGS	16	76,147	CAGS	18	79,651	CAGS	18	80,561	CAGS	18	82,414	7,914	10.6%	2.1%
CAGS	15	75,618	CAGS	17	76,680	CAGS	18	79,651	CAGS	18	80,561	CAGS	18	82,414	6,796	9.0%	1.8%
												DOC	1	51,613			
									DOC	1	49,213	DOC	2	53,161			
						DOC	1	47,713	DOC	2	50,960	DOC	3	54,756			
			DOC	1	46,563	DOC	2	49,431	DOC	3	52,769	DOC	4	56,399			
DOC	1	46,563	DOC	2	48,798	DOC	3	51,210	DOC	4	54,642	DOC	5	58,091	11,528	24.8%	5.0%
DOC	2	48,798	DOC	3	51,033	DOC	4	53,054	DOC	5	56,582	DOC	6	59,834	11,036	22.6%	4.5%
DOC	3	51,033	DOC	4	53,268	DOC	5	54,964	DOC	6	58,591	DOC	7	61,629	10,596	20.8%	4.2%
DOC	4	53,268	DOC	6	57,738	DOC	8	61,116	DOC	9	65,055	DOC	10	67,343	14,075	26.4%	5.3%
DOC	5	55,503	DOC	7	59,973	DOC	9	63,316	DOC	10	67,007	DOC	11	69,364	13,861	25.0%	5.0%
DOC	6	57,738	DOC	8	62,208	DOC	10	65,596	DOC	11	69,017	DOC	12	71,444	13,706	23.7%	4.7%
DOC	7	59,973	DOC	9	64,443	DOC	11	67,563	DOC	12	71,087	DOC	13	73,588	13,615	22.7%	4.5%
DOC	8	62,208	DOC	10	66,678	DOC	12	69,590	DOC	13	73,220	DOC	14	75,795	13,587	21.8%	4.4%
DOC	9	64,443	DOC	11	68,913	DOC	13	71,678	DOC	14	75,417	DOC	15	78,069	13,626	21.1%	4.2%
DOC	10	66,678	DOC	12	71,148	DOC	14	73,828	DOC	15	77,679	DOC	16	80,021	13,343	20.0%	4.0%
DOC	11	68,913	DOC	13	73,383	DOC	15	76,043	DOC	16	79,233	DOC	17	82,022	13,109	19.0%	3.8%
DOC	12	71,148	DOC	14	75,618	DOC	16	78,325	DOC	17	80,817	DOC	18	84,072	12,924	18.2%	3.6%
DOC	13	73,383	DOC	15	76,735	DOC	17	79,695	DOC	18	82,434	DOC	18	84,072	10,689	14.6%	2.9%
DOC	14	75,618	DOC	16	77,272	DOC	18	81,090	DOC	18	82,434	DOC	18	84,072	8,454	11.2%	2.2%
DOC	15	76,735	DOC	17	77,813	DOC	18	81,090	DOC	18	82,434	DOC	18	84,072	7,337	9.6%	1.9%

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## Exhibit L

**MSD Counter to MEA  
Proposal of 1.3.19**

**MEA 1/3/19 Salary Proposal Revised MSD-2.2**

**MSD Costing**

	<b>Incremental (Savings) / Cost by Contract Year</b>					
	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>	<b>Total</b>
Salary Increase	\$ -	\$ 1,799,200	\$ 1,956,111	\$ 1,487,117	\$ 1,418,769	\$ 6,661,196
FICA/Retirement	-	449,980	489,223	371,928	354,834	1,665,965
Increase in Extra-Curricular & Add Pays	-	-	20,734	7,865	10,725	39,324
FICA/Retirement on Extra-Curricular & Add Pays	-	-	5,186	1,967	2,682	9,835
Elimination of BA-1 hiring bonus	-	-	(23,468)	-	-	(23,468)
FICA/Retirement on BA-1 hiring bonus	-	-	(5,869)	-	-	(5,869)
<b>Total Cost (b)</b>	<b>-</b>	<b>2,249,180</b>	<b>2,441,916</b>	<b>1,868,876</b>	<b>1,787,010</b>	<b>8,346,982</b>

(d)

	<b>Projected Budget</b>						
	<b>Current</b>	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>	<b>Change</b>
Salary Total	72,393,592	72,393,592	74,192,792	76,148,903	77,636,019	79,054,788	6,661,196
BA-1 Hiring Bonus	23,468	23,468	23,468	-	-	-	(23,468)
Extra Curricular & Add Pays	532,638	532,638	532,638	553,372	561,237	571,962	39,324
FICA	5,580,652	5,580,652	5,718,291	5,867,724	5,982,090	6,091,446	510,794
Retirement @ 17.36%	12,664,068	12,664,068	12,976,409	13,315,515	13,575,044	13,823,204	1,159,136
Retirement Rate Increase to 17.8% (b)	-	-	328,895	337,490	344,068	350,358	350,358
Subtotal - Salary Related	91,194,418	91,194,418	93,772,493	96,223,004	98,098,458	99,891,758	8,697,340
District Share of Health Insurance	16,124,904	16,124,904	16,124,904	16,124,904	16,124,904	16,124,904	-
Increase in Health Insurance (trend at 3%) (c)	-	-	483,747	982,007	1,495,214	2,023,818	2,023,818
District Share of Dental Insurance	1,229,102	1,229,102	1,229,102	1,229,102	1,229,102	1,229,102	-
Subtotal - Health and Dental	17,354,006	17,354,006	17,837,753	18,336,013	18,849,220	19,377,824	2,023,818
<b>Total Compensation (a)</b>	<b>108,548,424</b>	<b>108,548,424</b>	<b>111,610,246</b>	<b>114,559,016</b>	<b>116,947,678</b>	<b>119,269,582</b>	<b>10,721,158</b>

(d)

**Notes:**

(a) General Fund represents approximately 90% of total costs.

(b) Retirement rates will increase in FY20 from 17.36% to 17.8%. The cost increase has been included for budgeting purposes, but not included as a contract cost.

(c) Increase in health insurance costs at 3% trend, included for budgeting purposes, but not included as a contract cost.

(d) Difference in Contract Cost and Projected Budget is the increased retirement rates and the health insurance trend which are not a direct impact due to negotiations.

Manchester School District  
 Salary Scatter Gram  
 School Year 2018/2019

School Year 2018/2019 \*

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	35	4	17	2	0	1	59
2	17	2	13	2	0	1	35
3	49	10	70.5	3	2	0	134.5
4	17	1	18	0	0	0	36
5	8	2	22	4	0	0	36
6	13	3	13	3	0	0	32
7	9	1	20	2	0	0	32
8	14.5	0	27	5.8	0	0	47.3
9	11	1	19	5	0	0	36
10	15	3	28	1	2	0	49
11	13	6	46	5	2	3	75
12	10	2	29	5	0	1	47
13	23	2	26	4	0	0	55
14	15	1	36	6	2	0	60
15	168	23	185.6	58.4	16.6	5	456.6
Totals	417.5	61	570.1	106.2	24.6	11	1190.4

												FY18 Yrs of Serv Less 2
36	4	50.6	20.4	4.6	2					117.6		15
12	1	17	2	0	0					32		16
22	5	30	10	1	0					68		17
14	3	15	9	1	0					42		18
12	0	11	0	0	0					23		19
11	4	9	0	0	0					24		20
3	2	11	4	3	0					23		21
4	1	7	1	0	0					13		22
5	1	2	2	1	0					11		23
49	2	33	10	6	3					103		24+
168	23	185.6	58.4	16.6	5					456.6		

School Year 2018/2019 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735

School Year 2018/2019 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ 1,303,750	\$ 160,920	\$ 709,240	\$ 89,400	\$ -	\$ 46,563	\$ 2,309,873
2	\$ 671,245	\$ 84,930	\$ 571,415	\$ 93,870	\$ -	\$ 48,798	\$ 1,470,258
3	\$ 2,044,280	\$ 447,000	\$ 3,256,395	\$ 147,510	\$ 99,830	\$ -	\$ 5,895,015
4	\$ 747,235	\$ 46,935	\$ 871,650	\$ -	\$ -	\$ -	\$ 1,665,820

<b>5</b>	\$ 369,520	\$ 98,340	\$ 1,114,520	\$ 214,560	\$ -	\$ -	\$ 1,796,940
<b>6</b>	\$ 629,525	\$ 154,215	\$ 687,635	\$ 167,625	\$ -	\$ -	\$ 1,639,000
<b>7</b>	\$ 455,940	\$ 53,640	\$ 1,102,600	\$ 116,220	\$ -	\$ -	\$ 1,728,400
<b>8</b>	\$ 766,978	\$ -	\$ 1,548,855	\$ 350,001	\$ -	\$ -	\$ 2,665,834
<b>9</b>	\$ 606,430	\$ 58,110	\$ 1,132,400	\$ 312,900	\$ -	\$ -	\$ 2,109,840
<b>10</b>	\$ 860,475	\$ 181,035	\$ 1,731,380	\$ 64,815	\$ 131,120	\$ -	\$ 2,968,825
<b>11</b>	\$ 774,800	\$ 375,480	\$ 2,947,220	\$ 335,250	\$ 135,590	\$206,739	\$ 4,775,079
<b>12</b>	\$ 618,350	\$ 129,630	\$ 1,922,845	\$ 346,425	\$ -	\$ 71,148	\$ 3,088,398
<b>13</b>	\$ 1,473,610	\$ 134,100	\$ 1,782,040	\$ 286,080	\$ -	\$ -	\$ 3,675,830
<b>14</b>	\$ 994,575	\$ 69,285	\$ 2,547,900	\$ 442,530	\$ 149,000	\$ -	\$ 4,203,290
<b>15</b>	\$ 11,327,064	\$ 1,619,269	\$ 13,343,341	\$ 4,372,583	\$ 1,255,259	\$383,675	\$ 32,301,191
<b>Totals</b>	<b>\$ 23,643,777</b>	<b>\$ 3,612,889</b>	<b>\$ 35,269,436</b>	<b>\$ 7,339,769</b>	<b>\$ 1,770,799</b>	<b>\$756,923</b>	<b>\$ 72,393,592</b>

\*Included in the total staff are 16.5 vacant positions budgeted but not yet filled (8 at BA-3 & 8.5 at MA-3)



School Year 2018/2019 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735
16	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

**School Year 2019/2020 Teacher Salary Schedule**

	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>CAGS</b>	<b>DOC</b>
<b>1</b>	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
<b>2</b>	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
<b>3</b>	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
<b>4</b>	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
<b>5</b>	\$ 46,100	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
<b>6</b>	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
<b>7</b>	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
<b>8</b>	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
<b>9</b>	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
<b>10</b>	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
<b>11</b>	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
<b>12</b>	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
<b>13</b>	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
<b>14</b>	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
<b>15</b>	\$ 67,432	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735
<b>16</b>	\$ 67,904	\$ 70,896	\$ 72,396	\$ 75,397	\$ 76,147	\$ 77,272
<b>17</b>						
<b>18</b>						
<b>19</b>						
<b>20</b>						
<b>21</b>						
<b>22</b>						
<b>23</b>						
<b>24</b>						

**School Year 2020/2021 Teacher Salary Schedule**

	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>CAGS</b>	<b>DOC</b>
<b>1</b>	\$ 38,700	\$ 41,280	\$ 42,770	\$ 45,750	\$ 46,495	\$ 47,613
<b>2</b>	\$ 40,093	\$ 42,766	\$ 44,310	\$ 47,397	\$ 48,169	\$ 49,327
<b>3</b>	\$ 41,537	\$ 44,306	\$ 45,905	\$ 49,103	\$ 49,903	\$ 51,103
<b>4</b>	\$ 43,032	\$ 45,901	\$ 47,557	\$ 50,871	\$ 51,699	\$ 52,943
<b>5</b>	\$ 44,581	\$ 47,553	\$ 49,270	\$ 52,702	\$ 53,561	\$ 54,848
<b>6</b>	\$ 46,186	\$ 49,265	\$ 51,043	\$ 54,600	\$ 55,489	\$ 56,823
<b>7</b>	\$ 47,849	\$ 51,039	\$ 52,881	\$ 56,565	\$ 57,486	\$ 58,869
<b>8</b>	\$ 49,571	\$ 52,876	\$ 54,784	\$ 58,602	\$ 59,556	\$ 60,988
<b>9</b>	\$ 51,356	\$ 54,779	\$ 56,757	\$ 60,711	\$ 61,700	\$ 63,183
<b>10</b>	\$ 53,410	\$ 56,752	\$ 58,800	\$ 62,897	\$ 63,921	\$ 65,458
<b>11</b>	\$ 55,546	\$ 58,795	\$ 60,917	\$ 65,161	\$ 66,222	\$ 67,422
<b>12</b>	\$ 57,768	\$ 60,911	\$ 63,110	\$ 67,507	\$ 68,209	\$ 69,444
<b>13</b>	\$ 60,079	\$ 63,104	\$ 65,003	\$ 69,532	\$ 70,255	\$ 71,528
<b>14</b>	\$ 62,242	\$ 65,376	\$ 66,953	\$ 71,618	\$ 72,363	\$ 73,674
<b>15</b>	\$ 64,483	\$ 67,337	\$ 68,962	\$ 73,767	\$ 74,534	\$ 75,884
<b>16</b>	\$ 66,417	\$ 69,357	\$ 71,031	\$ 75,980	\$ 76,770	\$ 78,160
<b>17</b>	\$ 68,409	\$ 71,438	\$ 73,162	\$ 77,309	\$ 78,113	\$ 79,528
<b>18</b>	\$ 70,462	\$ 73,581	\$ 74,442	\$ 78,662	\$ 79,480	\$ 80,920
<b>19</b>						
<b>20</b>						
<b>21</b>						
<b>22</b>						
<b>23</b>						
<b>24</b>						

	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>CAGS</b>	<b>DOC</b>
<b>1</b>	\$ 39,250	\$ 41,830	\$ 43,320	\$ 46,300	\$ 47,045	\$ 48,163
<b>2</b>	\$ 40,643	\$ 43,315	\$ 44,858	\$ 47,944	\$ 48,715	\$ 49,873
<b>3</b>	\$ 42,086	\$ 44,853	\$ 46,450	\$ 49,646	\$ 50,444	\$ 51,643
<b>4</b>	\$ 43,580	\$ 46,445	\$ 48,099	\$ 51,408	\$ 52,235	\$ 53,477
<b>5</b>	\$ 45,127	\$ 48,094	\$ 49,807	\$ 53,233	\$ 54,090	\$ 55,375
<b>6</b>	\$ 46,729	\$ 49,801	\$ 51,575	\$ 55,123	\$ 56,010	\$ 57,341
<b>7</b>	\$ 48,388	\$ 51,569	\$ 53,406	\$ 57,080	\$ 57,998	\$ 59,376
<b>8</b>	\$ 50,106	\$ 53,400	\$ 55,302	\$ 59,106	\$ 60,057	\$ 61,484
<b>9</b>	\$ 51,885	\$ 55,295	\$ 57,265	\$ 61,204	\$ 62,189	\$ 63,667
<b>10</b>	\$ 53,727	\$ 57,258	\$ 58,983	\$ 63,040	\$ 64,055	\$ 65,577
<b>11</b>	\$ 55,339	\$ 59,291	\$ 60,752	\$ 64,932	\$ 65,979	\$ 67,544
<b>12</b>	\$ 56,999	\$ 61,070	\$ 62,575	\$ 66,880	\$ 67,956	\$ 69,571
<b>13</b>	\$ 58,709	\$ 62,902	\$ 64,452	\$ 68,886	\$ 69,994	\$ 71,658
<b>14</b>	\$ 60,470	\$ 64,789	\$ 66,386	\$ 70,953	\$ 72,094	\$ 73,807
<b>15</b>	\$ 62,284	\$ 66,733	\$ 68,377	\$ 73,081	\$ 74,257	\$ 76,022
<b>16</b>	\$ 64,775	\$ 68,735	\$ 70,429	\$ 75,274	\$ 75,742	\$ 77,542
<b>17</b>	\$ 66,719	\$ 70,797	\$ 72,542	\$ 76,779	\$ 77,257	\$ 79,093
<b>18</b>	\$ 70,588	\$ 72,920	\$ 73,992	\$ 78,315	\$ 78,802	\$ 80,675
<b>19</b>	\$ 71,294	\$ 73,650	\$ 74,732	\$ 79,098	\$ 79,590	\$ 81,482
<b>20</b>						
<b>21</b>						
<b>22</b>						
<b>23</b>						
<b>24</b>						

	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>CAGS</b>	<b>DOC</b>
<b>1</b>	\$ 40,000	\$ 42,580	\$ 44,070	\$ 47,050	\$ 47,795	\$ 48,913
<b>2</b>	\$ 41,200	\$ 43,857	\$ 45,392	\$ 48,462	\$ 49,229	\$ 50,380
<b>3</b>	\$ 42,436	\$ 45,173	\$ 46,754	\$ 49,915	\$ 50,706	\$ 51,892
<b>4</b>	\$ 43,709	\$ 46,528	\$ 48,156	\$ 51,413	\$ 52,227	\$ 53,449
<b>5</b>	\$ 45,020	\$ 47,924	\$ 49,601	\$ 52,955	\$ 53,794	\$ 55,052
<b>6</b>	\$ 46,371	\$ 49,362	\$ 51,089	\$ 54,544	\$ 55,408	\$ 56,704
<b>7</b>	\$ 47,762	\$ 50,843	\$ 52,622	\$ 56,180	\$ 57,070	\$ 58,405
<b>8</b>	\$ 49,195	\$ 52,368	\$ 54,201	\$ 57,866	\$ 58,782	\$ 60,157
<b>9</b>	\$ 50,671	\$ 53,939	\$ 55,827	\$ 59,602	\$ 60,545	\$ 61,962
<b>10</b>	\$ 52,191	\$ 55,557	\$ 57,501	\$ 61,390	\$ 62,362	\$ 63,820
<b>11</b>	\$ 53,757	\$ 57,224	\$ 59,226	\$ 63,231	\$ 64,232	\$ 65,735
<b>12</b>	\$ 55,369	\$ 58,941	\$ 61,003	\$ 65,128	\$ 66,159	\$ 67,707
<b>13</b>	\$ 57,030	\$ 60,709	\$ 62,833	\$ 67,082	\$ 68,144	\$ 69,738
<b>14</b>	\$ 58,741	\$ 62,530	\$ 64,718	\$ 69,095	\$ 70,189	\$ 71,830
<b>15</b>	\$ 60,504	\$ 64,406	\$ 66,660	\$ 71,167	\$ 72,294	\$ 73,985
<b>16</b>	\$ 62,319	\$ 66,338	\$ 68,660	\$ 72,947	\$ 74,102	\$ 75,835
<b>17</b>	\$ 64,188	\$ 68,328	\$ 70,719	\$ 74,770	\$ 75,954	\$ 77,731
<b>18</b>	\$ 68,360	\$ 71,813	\$ 72,841	\$ 76,639	\$ 77,853	\$ 79,674
<b>19</b>	\$ 69,386	\$ 72,890	\$ 73,934	\$ 77,789	\$ 79,021	\$ 80,869
<b>20</b>	\$ 71,467	\$ 73,984	\$ 75,043	\$ 79,928	\$ 80,206	\$ 82,082
<b>21</b>						
<b>22</b>						
<b>23</b>						
<b>24</b>						



no step			one step			2 steps			1 step			2 steps			5 Year		Avg				
FY18 & FY19			FY20			FY21			FY22			FY23			\$	%	Annual				
MA	7	55,130	MA	8	57,365	MA	10	58,800	MA	11	60,752	MA	13	62,833	7,703	14.0%	2.8%	2,235	1,435	1,952	2,081
MA	8	57,365	MA	9	59,600	MA	11	60,917	MA	12	62,575	MA	14	64,718	7,353	12.8%	2.6%	2,235	1,317	1,658	2,143
MA	9	59,600	MA	10	61,835	MA	12	63,110	MA	13	64,452	MA	15	66,660	7,060	11.8%	2.4%	2,235	1,275	1,342	2,208
MA	10	61,835	MA	11	64,070	MA	13	65,003	MA	14	66,386	MA	16	68,660	6,825	11.0%	2.2%	2,235	933	1,383	2,274
MA	11	64,070	MA	12	66,305	MA	14	66,953	MA	15	68,377	MA	17	70,719	6,649	10.4%	2.1%	2,235	648	1,424	2,342
MA	12	66,305	MA	13	68,540	MA	15	68,962	MA	16	70,429	MA	18	72,841	6,536	9.9%	2.0%	2,235	422	1,467	2,412
MA	13	68,540	MA	14	70,775	MA	16	71,031	MA	17	72,542	MA	19	73,934	5,394	7.9%	1.6%	2,235	256	1,511	1,392
MA	14	70,775	MA	15	71,893	MA	17	73,162	MA	18	73,992	MA	20	75,043	4,268	6.0%	1.2%	1,118	1,269	830	1,051
MA	15	71,893	MA	16	72,396	MA	18	74,442	MA	19	74,732	MA	20	75,043	3,150	4.4%	0.9%	503	2,046	290	311
												MA+30	1	47,050							
												MA+30	2	48,462							2,162
												MA+30	3	49,915							1,971
												MA+30	4	51,413							2,194
												MA+30	5	52,955							2,249
MA+30	1	44,700	MA+30	2	46,935	MA+30	3	49,103	MA+30	4	51,408	MA+30	5	52,955	8,255	18.5%	3.7%	2,235	2,168	2,305	1,547
MA+30	2	46,935	MA+30	3	49,170	MA+30	4	50,871	MA+30	5	53,233	MA+30	6	54,544	7,609	16.2%	3.2%	2,235	1,701	2,362	1,311
MA+30	3	49,170	MA+30	4	51,405	MA+30	5	52,702	MA+30	6	55,123	MA+30	7	56,180	7,010	14.3%	2.9%	2,235	1,297	2,421	1,057
MA+30	4	51,405	MA+30	5	53,640	MA+30	6	55,565	MA+30	7	56,565	MA+30	8	59,106	9,985	19.4%	3.9%	2,235	2,925	2,541	2,284
MA+30	5	53,640	MA+30	6	55,875	MA+30	7	58,602	MA+30	8	58,602	MA+30	9	61,204	9,591	17.9%	3.6%	2,235	2,727	2,602	2,027
MA+30	6	55,875	MA+30	7	58,110	MA+30	8	60,711	MA+30	9	60,711	MA+30	10	63,040	9,253	16.6%	3.3%	2,235	2,601	2,329	2,088
MA+30	7	58,110	MA+30	8	60,345	MA+30	9	62,897	MA+30	10	62,897	MA+30	11	64,932	8,972	15.4%	3.1%	2,235	2,552	2,035	2,150
MA+30	8	60,345	MA+30	9	62,580	MA+30	10	64,815	MA+30	11	65,161	MA+30	12	66,880	8,750	14.5%	2.9%	2,235	2,581	1,719	2,215
MA+30	9	62,580	MA+30	10	64,815	MA+30	12	67,507	MA+30	13	68,886	MA+30	14	70,953	8,587	13.7%	2.7%	2,235	2,692	1,379	2,281
MA+30	10	64,815	MA+30	11	67,050	MA+30	13	69,532	MA+30	14	70,953	MA+30	15	72,947	8,132	12.5%	2.5%	2,235	2,482	1,421	1,994
MA+30	11	67,050	MA+30	12	69,285	MA+30	14	71,618	MA+30	15	73,081	MA+30	16	74,770	7,720	11.5%	2.3%	2,235	2,333	1,463	1,689
MA+30	12	69,285	MA+30	13	71,520	MA+30	15	73,767	MA+30	16	75,274	MA+30	17	76,639	7,354	10.6%	2.1%	2,235	2,247	1,507	1,365
MA+30	13	71,520	MA+30	14	73,755	MA+30	16	75,980	MA+30	17	76,779	MA+30	18	77,789	6,269	8.8%	1.8%	2,235	2,225	799	1,010
MA+30	14	73,755	MA+30	15	74,873	MA+30	17	77,309	MA+30	18	78,315	MA+30	19	79,928	6,173	8.4%	1.7%	1,118	2,436	1,006	1,613
MA+30	15	74,873	MA+30	16	75,397	MA+30	18	78,662	MA+30	19	79,098	MA+30	20	79,928	5,055	6.8%	1.4%	524	3,265	436	830
												CAGS	1	47,795							
												CAGS	2	49,229							2,184
												CAGS	3	50,706							1,991
												CAGS	4	52,227							2,220
												CAGS	5	53,794							2,275
CAGS	1	45,445	CAGS	2	47,680	CAGS	3	49,903	CAGS	4	52,235	CAGS	5	53,794	8,349	18.4%	3.7%	2,235	2,223	2,332	1,559
CAGS	2	47,680	CAGS	3	49,915	CAGS	4	51,699	CAGS	5	54,090	CAGS	6	55,408	7,728	16.2%	3.2%	2,235	1,784	2,391	1,318
CAGS	3	49,915	CAGS	4	52,150	CAGS	5	53,561	CAGS	6	56,010	CAGS	7	57,070	7,155	14.3%	2.9%	2,235	1,411	2,449	1,060
CAGS	4	52,150	CAGS	5	54,385	CAGS	7	57,486	CAGS	8	60,057	CAGS	10	62,362	10,212	19.6%	3.9%	2,235	3,101	2,571	2,305
CAGS	5	54,385	CAGS	6	56,620	CAGS	8	59,556	CAGS	9	62,189	CAGS	11	64,232	9,847	18.1%	3.6%	2,235	2,936	2,633	2,043
CAGS	6	56,620	CAGS	7	58,855	CAGS	9	61,700	CAGS	10	64,055	CAGS	12	66,159	9,539	16.8%	3.4%	2,235	2,845	2,355	2,104
CAGS	7	58,855	CAGS	8	61,090	CAGS	10	63,921	CAGS	11	65,979	CAGS	13	68,144	9,289	15.8%	3.2%	2,235	2,831	2,058	2,165
CAGS	8	61,090	CAGS	9	63,325	CAGS	11	66,222	CAGS	12	67,956	CAGS	14	70,189	9,099	14.9%	3.0%	2,235	2,897	1,734	2,233
CAGS	9	63,325	CAGS	10	65,560	CAGS	12	68,209	CAGS	13	69,994	CAGS	15	72,294	8,969	14.2%	2.8%	2,235	2,649	1,785	2,300
CAGS	10	65,560	CAGS	11	67,795	CAGS	13	70,255	CAGS	14	72,094	CAGS	16	74,102	8,542	13.0%	2.6%	2,235	2,460	1,839	2,008
CAGS	11	67,795	CAGS	12	70,030	CAGS	14	72,363	CAGS	15	74,257	CAGS	17	75,954	8,159	12.0%	2.4%	2,235	2,333	1,894	1,697
CAGS	12	70,030	CAGS	13	72,265	CAGS	15	74,534	CAGS	16	75,742	CAGS	18	77,853	7,823	11.2%	2.2%	2,235	2,269	1,208	2,111
CAGS	13	72,265	CAGS	14	74,500	CAGS	16	76,770	CAGS	17	77,257	CAGS	19	79,021	6,756	9.3%	1.9%	2,235	2,270	487	1,764
CAGS	14	74,500	CAGS	15	75,618	CAGS	17	78,113	CAGS	18	78,802	CAGS	20	80,206	5,706	7.7%	1.5%	1,118	2,495	689	1,404
CAGS	15	75,618	CAGS	16	76,147	CAGS	18	79,480	CAGS	19	79,590	CAGS	20	80,206	4,588	6.1%	1.2%	529	3,333	110	616

no step FY18 & FY19		one step FY20		2 steps FY21		1 step FY22		2 steps FY23		5 Year		Avg									
										\$	%	Annual									
						DOC	1	48,163	DOC	2	50,380						2,217				
				DOC	1	47,613	DOC	2	49,873	DOC	3	51,892					2,260	2,019			
		DOC	1	46,563	DOC	2	49,327	DOC	3	51,643	DOC	4	53,449				2,764	2,316	1,806		
DOC	1	46,563	DOC	2	48,798	DOC	3	51,103	DOC	4	53,477	DOC	5	55,052	8,489	18.2%	3.6%	2,235	2,305	2,374	1,575
DOC	2	48,798	DOC	3	51,033	DOC	4	52,943	DOC	5	55,375	DOC	6	56,704	7,906	16.2%	3.2%	2,235	1,910	2,432	1,329
DOC	3	51,033	DOC	4	53,268	DOC	5	54,848	DOC	6	57,341	DOC	7	58,405	7,372	14.4%	2.9%	2,235	1,580	2,493	1,064
DOC	4	53,268	DOC	5	55,503	DOC	7	58,869	DOC	8	61,484	DOC	10	63,820	10,552	19.8%	4.0%	2,235	3,366	2,615	2,336
DOC	5	55,503	DOC	6	57,738	DOC	8	60,988	DOC	9	63,667	DOC	11	65,735	10,232	18.4%	3.7%	2,235	3,250	2,679	2,068
DOC	6	57,738	DOC	7	59,973	DOC	9	63,183	DOC	10	65,577	DOC	12	67,707	9,969	17.3%	3.5%	2,235	3,210	2,394	2,130
DOC	7	59,973	DOC	8	62,208	DOC	10	65,458	DOC	11	67,544	DOC	13	69,738	9,765	16.3%	3.3%	2,235	3,250	2,086	2,194
DOC	8	62,208	DOC	9	64,443	DOC	11	67,422	DOC	12	69,571	DOC	14	71,830	9,622	15.5%	3.1%	2,235	2,979	2,149	2,259
DOC	9	64,443	DOC	10	66,678	DOC	12	69,444	DOC	13	71,658	DOC	15	73,985	9,542	14.8%	3.0%	2,235	2,766	2,214	2,327
DOC	10	66,678	DOC	11	68,913	DOC	13	71,528	DOC	14	73,807	DOC	16	75,835	9,157	13.7%	2.7%	2,235	2,615	2,279	2,028
DOC	11	68,913	DOC	12	71,148	DOC	14	73,674	DOC	15	76,022	DOC	17	77,731	8,818	12.8%	2.6%	2,235	2,526	2,348	1,709
DOC	12	71,148	DOC	13	73,383	DOC	15	75,884	DOC	16	77,542	DOC	18	79,674	8,526	12.0%	2.4%	2,235	2,501	1,658	2,132
DOC	13	73,383	DOC	14	75,618	DOC	16	78,160	DOC	17	79,093	DOC	19	80,869	7,486	10.2%	2.0%	2,235	2,542	933	1,776
DOC	14	75,618	DOC	15	76,735	DOC	17	79,528	DOC	18	80,675	DOC	20	82,082	6,464	8.5%	1.7%	1,117	2,793	1,147	1,407
DOC	15	76,735	DOC	16	77,272	DOC	18	80,920	DOC	19	81,482	DOC	20	82,082	5,347	7.0%	1.4%	537	3,648	562	600



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## Exhibit M

# MSD Costing of MEA Proposal 1.29.19

**MEA 1/29/19 Salary Proposal  
MSD Costing**

**Incremental (Savings) / Cost by Contract Year**

	<u>FY19</u>	<u>FY20</u>	<u>FY21</u>	<u>FY22</u>	<u>FY23</u>	<u>Total</u>
Salary Increase	\$ -	\$ 2,097,596	\$ 2,692,933	\$ 2,117,378	\$ 2,006,554	\$ 8,914,461
FICA/Retirement	-	524,609	673,502	529,556	501,839	2,229,507
Increase in Extra-Curricular & Add Pays	-	3,575	14,299	17,159	32,173	67,206
FICA/Retirement on Extra-Curricular & Add Pays	-	894	3,576	4,291	8,046	16,808
Increased Costs in BA-1 hiring bonus	-	158	630	756	1,418	2,962
FICA/Retirement on BA-1 hiring bonus	-	40	158	189	355	741
<b>Total Cost (b)</b>	<b>-</b>	<b>2,626,871</b>	<b>3,385,098</b>	<b>2,669,330</b>	<b>2,550,386</b>	<b>11,231,685</b>

(d)

**Projected Budget**

	<u>Current</u>	<u>FY19</u>	<u>FY20</u>	<u>FY21</u>	<u>FY22</u>	<u>FY23</u>	<u>Change</u>
Salary Total	72,393,592	72,393,592	74,491,188	77,184,121	79,301,499	81,308,053	8,914,461
BA-1 Hiring Bonus	23,468	23,468	23,626	24,256	25,012	26,430	2,962
Extra Curricular & Add Pays	532,638	532,638	536,213	550,512	567,671	599,844	67,206
FICA	5,580,652	5,580,652	5,741,404	5,948,555	6,111,905	6,267,976	687,324
Retirement @ 17.36%	12,664,068	12,664,068	13,028,858	13,498,943	13,869,630	14,223,799	1,559,732
Retirement Rate Increase to 17.8% (b)	-	-	330,225	342,139	351,534	360,511	360,511
Subtotal - Salary Related	91,194,418	91,194,418	94,151,514	97,548,526	100,227,251	102,786,613	11,592,196
District Share of Health Insurance	16,124,904	16,124,904	16,124,904	16,124,904	16,124,904	16,124,904	-
Increase in Health Insurance (trend at 3%) (c)	-	-	483,747	982,007	1,495,214	2,023,818	2,023,818
District Share of Dental Insurance	1,229,102	1,229,102	1,229,102	1,229,102	1,229,102	1,229,102	-
Subtotal - Health and Dental	17,354,006	17,354,006	17,837,753	18,336,013	18,849,220	19,377,824	2,023,818
<b>Total Compensation (a)</b>	<b>108,548,424</b>	<b>108,548,424</b>	<b>111,989,267</b>	<b>115,884,539</b>	<b>119,076,471</b>	<b>122,164,437</b>	<b>13,616,013</b>

(d)

**Notes:**

(a) General Fund represents approximately 90% of total costs.

(b) Retirement rates will increase in FY20 from 17.36% to 17.8%. The cost increase has been included for budgeting purposes, but not included as a contract cost.

(c) Increase in health insurance costs at 3% trend, included for budgeting purposes, but not included as a contract cost.

(d) Difference in Contract Cost and Projected Budget is the increased retirement rates and the health insurance trend which are not a direct impact due to negotiations.

Manchester School District  
 Salary Scatter Gram  
 School Year 2018/2019

School Year 2018/2019 \*

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	35	4	17	2	0	1	59
2	17	2	13	2	0	1	35
3	49	10	70.5	3	2	0	134.5
4	17	1	18	0	0	0	36
5	8	2	22	4	0	0	36
6	13	3	13	3	0	0	32
7	9	1	20	2	0	0	32
8	14.5	0	27	5.8	0	0	47.3
9	11	1	19	5	0	0	36
10	15	3	28	1	2	0	49
11	13	6	46	5	2	3	75
12	10	2	29	5	0	1	47
13	23	2	26	4	0	0	55
14	15	1	36	6	2	0	60
15	168	23	185.6	58.4	16.6	5	456.6
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

36	4	50.6	20.4	4.6	2
12	1	17	2	0	0
22	5	30	10	1	0
14	3	15	9	1	0
12	0	11	0	0	0
11	4	9	0	0	0
3	2	11	4	3	0
4	1	7	1	0	0
5	1	2	2	1	0
49	2	33	10	6	3
<b>168</b>	<b>23</b>	<b>185.6</b>	<b>58.4</b>	<b>16.6</b>	<b>5</b>

<b>FY18</b>	
<b>Yrs</b>	
<b>of Serv</b>	
<b>Less 2</b>	
117.6	15
32	16
68	17
42	18
23	19
24	20
23	21
13	22
11	23
103	24+
456.6	

School Year 2018/2019 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735

School Year 2018/2019 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ 1,303,750	\$ 160,920	\$ 709,240	\$ 89,400	\$ -	\$ 46,563	\$ 2,309,873
2	\$ 671,245	\$ 84,930	\$ 571,415	\$ 93,870	\$ -	\$ 48,798	\$ 1,470,258
3	\$ 2,044,280	\$ 447,000	\$ 3,256,395	\$ 147,510	\$ 99,830	\$ -	\$ 5,995,015
4	\$ 747,235	\$ 46,935	\$ 871,650	\$ -	\$ -	\$ -	\$ 1,665,820

<b>5</b>	\$ 369,520	\$ 98,340	\$ 1,114,520	\$ 214,560	\$ -	\$ -	\$ 1,796,940
<b>6</b>	\$ 629,525	\$ 154,215	\$ 687,635	\$ 167,625	\$ -	\$ -	\$ 1,639,000
<b>7</b>	\$ 455,940	\$ 53,640	\$ 1,102,600	\$ 116,220	\$ -	\$ -	\$ 1,728,400
<b>8</b>	\$ 766,978	\$ -	\$ 1,548,855	\$ 350,001	\$ -	\$ -	\$ 2,665,834
<b>9</b>	\$ 606,430	\$ 58,110	\$ 1,132,400	\$ 312,900	\$ -	\$ -	\$ 2,109,840
<b>10</b>	\$ 860,475	\$ 181,035	\$ 1,731,380	\$ 64,815	\$ 131,120	\$ -	\$ 2,968,825
<b>11</b>	\$ 774,800	\$ 375,480	\$ 2,947,220	\$ 335,250	\$ 135,590	\$206,739	\$ 4,775,079
<b>12</b>	\$ 618,350	\$ 129,630	\$ 1,922,845	\$ 346,425	\$ -	\$ 71,148	\$ 3,088,398
<b>13</b>	\$ 1,473,610	\$ 134,100	\$ 1,782,040	\$ 286,080	\$ -	\$ -	\$ 3,675,830
<b>14</b>	\$ 994,575	\$ 69,285	\$ 2,547,900	\$ 442,530	\$ 149,000	\$ -	\$ 4,203,290
<b>15</b>	\$ 11,327,064	\$ 1,619,269	\$ 13,343,341	\$ 4,372,583	\$ 1,255,259	\$383,675	\$ 32,301,191
<b>Totals</b>	<b>\$ 23,643,777</b>	<b>\$ 3,612,889</b>	<b>\$ 35,269,436</b>	<b>\$ 7,339,769</b>	<b>\$ 1,770,799</b>	<b>\$756,923</b>	<b>\$ 72,393,592</b>

\*Included in the total staff are 16.5 vacant positions budgeted but not yet filled (8 at BA-3 & 8.5 at MA-3)

**Manchester School District  
Salary Scatter Gram  
School Year 2018/2019**

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	35	4	17	2	0	1	59
2	17	2	13	2	0	1	35
3	49	10	70.5	3	2	0	134.5
4	17	1	18	0	0	0	36
5	8	2	22	4	0	0	36
6	13	3	13	3	0	0	32
7	9	1	20	2	0	0	32
8	14.5	0	27	5.8	0	0	47.3
9	11	1	19	5	0	0	36
10	15	3	28	1	2	0	49
11	13	6	46	5	2	3	75
12	10	2	29	5	0	1	47
13	23	2	26	4	0	0	55
14	15	1	36	6	2	0	60
15	168	23	185.6	58.4	16.6	5	456.6
16							0
17							0
18							0
19							0
20							0
21							0
22							0
23							0
24							0
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

**FY18  
Yrs  
of Serv  
Less 2**

36	4	50.6	20.4	4.6	2	117.6	15
12	1	17	2	0	0	32	16
22	5	30	10	1	0	68	17
14	3	15	9	1	0	42	18
12	0	11	0	0	0	23	19
11	4	9	0	0	0	24	20
3	2	11	4	3	0	23	21
4	1	7	1	0	0	13	22
5	1	2	2	1	0	11	23
49	2	33	10	6	3	103	24+
<b>168</b>	<b>23</b>	<b>186</b>	<b>58.4</b>	<b>16.6</b>	<b>5</b>	<b>456.6</b>	

**School Year 2018/2019 Teacher Salary Schedule**

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383

14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735
16	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

**School Year 2018/2019 Cost**

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ 1,303,750	\$ 160,920	\$ 709,240	\$ 89,400	\$ -	\$ 46,563	\$ 2,309,873
2	\$ 671,245	\$ 84,930	\$ 571,415	\$ 93,870	\$ -	\$ 48,798	\$ 1,470,258
3	\$ 2,044,280	\$ 447,000	\$ 3,256,395	\$ 147,510	\$ 99,830	\$ -	\$ 5,995,015
4	\$ 747,235	\$ 46,935	\$ 871,650	\$ -	\$ -	\$ -	\$ 1,665,820
5	\$ 369,520	\$ 98,340	\$ 1,114,520	\$ 214,560	\$ -	\$ -	\$ 1,796,940
6	\$ 629,525	\$ 154,215	\$ 687,635	\$ 167,625	\$ -	\$ -	\$ 1,639,000
7	\$ 455,940	\$ 53,640	\$ 1,102,600	\$ 116,220	\$ -	\$ -	\$ 1,728,400
8	\$ 766,978	\$ -	\$ 1,548,855	\$ 350,001	\$ -	\$ -	\$ 2,665,834
9	\$ 606,430	\$ 58,110	\$ 1,132,400	\$ 312,900	\$ -	\$ -	\$ 2,109,840
10	\$ 860,475	\$ 181,035	\$ 1,731,380	\$ 64,815	\$ 131,120	\$ -	\$ 2,968,825
11	\$ 774,800	\$ 375,480	\$ 2,947,220	\$ 335,250	\$ 135,590	\$ 206,739	\$ 4,775,079
12	\$ 618,350	\$ 129,630	\$ 1,922,845	\$ 346,425	\$ -	\$ 71,148	\$ 3,088,398
13	\$ 1,473,610	\$ 134,100	\$ 1,782,040	\$ 286,080	\$ -	\$ -	\$ 3,675,830
14	\$ 994,575	\$ 69,285	\$ 2,547,900	\$ 442,530	\$ 149,000	\$ -	\$ 4,203,290
15	\$ 11,327,064	\$ 1,619,269	\$ 13,343,341	\$ 4,372,583	\$ 1,255,259	\$ 383,675	\$ 32,301,191
16	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

**Totals \$ 23,643,777 \$ 3,612,889 \$ 35,269,436 \$ 7,339,769 \$ 1,770,799 \$ 756,923 \$ 72,393,592**

**72,393,592**

FY19 Cost  
FY18 Cost  
- Increase 0.00%  
- FICA/Retirement (25.01%)  
- Total Savings

Manchester School District  
 Salary Scatter Gram  
 School Year 2019/2020

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	35	4	17	2	0	1	59
3	17	2	13	2	0	1	35
4	49	10	70.5	3	2	0	134.5
5	17	1	18	0	0	0	36
6	8	2	22	4	0	0	36
7	13	3	13	3	0	0	32
8	9	1	20	2	0	0	32
9	14.5	0	27	5.8	0	0	47.3
10	11	1	19	5	0	0	36
11	15	3	28	1	2	0	49
12	13	6	46	5	2	3	75
13	10	2	29	5	0	1	47
14	23	2	26	4	0	0	55
15	15	1	36	6	2	0	60
16	168	23	185.6	58.4	16.6	5	456.6
17	0	0	0	0	0	0	0
18							0
19							0
20							0
21							0
22							0
23							0
24							0
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

FY18  
 Yrs  
 of Serv FY18 FY19 FY20  
 Less 2 S/Be S/Be S/Be

36	4	50.6	20.4	4.6	2	117.6	15	17	18	19
12	1	17	2	0	0	32	16	18	19	20
22	5	30	10	1	0	68	17	19	20	21
14	3	15	9	1	0	42	18	20	21	22
12	0	11	0	0	0	23	19	21	22	23
11	4	9	0	0	0	24	20	22	23	24
3	2	11	4	3	0	23	21	23	24	24
4	1	7	1	0	0	13	22	24	24	24
5	1	2	2	1	0	11	23	24	24	24
49	2	33	10	6	3	103	24+	24	24	24
<b>168</b>	<b>23</b>	<b>186</b>	<b>58.4</b>	<b>16.6</b>	<b>5</b>	<b>456.6</b>				

School Year 2019/2020 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,500	\$ 40,480	\$ 41,970	\$ 44,950	\$ 45,695	\$ 46,813
2	\$ 39,735	\$ 42,715	\$ 44,205	\$ 47,185	\$ 47,930	\$ 49,048
3	\$ 41,970	\$ 44,950	\$ 46,440	\$ 49,420	\$ 50,165	\$ 51,283
4	\$ 44,205	\$ 47,185	\$ 48,675	\$ 51,655	\$ 52,400	\$ 53,518
5	\$ 46,440	\$ 49,420	\$ 50,910	\$ 53,890	\$ 54,635	\$ 55,753
6	\$ 48,675	\$ 51,655	\$ 53,145	\$ 56,125	\$ 56,870	\$ 57,988
7	\$ 50,910	\$ 53,890	\$ 55,380	\$ 58,360	\$ 59,105	\$ 60,223
8	\$ 53,145	\$ 56,125	\$ 57,615	\$ 60,595	\$ 61,340	\$ 62,458
9	\$ 55,380	\$ 58,360	\$ 59,850	\$ 62,830	\$ 63,575	\$ 64,693
10	\$ 57,615	\$ 60,595	\$ 62,085	\$ 65,065	\$ 65,810	\$ 66,928
11	\$ 59,850	\$ 62,830	\$ 64,320	\$ 67,300	\$ 68,045	\$ 69,163
12	\$ 62,085	\$ 65,065	\$ 66,555	\$ 69,535	\$ 70,280	\$ 71,398
13	\$ 64,320	\$ 67,300	\$ 68,790	\$ 71,770	\$ 72,515	\$ 73,633
14	\$ 66,555	\$ 69,535	\$ 71,025	\$ 74,005	\$ 74,750	\$ 75,868
15	\$ 67,673	\$ 70,653	\$ 72,143	\$ 75,123	\$ 75,868	\$ 76,985
16	\$ 68,147	\$ 71,148	\$ 72,648	\$ 75,649	\$ 76,399	\$ 77,524
17	\$ 68,624	\$ 71,646	\$ 73,157	\$ 76,178	\$ 76,934	\$ 78,067
18						

19						
20						
21						
22						
23						
24						

School Year 2019/2020 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ 1,390,725	\$ 170,860	\$ 751,485	\$ 94,370	\$ -	\$ 49,048	\$ 2,456,488
3	\$ 713,490	\$ 89,900	\$ 603,720	\$ 98,840	\$ -	\$ 51,283	\$ 1,557,233
4	\$ 2,166,045	\$ 471,850	\$ 3,431,588	\$ 154,965	\$ 104,800	\$ -	\$ 6,329,248
5	\$ 789,480	\$ 49,420	\$ 916,380	\$ -	\$ -	\$ -	\$ 1,755,280
6	\$ 389,400	\$ 103,310	\$ 1,169,190	\$ 224,500	\$ -	\$ -	\$ 1,886,400
7	\$ 661,830	\$ 161,670	\$ 719,940	\$ 175,080	\$ -	\$ -	\$ 1,718,520
8	\$ 478,305	\$ 56,125	\$ 1,152,300	\$ 121,190	\$ -	\$ -	\$ 1,807,920
9	\$ 803,010	\$ -	\$ 1,615,950	\$ 364,414	\$ -	\$ -	\$ 2,783,374
10	\$ 633,765	\$ 60,595	\$ 1,179,615	\$ 325,325	\$ -	\$ -	\$ 2,199,300
11	\$ 897,750	\$ 188,490	\$ 1,800,960	\$ 67,300	\$ 136,090	\$ -	\$ 3,090,590
12	\$ 807,105	\$ 390,390	\$ 3,061,530	\$ 347,675	\$ 140,560	\$ 214,194	\$ 4,961,454
13	\$ 643,200	\$ 134,600	\$ 1,994,910	\$ 358,850	\$ -	\$ 73,633	\$ 3,205,193
14	\$ 1,530,765	\$ 139,070	\$ 1,846,650	\$ 296,020	\$ -	\$ -	\$ 3,812,505
15	\$ 1,015,095	\$ 70,653	\$ 2,597,148	\$ 450,738	\$ 151,736	\$ -	\$ 4,285,370
16	\$ 11,448,696	\$ 1,636,404	\$ 13,483,469	\$ 4,417,902	\$ 1,268,223	\$ 387,620	\$ 32,642,314
17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

<b>Totals</b>	<b>\$ 24,368,661</b>	<b>\$ 3,723,337</b>	<b>\$ 36,324,834</b>	<b>\$ 7,497,169</b>	<b>\$ 1,801,409</b>	<b>\$ 775,778</b>	<b>\$ 74,491,188</b>
							<b>72,393,592</b>
							<b>2,097,596</b>
							<b>524,609</b>
							<b>2,622,205</b>

FY20 Cost  
 FY19 Cost  
 Increase 2.90%  
 FICA/Retirement (25.01%)  
 Total Cost



**Manchester School District  
Salary Scatter Gram  
School Year 2020/2021**

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	35	4	17	2	0	1	59
4	17	2	13	2	0	1	35
5	49	10	70.5	3	2	0	134.5
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	17	1	18	0	0	0	36
9	8	2	22	4	0	0	36
10	13	3	13	3	0	0	32
11	9	1	20	2	0	0	32
12	14.5	0	27	5.8	0	0	47.3
13	11	1	19	5	0	0	36
14	15	3	28	1	2	0	49
15	13	6	46	5	2	3	75
16	10	2	29	5	0	1	47
17	23	2	26	4	0	0	55
18	183	24	221.6	64.4	18.6	5	516.6
19							0
20							0
21							0
22							0
23							0
24							0
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

**School Year 2020/2021 Teacher Salary Schedule**

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 38,500	\$ 41,480	\$ 42,495	\$ 45,750	\$ 46,695	\$ 47,813
2	\$ 39,886	\$ 42,973	\$ 44,025	\$ 47,397	\$ 48,376	\$ 49,534
3	\$ 41,322	\$ 44,520	\$ 45,610	\$ 49,103	\$ 50,118	\$ 51,318
4	\$ 42,809	\$ 46,123	\$ 47,252	\$ 50,871	\$ 51,922	\$ 53,165
5	\$ 44,351	\$ 47,783	\$ 48,953	\$ 52,702	\$ 53,791	\$ 55,079
6	\$ 46,125	\$ 49,504	\$ 50,715	\$ 54,600	\$ 55,727	\$ 57,062
7	\$ 47,970	\$ 51,286	\$ 52,541	\$ 56,565	\$ 57,734	\$ 59,116
8	\$ 49,888	\$ 53,132	\$ 54,432	\$ 58,602	\$ 59,812	\$ 60,889
9	\$ 51,884	\$ 55,045	\$ 56,392	\$ 60,711	\$ 61,606	\$ 62,716
10	\$ 53,959	\$ 57,026	\$ 58,422	\$ 62,533	\$ 63,455	\$ 64,598
11	\$ 56,118	\$ 59,079	\$ 60,525	\$ 64,409	\$ 65,358	\$ 66,536
12	\$ 58,362	\$ 61,206	\$ 62,704	\$ 66,341	\$ 67,319	\$ 68,532

13	\$ 60,697	\$ 63,410	\$ 64,961	\$ 68,331	\$ 69,339	\$ 70,588
14	\$ 63,125	\$ 65,692	\$ 67,300	\$ 70,381	\$ 71,419	\$ 72,705
15	\$ 65,650	\$ 68,057	\$ 69,723	\$ 72,492	\$ 73,561	\$ 74,886
16	\$ 67,619	\$ 70,099	\$ 71,814	\$ 74,667	\$ 75,768	\$ 77,133
17	\$ 69,648	\$ 72,202	\$ 73,251	\$ 75,974	\$ 77,094	\$ 78,483
18	\$ 70,867	\$ 73,466	\$ 74,533	\$ 77,303	\$ 78,443	\$ 79,856
19						
20						
21						
22						
23						
24						

School Year 2020/2021 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ 1,446,270	\$ 178,080	\$ 775,370	\$ 98,206	\$ -	\$ 51,318	\$ 2,549,244
4	\$ 727,753	\$ 92,246	\$ 614,276	\$ 101,742	\$ -	\$ 53,165	\$ 1,589,182
5	\$ 2,173,199	\$ 477,830	\$ 3,451,187	\$ 158,106	\$ 107,582	\$ -	\$ 6,367,904
6	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	\$ 848,096	\$ 53,132	\$ 979,776	\$ -	\$ -	\$ -	\$ 1,881,004
9	\$ 415,072	\$ 110,090	\$ 1,240,624	\$ 242,844	\$ -	\$ -	\$ 2,008,630
10	\$ 701,467	\$ 171,078	\$ 759,486	\$ 187,599	\$ -	\$ -	\$ 1,819,630
11	\$ 505,062	\$ 59,079	\$ 1,210,500	\$ 128,818	\$ -	\$ -	\$ 1,903,459
12	\$ 846,249	\$ -	\$ 1,693,008	\$ 384,778	\$ -	\$ -	\$ 2,924,035
13	\$ 667,667	\$ 63,410	\$ 1,234,259	\$ 341,655	\$ -	\$ -	\$ 2,306,991
14	\$ 946,875	\$ 197,076	\$ 1,884,400	\$ 70,381	\$ 142,838	\$ -	\$ 3,241,570
15	\$ 853,450	\$ 408,342	\$ 3,207,258	\$ 362,460	\$ 147,122	\$ 224,658	\$ 5,203,290
16	\$ 676,190	\$ 140,198	\$ 2,082,606	\$ 373,335	\$ -	\$ 77,133	\$ 3,349,462
17	\$ 1,601,904	\$ 144,404	\$ 1,904,526	\$ 303,896	\$ -	\$ -	\$ 3,954,730
18	\$ 12,968,661	\$ 1,763,184	\$ 16,516,513	\$ 4,978,313	\$ 1,459,040	\$ 399,280	\$ 38,084,991
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Totals	\$ 25,377,915	\$ 3,858,149	\$ 37,553,788	\$ 7,732,133	\$ 1,856,582	\$ 805,554	\$ 77,184,121
							74,491,188
							2,692,933
							673,502
							3,366,435

FY21 Cost  
FY20 Cost  
Increase 3.62%  
FICA/Retirement (25.01%)  
Total Cost

**Manchester School District  
Salary Scatter Gram  
School Year 2021/2022**

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	35	4	17	2	0	1	59
5	17	2	13	2	0	1	35
6	49	10	70.5	3	2	0	134.5
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	17	1	18	0	0	0	36
10	8	2	22	4	0	0	36
11	13	3	13	3	0	0	32
12	9	1	20	2	0	0	32
13	14.5	0	27	5.8	0	0	47.3
14	11	1	19	5	0	0	36
15	15	3	28	1	2	0	49
16	13	6	46	5	2	3	75
17	10	2	29	5	0	1	47
18	23	2	26	4	0	0	55
19	183	24	221.6	64.4	18.6	5	516.6
20							0
21							0
22							0
23							0
24							0
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

**School Year 2021/2022 Teacher Salary Schedule**

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 39,700	\$ 42,580	\$ 43,695	\$ 46,850	\$ 47,945	\$ 49,013
2	\$ 41,109	\$ 44,092	\$ 45,246	\$ 48,513	\$ 49,383	\$ 50,483
3	\$ 42,569	\$ 45,657	\$ 46,852	\$ 50,235	\$ 50,865	\$ 51,998
4	\$ 44,080	\$ 47,278	\$ 48,516	\$ 51,742	\$ 52,391	\$ 53,558
5	\$ 45,645	\$ 48,956	\$ 50,238	\$ 53,295	\$ 53,963	\$ 55,165
6	\$ 47,265	\$ 50,694	\$ 52,021	\$ 54,894	\$ 55,581	\$ 56,820
7	\$ 48,943	\$ 52,494	\$ 53,868	\$ 56,540	\$ 57,249	\$ 58,524
8	\$ 50,681	\$ 54,357	\$ 55,484	\$ 58,237	\$ 58,966	\$ 60,280
9	\$ 52,480	\$ 55,988	\$ 57,149	\$ 59,984	\$ 60,735	\$ 62,088
10	\$ 54,343	\$ 57,667	\$ 58,863	\$ 61,783	\$ 62,557	\$ 63,951
11	\$ 56,272	\$ 59,397	\$ 60,629	\$ 63,637	\$ 64,434	\$ 65,869
12	\$ 58,270	\$ 61,179	\$ 62,448	\$ 65,546	\$ 66,367	\$ 67,845

13	\$ 60,338	\$ 63,015	\$ 64,321	\$ 67,512	\$ 68,358	\$ 69,881
14	\$ 62,480	\$ 64,905	\$ 66,251	\$ 69,538	\$ 70,409	\$ 71,977
15	\$ 64,698	\$ 66,852	\$ 68,239	\$ 71,624	\$ 72,521	\$ 74,137
16	\$ 66,639	\$ 68,858	\$ 70,286	\$ 73,772	\$ 74,697	\$ 76,361
17	\$ 68,638	\$ 70,924	\$ 72,394	\$ 75,248	\$ 76,191	\$ 77,888
18	\$ 70,697	\$ 73,051	\$ 74,566	\$ 76,753	\$ 77,714	\$ 79,446
19	\$ 72,818	\$ 74,512	\$ 76,057	\$ 78,288	\$ 79,269	\$ 81,035
20						
21						
22						
23						
24						

School Year 2021/2022 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	\$ 1,542,800	\$ 189,112	\$ 824,772	\$ 103,484	\$ -	\$ 53,558	\$ 2,713,726
5	\$ 775,965	\$ 97,912	\$ 653,094	\$ 106,590	\$ -	\$ 55,165	\$ 1,688,726
6	\$ 2,315,985	\$ 506,940	\$ 3,667,481	\$ 164,682	\$ 111,162	\$ -	\$ 6,766,250
7	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	\$ 892,160	\$ 55,988	\$ 1,028,682	\$ -	\$ -	\$ -	\$ 1,976,830
10	\$ 434,744	\$ 115,334	\$ 1,294,986	\$ 247,132	\$ -	\$ -	\$ 2,092,196
11	\$ 731,536	\$ 178,191	\$ 788,177	\$ 190,911	\$ -	\$ -	\$ 1,888,815
12	\$ 524,430	\$ 61,179	\$ 1,248,960	\$ 131,092	\$ -	\$ -	\$ 1,965,661
13	\$ 874,901	\$ -	\$ 1,736,667	\$ 391,570	\$ -	\$ -	\$ 3,003,138
14	\$ 687,280	\$ 64,905	\$ 1,258,769	\$ 347,690	\$ -	\$ -	\$ 2,358,644
15	\$ 970,470	\$ 200,556	\$ 1,910,692	\$ 71,624	\$ 145,042	\$ -	\$ 3,298,384
16	\$ 866,307	\$ 413,148	\$ 3,233,156	\$ 368,860	\$ 149,394	\$ 229,083	\$ 5,259,948
17	\$ 686,380	\$ 141,848	\$ 2,099,426	\$ 376,240	\$ -	\$ 77,888	\$ 3,381,782
18	\$ 1,626,031	\$ 146,102	\$ 1,938,716	\$ 307,012	\$ -	\$ -	\$ 4,017,861
19	\$ 13,325,694	\$ 1,788,288	\$ 16,854,231	\$ 5,041,747	\$ 1,474,403	\$ 405,175	\$ 38,889,539
20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Totals \$ 26,254,683 \$ 3,959,503 \$ 38,537,809 \$ 7,848,634 \$ 1,880,001 \$ 820,869 \$ 79,301,499  
77,184,121  
2,117,378  
529,556  
2,646,934

FY22 Cost  
FY21 Cost  
Increase 2.74%  
FICA/Retirement (25.01%)  
Total Cost

Manchester School District  
 Salary Scatter Gram  
 School Year 2022/2023

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	35	4	17	2	0	1	59
6	17	2	13	2	0	1	35
7	49	10	70.5	3	2	0	134.5
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	17	1	18	0	0	0	36
11	8	2	22	4	0	0	36
12	13	3	13	3	0	0	32
13	9	1	20	2	0	0	32
14	14.5	0	27	5.8	0	0	47.3
15	11	1	19	5	0	0	36
16	15	3	28	1	2	0	49
17	13	6	46	5	2	3	75
18	10	2	29	5	0	1	47
19	23	2	26	4	0	0	55
20	183	24	221.6	64.4	18.6	5	516.6
21							0
22							0
23							0
24							0
Totals	417.5	61	570.1	106.2	24.6	11	1190.4

School Year 2022/2023 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 41,950	\$ 44,330	\$ 45,245	\$ 48,400	\$ 49,695	\$ 50,763
2	\$ 43,209	\$ 45,660	\$ 46,602	\$ 49,852	\$ 51,186	\$ 52,286
3	\$ 44,505	\$ 47,030	\$ 48,000	\$ 51,348	\$ 52,721	\$ 53,854
4	\$ 45,840	\$ 48,441	\$ 49,440	\$ 52,888	\$ 54,303	\$ 55,470
5	\$ 47,215	\$ 49,894	\$ 50,924	\$ 54,475	\$ 55,932	\$ 57,134
6	\$ 48,632	\$ 51,391	\$ 52,451	\$ 56,109	\$ 57,610	\$ 58,848
7	\$ 50,090	\$ 52,932	\$ 54,025	\$ 57,792	\$ 59,338	\$ 60,614
8	\$ 51,593	\$ 54,520	\$ 55,646	\$ 59,526	\$ 61,119	\$ 62,432
9	\$ 53,141	\$ 56,156	\$ 57,315	\$ 61,312	\$ 62,952	\$ 64,305
10	\$ 54,735	\$ 57,841	\$ 59,034	\$ 63,151	\$ 64,841	\$ 66,234
11	\$ 56,377	\$ 59,576	\$ 60,805	\$ 65,046	\$ 66,786	\$ 68,221
12	\$ 58,069	\$ 61,363	\$ 62,630	\$ 66,997	\$ 68,790	\$ 70,268
13	\$ 59,811	\$ 63,204	\$ 64,509	\$ 69,007	\$ 70,853	\$ 72,376
14	\$ 61,605	\$ 65,100	\$ 66,444	\$ 71,077	\$ 72,979	\$ 74,547
15	\$ 63,453	\$ 67,053	\$ 68,437	\$ 72,499	\$ 74,438	\$ 76,038
16	\$ 65,357	\$ 69,065	\$ 70,490	\$ 73,949	\$ 75,927	\$ 77,559
17	\$ 67,317	\$ 71,137	\$ 72,605	\$ 75,428	\$ 77,446	\$ 79,110
18	\$ 69,337	\$ 73,271	\$ 74,057	\$ 76,936	\$ 78,995	\$ 80,692
19	\$ 71,417	\$ 75,469	\$ 75,538	\$ 78,475	\$ 80,574	\$ 82,306
20	\$ 73,560	\$ 77,733	\$ 77,049	\$ 80,044	\$ 82,186	\$ 83,952
21						
22						
23						
24						

\$ 1,259	\$ 1,330	\$ 1,357	\$ 1,452	\$ 1,491	\$ 1,523	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,296	\$ 1,370	\$ 1,398	\$ 1,496	\$ 1,535	\$ 1,568	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,335	\$ 1,411	\$ 1,440	\$ 1,540	\$ 1,582	\$ 1,616	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,375	\$ 1,453	\$ 1,484	\$ 1,587	\$ 1,629	\$ 1,664	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,417	\$ 1,497	\$ 1,527	\$ 1,634	\$ 1,678	\$ 1,714	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,458	\$ 1,541	\$ 1,574	\$ 1,683	\$ 1,728	\$ 1,766	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,503	\$ 1,588	\$ 1,621	\$ 1,734	\$ 1,781	\$ 1,818	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,548	\$ 1,636	\$ 1,669	\$ 1,786	\$ 1,833	\$ 1,873	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,594	\$ 1,685	\$ 1,719	\$ 1,839	\$ 1,889	\$ 1,929	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,642	\$ 1,735	\$ 1,771	\$ 1,895	\$ 1,945	\$ 1,987	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,692	\$ 1,787	\$ 1,825	\$ 1,951	\$ 2,004	\$ 2,047	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,742	\$ 1,841	\$ 1,879	\$ 2,010	\$ 2,063	\$ 2,108	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,794	\$ 1,896	\$ 1,935	\$ 2,070	\$ 2,126	\$ 2,171	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
\$ 1,848	\$ 1,953	\$ 1,993	\$ 2,122	\$ 2,149	\$ 2,191	3.0%	3.0%	3.0%	2.0%	2.0%	2.0%
\$ 1,904	\$ 2,012	\$ 2,053	\$ 2,150	\$ 2,189	\$ 2,231	3.0%	3.0%	3.0%	2.0%	2.0%	2.0%
\$ 1,960	\$ 2,072	\$ 2,115	\$ 2,179	\$ 2,221	\$ 2,263	3.0%	3.0%	3.0%	2.0%	2.0%	2.0%
\$ 2,020	\$ 2,134	\$ 2,152	\$ 2,221	\$ 2,263	\$ 2,305	3.0%	3.0%	2.0%	2.0%	2.0%	2.0%
\$ 2,080	\$ 2,198	\$ 2,218	\$ 2,287	\$ 2,329	\$ 2,371	3.0%	3.0%	2.0%	2.0%	2.0%	2.0%
\$ 2,143	\$ 2,264	\$ 2,285	\$ 2,354	\$ 2,396	\$ 2,438	3.0%	3.0%	2.0%	2.0%	2.0%	2.0%

School Year 2022/2023 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5	\$ 1,652,525	\$ 199,576	\$ 865,708	\$ 108,950	\$ -	\$ 57,134	\$ 2,883,893
6	\$ 826,744	\$ 102,782	\$ 681,863	\$ 112,218	\$ -	\$ 58,848	\$ 1,782,455
7	\$ 2,454,410	\$ 529,320	\$ 3,808,763	\$ 173,376	\$ 118,676	\$ -	\$ 7,084,545
8	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10	\$ 930,495	\$ 57,841	\$ 1,062,612	\$ -	\$ -	\$ -	\$ 2,050,948
11	\$ 451,016	\$ 119,152	\$ 1,337,710	\$ 260,184	\$ -	\$ -	\$ 2,168,062
12	\$ 754,897	\$ 184,089	\$ 814,190	\$ 200,991	\$ -	\$ -	\$ 1,954,167
13	\$ 538,299	\$ 63,204	\$ 1,290,180	\$ 138,014	\$ -	\$ -	\$ 2,029,697
14	\$ 893,273	\$ -	\$ 1,793,988	\$ 412,247	\$ -	\$ -	\$ 3,099,507
15	\$ 697,983	\$ 67,053	\$ 1,300,303	\$ 362,495	\$ -	\$ -	\$ 2,427,834
16	\$ 980,355	\$ 207,195	\$ 1,973,720	\$ 73,949	\$ 151,854	\$ -	\$ 3,387,073
17	\$ 875,121	\$ 426,822	\$ 3,339,830	\$ 377,140	\$ 154,892	\$ 237,330	\$ 5,411,135
18	\$ 693,370	\$ 146,542	\$ 2,147,653	\$ 384,680	\$ -	\$ 80,692	\$ 3,452,937
19	\$ 1,642,591	\$ 150,938	\$ 1,963,988	\$ 313,900	\$ -	\$ -	\$ 4,071,417
20	\$ 13,461,480	\$ 1,865,592	\$ 17,074,058	\$ 5,154,834	\$ 1,528,660	\$ 419,760	\$ 39,504,384
21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

<b>Totals</b>	<b>\$ 26,852,559</b>	<b>\$ 4,120,106</b>	<b>\$ 39,454,566</b>	<b>\$ 8,072,977</b>	<b>\$ 1,954,082</b>	<b>\$ 853,764</b>	<b>\$ 81,308,053</b>
							<b>79,301,499</b>
							<b>2,006,554</b>
							<b>501,839</b>
							<b>2,508,394</b>

FY23 Cost  
 FY22 Cost  
 Increase 2.53%  
 FICA/Retirement (25.01%)  
 Total Cost

Yellow Highlighted steps will receive 1 step each year and no make up steps

		no step FY18 & FY19		1 step FY20		3 steps FY21		1 step FY22		1 step FY23		5 Year		Avg Annual					
												\$	%						
										BA	1	41,950							
								BA	1	39,700	BA	2	43,209			3,509			
						BA	1	38,500	BA	2	41,109	BA	3	44,505		2,609			
				BA	1	37,500	BA	2	39,886	BA	3	42,569	BA	4	45,840	2,386	2,683		
BA	1	37,250	BA	2	39,735	BA	3	41,322	BA	4	44,080	BA	5	47,215	9,965	1,587	2,758	3,135	
BA	2	39,485	BA	3	41,970	BA	4	42,809	BA	5	45,645	BA	6	48,632	9,147	2,485	839	2,836	2,987
BA	3	41,720	BA	4	44,205	BA	5	44,351	BA	6	47,265	BA	7	50,090	8,370	2,485	146	2,914	2,825
BA	4	43,955	BA	5	46,440	BA	8	49,888	BA	9	52,480	BA	10	54,735	10,780	2,485	3,448	2,592	2,255
BA	5	46,190	BA	6	48,675	BA	9	51,884	BA	10	54,343	BA	11	56,377	10,187	2,485	3,209	2,459	2,034
BA	6	48,425	BA	7	50,910	BA	10	53,959	BA	11	56,272	BA	12	58,069	9,644	2,485	3,049	2,313	1,797
BA	7	50,660	BA	8	53,145	BA	11	56,118	BA	12	58,270	BA	13	59,811	9,151	2,485	2,973	2,152	1,541
BA	8	52,895	BA	9	55,380	BA	12	58,362	BA	13	60,338	BA	14	61,605	8,710	2,485	2,982	1,976	1,267
BA	9	55,130	BA	10	57,615	BA	13	60,697	BA	14	62,480	BA	15	63,453	8,323	2,485	3,082	1,783	973
BA	10	57,365	BA	11	59,850	BA	14	63,125	BA	15	64,698	BA	16	65,357	7,992	2,485	3,275	1,573	659
BA	11	59,600	BA	12	62,085	BA	15	65,650	BA	16	66,639	BA	17	67,317	7,717	2,485	3,565	989	678
BA	12	61,835	BA	13	64,320	BA	16	67,619	BA	17	68,638	BA	18	69,337	7,502	2,485	3,299	1,019	699
BA	13	64,070	BA	14	66,555	BA	17	69,648	BA	18	70,697	BA	19	71,417	7,347	2,485	3,093	1,049	720
BA	14	66,305	BA	15	67,673	BA	18	70,867	BA	19	72,818	BA	20	73,560	7,255	1,368	3,194	1,951	742
BA	15	67,423	BA	16	68,147	BA	18	70,867	BA	19	72,818	BA	20	73,560	6,137	724	2,720	1,951	742
												BA+30	1	44,330					
										BA+30	1	42,580	BA+30	2	45,660				3,080
						BA+30	1	41,480	BA+30	2	44,092	BA+30	3	47,030				2,612	2,938
				BA+30	1	40,480	BA+30	2	42,973	BA+30	3	45,657	BA+30	4	48,441		2,493	2,684	2,784
BA+30	1	40,230	BA+30	2	42,715	BA+30	3	44,520	BA+30	4	47,278	BA+30	5	49,894	9,664	2,485	1,805	2,758	2,616
BA+30	2	42,465	BA+30	3	44,950	BA+30	4	46,123	BA+30	5	48,956	BA+30	6	51,391	8,926	2,485	1,173	2,833	2,435
BA+30	3	44,700	BA+30	4	47,185	BA+30	5	47,783	BA+30	6	50,694	BA+30	7	52,932	8,232	2,485	598	2,911	2,238
BA+30	4	46,935	BA+30	5	49,420	BA+30	8	53,132	BA+30	9	55,988	BA+30	10	57,841	10,906	2,485	3,712	2,856	1,853
BA+30	5	49,170	BA+30	6	51,655	BA+30	9	55,045	BA+30	10	57,667	BA+30	11	59,576	10,406	2,485	3,390	2,622	1,909
BA+30	6	51,405	BA+30	7	53,890	BA+30	10	57,026	BA+30	11	59,397	BA+30	12	61,363	9,958	2,485	3,136	2,371	1,966
BA+30	7	53,640	BA+30	8	56,125	BA+30	11	59,079	BA+30	12	61,179	BA+30	13	63,204	9,564	2,485	2,954	2,100	2,025
BA+30	8	55,875	BA+30	9	58,360	BA+30	12	61,206	BA+30	13	63,015	BA+30	14	65,100	9,225	2,485	2,846	1,809	2,085
BA+30	9	58,110	BA+30	10	60,595	BA+30	13	63,410	BA+30	14	64,905	BA+30	15	67,053	8,943	2,485	2,815	1,495	2,148
BA+30	10	60,345	BA+30	11	62,830	BA+30	14	65,692	BA+30	15	66,852	BA+30	16	69,065	8,720	2,485	2,862	1,160	2,213
BA+30	11	62,580	BA+30	12	65,065	BA+30	15	68,057	BA+30	16	68,858	BA+30	17	71,137	8,557	2,485	2,992	801	2,279
BA+30	12	64,815	BA+30	13	67,300	BA+30	16	70,099	BA+30	17	70,924	BA+30	18	73,271	8,456	2,485	2,799	825	2,347
BA+30	13	67,050	BA+30	14	69,535	BA+30	17	72,202	BA+30	18	73,051	BA+30	19	75,469	8,419	2,485	2,667	849	2,418
BA+30	14	69,285	BA+30	15	70,653	BA+30	18	73,466	BA+30	19	74,512	BA+30	20	77,733	8,448	1,368	2,813	1,046	3,221
BA+30	15	70,403	BA+30	16	71,148	BA+30	18	73,466	BA+30	19	74,512	BA+30	20	77,733	7,330	745	2,318	1,046	3,221
												MA	1	45,245					
										MA	1	43,695	MA	2	46,602				2,907
						MA	1	42,495	MA	2	45,246	MA	3	48,000				2,751	2,754
				MA	1	41,970	MA	2	44,025	MA	3	46,852	MA	4	49,440		2,055	2,827	2,588
MA	1	41,720	MA	2	44,205	MA	3	45,610	MA	4	48,516	MA	5	50,924	9,204	2,485	1,405	2,906	2,408
MA	2	43,955	MA	3	46,440	MA	4	47,252	MA	5	50,238	MA	6	52,451	8,496	2,485	812	2,986	2,213
MA	3	46,190	MA	4	48,675	MA	5	48,953	MA	6	52,021	MA	7	54,025	7,835	2,485	278	3,068	2,004
MA	4	48,425	MA	5	50,910	MA	8	54,432	MA	9	57,149	MA	10	59,034	10,609	2,485	3,522	2,717	1,885
MA	5	50,660	MA	6	53,145	MA	9	56,392	MA	10	58,863	MA	11	60,805	10,145	2,485	3,247	2,471	1,942
MA	6	52,895	MA	7	55,380	MA	10	58,422	MA	11	60,629	MA	20	62,630	9,735	2,485	3,042	2,207	2,001

Raise

no step FY18 & FY19			1 step FY20			3 steps FY21			1 step FY22			1 step FY23			5 Year		Avg						
															\$	%	Annual						
MA	7	55,130	MA	8	57,615	MA	11	60,525	MA	12	62,448	MA	13	64,509		9,379	17.0%	3.4%	2,485	2,910	1,923	2,061	
MA	8	57,365	MA	9	59,850	MA	12	62,704	MA	13	64,321	MA	14	66,444		9,079	15.8%	3.2%	2,485	2,854	1,617	2,123	
MA	9	59,600	MA	10	62,085	MA	13	64,961	MA	14	66,251	MA	15	68,437		8,837	14.8%	3.0%	2,485	2,876	1,290	2,186	
MA	10	61,835	MA	11	64,320	MA	14	67,300	MA	15	68,239	MA	16	70,490		8,655	14.0%	2.8%	2,485	2,980	939	2,251	
MA	11	64,070	MA	12	66,555	MA	15	69,723	MA	16	70,286	MA	17	72,605		8,535	13.3%	2.7%	2,485	3,168	563	2,319	
MA	12	66,305	MA	13	68,790	MA	16	71,814	MA	17	72,394	MA	18	74,057		7,752	11.7%	2.3%	2,485	3,024	580	1,663	
MA	13	68,540	MA	14	71,025	MA	17	73,251	MA	18	74,566	MA	19	75,538		6,998	10.2%	2.0%	2,485	2,226	1,315	972	
MA	14	70,775	MA	15	72,143	MA	18	74,533	MA	19	76,057	MA	20	77,049		6,274	8.9%	1.8%	1,368	2,390	1,524	992	
MA	15	71,893	MA	16	72,648	MA	18	74,533	MA	19	76,057	MA	20	77,049		5,156	7.2%	1.4%	755	1,885	1,524	992	
												MA+30	1	48,400									
									MA+30	1	46,850	MA+30	2	49,852								3,002	
						MA+30	1	45,750	MA+30	2	48,513	MA+30	3	51,348								2,763	2,835
			MA+30	1	44,950	MA+30	2	47,397	MA+30	3	50,235	MA+30	4	52,888						2,447	2,838	2,653	
MA+30	1	44,700	MA+30	2	47,185	MA+30	3	49,103	MA+30	4	51,742	MA+30	5	54,475		9,775	21.9%	4.4%	2,485	1,918	2,639	2,733	
MA+30	2	46,935	MA+30	3	49,420	MA+30	4	50,871	MA+30	5	53,295	MA+30	6	56,109		9,174	19.5%	3.9%	2,485	1,451	2,424	2,814	
MA+30	3	49,170	MA+30	4	51,655	MA+30	5	52,702	MA+30	6	54,894	MA+30	7	57,792		8,622	17.5%	3.5%	2,485	1,047	2,192	2,898	
MA+30	4	51,405	MA+30	5	53,890	MA+30	8	58,602	MA+30	9	59,984	MA+30	10	63,151		11,746	22.8%	4.6%	2,485	4,712	1,382	3,167	
MA+30	5	53,640	MA+30	6	56,125	MA+30	9	60,711	MA+30	10	61,783	MA+30	11	65,046		11,406	21.3%	4.3%	2,485	4,586	1,072	3,263	
MA+30	6	55,875	MA+30	7	58,360	MA+30	10	62,533	MA+30	11	63,637	MA+30	12	66,997		11,122	19.9%	4.0%	2,485	4,173	1,104	3,360	
MA+30	7	58,110	MA+30	8	60,595	MA+30	11	64,409	MA+30	12	65,546	MA+30	13	69,007		10,897	18.8%	3.8%	2,485	3,814	1,137	3,461	
MA+30	8	60,345	MA+30	9	62,830	MA+30	12	66,341	MA+30	13	67,512	MA+30	14	71,077		10,732	17.8%	3.6%	2,485	3,511	1,171	3,565	
MA+30	9	62,580	MA+30	10	65,065	MA+30	13	68,331	MA+30	14	69,538	MA+30	15	72,499		9,919	15.9%	3.2%	2,485	3,266	1,207	2,961	
MA+30	10	64,815	MA+30	11	67,300	MA+30	14	70,381	MA+30	15	71,624	MA+30	16	73,949		9,134	14.1%	2.8%	2,485	3,081	1,243	2,325	
MA+30	11	67,050	MA+30	12	69,535	MA+30	15	72,492	MA+30	16	73,772	MA+30	17	75,428		8,378	12.5%	2.5%	2,485	2,957	1,280	1,656	
MA+30	12	69,285	MA+30	13	71,770	MA+30	16	74,667	MA+30	17	75,248	MA+30	18	76,936		7,651	11.0%	2.2%	2,485	2,897	581	1,688	
MA+30	13	71,520	MA+30	14	74,005	MA+30	17	75,974	MA+30	18	76,753	MA+30	19	78,475		6,955	9.7%	1.9%	2,485	1,969	779	1,722	
MA+30	14	73,755	MA+30	15	75,123	MA+30	18	77,303	MA+30	19	78,288	MA+30	20	80,044		6,289	8.5%	1.7%	1,368	2,180	985	1,756	
MA+30	15	74,873	MA+30	16	75,649	MA+30	18	77,303	MA+30	19	78,288	MA+30	20	80,044		5,171	6.9%	1.4%	776	1,654	985	1,756	
												CAGS	1	49,695									
									CAGS	1	47,945	CAGS	2	51,186									3,241
						CAGS	1	46,695	CAGS	2	49,383	CAGS	3	52,721								2,688	3,338
			CAGS	1	45,695	CAGS	2	48,376	CAGS	3	50,865	CAGS	4	54,303							2,681	2,489	3,438
CAGS	1	45,445	CAGS	2	47,930	CAGS	3	50,118	CAGS	4	52,391	CAGS	5	55,932		10,487	23.1%	4.6%	2,485	2,188	2,273	3,541	
CAGS	2	47,680	CAGS	3	50,165	CAGS	4	51,922	CAGS	5	53,963	CAGS	6	57,610		9,930	20.8%	4.2%	2,485	1,757	2,041	3,647	
CAGS	3	49,915	CAGS	4	52,400	CAGS	5	53,791	CAGS	6	55,581	CAGS	7	59,338		9,423	18.9%	3.8%	2,485	1,391	1,790	3,757	
CAGS	4	52,150	CAGS	5	54,635	CAGS	8	59,812	CAGS	9	60,735	CAGS	10	64,841		12,691	24.3%	4.9%	2,485	5,177	923	4,106	
CAGS	5	54,385	CAGS	6	56,870	CAGS	9	61,606	CAGS	10	62,557	CAGS	11	66,786		12,401	22.8%	4.6%	2,485	4,736	951	4,229	
CAGS	6	56,620	CAGS	7	59,105	CAGS	10	63,455	CAGS	11	64,434	CAGS	12	68,790		12,170	21.5%	4.3%	2,485	4,350	979	4,356	
CAGS	7	58,855	CAGS	8	61,340	CAGS	11	65,358	CAGS	12	66,367	CAGS	13	70,853		11,998	20.4%	4.1%	2,485	4,018	1,009	4,486	
CAGS	8	61,090	CAGS	9	63,575	CAGS	12	67,319	CAGS	13	68,358	CAGS	14	72,979		11,889	19.5%	3.9%	2,485	3,744	1,039	4,621	
CAGS	9	63,325	CAGS	10	65,810	CAGS	13	69,339	CAGS	14	70,409	CAGS	15	74,438		11,113	17.5%	3.5%	2,485	3,529	1,070	4,029	
CAGS	10	65,560	CAGS	11	68,045	CAGS	14	71,419	CAGS	15	72,521	CAGS	16	75,927		10,367	15.8%	3.2%	2,485	3,374	1,102	3,406	
CAGS	11	67,795	CAGS	12	70,280	CAGS	15	73,561	CAGS	16	74,697	CAGS	17	77,446		9,651	14.2%	2.8%	2,485	3,281	1,136	2,749	
CAGS	12	70,030	CAGS	13	72,515	CAGS	16	75,768	CAGS	17	76,191	CAGS	18	78,995		8,965	12.8%	2.6%	2,485	3,253	423	2,804	
CAGS	13	72,265	CAGS	14	74,750	CAGS	17	77,094	CAGS	18	77,714	CAGS	19	80,574		8,309	11.5%	2.3%	2,485	2,344	620	2,860	
CAGS	14	74,500	CAGS	15	75,868	CAGS	18	78,443	CAGS	19	79,269	CAGS	20	82,186		7,686	10.3%	2.1%	1,368	2,575	826	2,917	
CAGS	15	75,618	CAGS	16	76,399	CAGS	18	78,443	CAGS	19	79,269	CAGS	20	82,186		6,568	8.7%	1.7%	781	2,044	826	2,917	





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## Exhibit N

# MSD Salary Proposal of 2.2019

**MSD 1/31/19 Proposal 1e**

**Proposal Highlights:**

5 year contract

Awards a step each year starting with FY20

Awards 2 additional steps for those that were on Step 4 or higher in FY19

Achieves 20 steps by FY23

Increases BA-1 salary from \$37,250 to \$41,250 by FY23

Eliminates BA-1 Hiring Bonus in FY21 as BA starting salary is increased in FY21, FY22 & FY23

BA+30, MA, MA+30, CAGS and DOC change from prior degree increased or decreased from current contract (rounded close to MEA 1/3/19 proposal)

**Changes from MEA 1/3/19 Proposal:**

FY19: No changes

FY20: Gives 1 step instead of 2 steps to those on Steps 4-15 in FY19, adds 1 step to schedule (Step 16) vs. MEA 2 steps (16 & 17)

FY21: Gives 2 steps as does the MEA but still behind 1 step since FY20 only gave 1 step, adds 2 steps to schedule (Steps 17 & 18) vs. MEA 1 step (18)

Starting salary changed as follows: (% increase between steps remains the same as the MEA Proposal)

BA	\$ 38,700	vs. MEA	\$ 38,800
BA+30	\$ 41,250	vs. MEA	\$ 41,380
MA	\$ 42,750	vs. MEA	\$ 42,870
MA+30	\$ 45,750	vs. MEA	\$ 45,850
CAGS	\$ 46,750	vs. MEA	\$ 46,595
DOC	\$ 47,750	vs. MEA	\$ 47,713

FY22: Gives 1 steps as does the MEA but still behind 1 step since FY20 only gave 1 step, adds 1 step to schedule (Step 19) vs. MEA with no additional step

Starting salary changed as follows:

BA	\$ 40,000	vs. MEA	\$ 40,000
BA+30	\$ 42,000	vs. MEA	\$ 42,580
MA	\$ 43,500	vs. MEA	\$ 44,170
MA+30	\$ 46,500	vs. MEA	\$ 47,050
CAGS	\$ 47,500	vs. MEA	\$ 48,095
DOC	\$ 48,500	vs. MEA	\$ 49,213

% increase between steps remains the same as the MEA Proposal except for the following fields:

BA-18	3%	vs. MEA	5.8%
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FY23: Gives 2 steps instead of MEA 1 step, adds 1 step to schedule (Step 20) vs. MEA with no additional step

Starting salary changed as follows:

BA	\$ 41,250	vs. MEA	\$ 42,000
BA+30	\$ 43,000	vs. MEA	\$ 44,580
MA	\$ 44,500	vs. MEA	\$ 46,370
MA+30	\$ 47,500	vs. MEA	\$ 49,250
CAGS	\$ 48,500	vs. MEA	\$ 50,595
DOC	\$ 49,500	vs. MEA	\$ 51,613

% increase between steps remains the same as the MEA Proposal except for the following fields:

BA-18	3%	vs. MEA	6.5%
BA+30-18	3%	vs. MEA	5.1%

Manchester School District  
 Salary Scatter Gram  
 School Year 2018/2019

School Year 2018/2019 \*

	BA	BA+30	MA	MA+30	CAGS	DOC	Total
1	35	4	17	2	0	1	59
2	17	2	13	2	0	1	35
3	49	10	70.5	3	2	0	134.5
4	17	1	18	0	0	0	36
5	8	2	22	4	0	0	36
6	13	3	13	3	0	0	32
7	9	1	20	2	0	0	32
8	14.5	0	27	5.8	0	0	47.3
9	11	1	19	5	0	0	36
10	15	3	28	1	2	0	49
11	13	6	46	5	2	3	75
12	10	2	29	5	0	1	47
13	23	2	26	4	0	0	55
14	15	1	36	6	2	0	60
15	168	23	185.6	58.4	16.6	5	456.6
<b>Totals</b>	<b>417.5</b>	<b>61</b>	<b>570.1</b>	<b>106.2</b>	<b>24.6</b>	<b>11</b>	<b>1190.4</b>

FY18  
Yrs  
of Serv  
Less 2

36	4	50.6	20.4	4.6	2	117.6	15
12	1	17	2	0	0	32	16
22	5	30	10	1	0	68	17
14	3	15	9	1	0	42	18
12	0	11	0	0	0	23	19
11	4	9	0	0	0	24	20
3	2	11	4	3	0	23	21
4	1	7	1	0	0	13	22
5	1	2	2	1	0	11	23
49	2	33	10	6	3	103	24+
<b>168</b>	<b>23</b>	<b>185.6</b>	<b>58.4</b>	<b>16.6</b>	<b>5</b>	<b>456.6</b>	

School Year 2018/2019 Teacher Salary Schedule

	BA	BA+30	MA	MA+30	CAGS	DOC
1	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
2	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
3	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
4	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
5	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
6	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
7	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
8	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
9	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
10	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
11	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
12	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
13	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
14	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
15	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735

School Year 2018/2019 Cost

	BA	BA+30	MA	MA+30	CAGS	DOC	Totals
1	\$ 1,303,750	\$ 160,920	\$ 709,240	\$ 89,400	\$ -	\$ 46,563	\$ 2,309,873
2	\$ 671,245	\$ 84,930	\$ 571,415	\$ 93,870	\$ -	\$ 48,798	\$ 1,470,258
3	\$ 2,044,280	\$ 447,000	\$ 3,256,395	\$ 147,510	\$ 99,830	\$ -	\$ 5,995,015
4	\$ 747,235	\$ 46,935	\$ 871,650	\$ -	\$ -	\$ -	\$ 1,665,820

5	\$ 369,520	\$ 98,340	\$ 1,114,520	\$ 214,560	\$ -	\$ -	\$ 1,796,940
6	\$ 629,525	\$ 154,215	\$ 687,635	\$ 167,625	\$ -	\$ -	\$ 1,639,000
7	\$ 455,940	\$ 53,640	\$ 1,102,600	\$ 116,220	\$ -	\$ -	\$ 1,728,400
8	\$ 766,978	\$ -	\$ 1,548,855	\$ 350,001	\$ -	\$ -	\$ 2,665,834
9	\$ 606,430	\$ 58,110	\$ 1,132,400	\$ 312,900	\$ -	\$ -	\$ 2,109,840
10	\$ 860,475	\$ 181,035	\$ 1,731,380	\$ 64,815	\$ 131,120	\$ -	\$ 2,968,825
11	\$ 774,800	\$ 375,480	\$ 2,947,220	\$ 335,250	\$ 135,590	\$206,739	\$ 4,775,079
12	\$ 618,350	\$ 129,630	\$ 1,922,845	\$ 346,425	\$ -	\$ 71,148	\$ 3,088,398
13	\$ 1,473,610	\$ 134,100	\$ 1,782,040	\$ 286,080	\$ -	\$ -	\$ 3,675,830
14	\$ 994,575	\$ 69,285	\$ 2,547,900	\$ 442,530	\$ 149,000	\$ -	\$ 4,203,290
15	\$ 11,327,064	\$ 1,619,269	\$ 13,343,341	\$ 4,372,583	\$ 1,255,259	\$383,675	\$ 32,301,191
<b>Totals</b>	<b>\$ 23,643,777</b>	<b>\$ 3,612,889</b>	<b>\$ 35,269,436</b>	<b>\$ 7,339,769</b>	<b>\$ 1,770,799</b>	<b>\$756,923</b>	<b>\$ 72,393,592</b>

\*Included in the total staff are 16.5 vacant positions budgeted but not yet filled (8 at BA-3 & 8.5 at MA-3)

**School Year 2018/2019 Teacher Salary Schedule**

	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>CAGS</b>	<b>DOC</b>
<b>1</b>	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
<b>2</b>	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
<b>3</b>	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
<b>4</b>	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
<b>5</b>	\$ 46,190	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
<b>6</b>	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
<b>7</b>	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
<b>8</b>	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
<b>9</b>	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
<b>10</b>	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
<b>11</b>	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
<b>12</b>	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
<b>13</b>	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
<b>14</b>	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
<b>15</b>	\$ 67,423	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735
<b>16</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>17</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>18</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>19</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>20</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>21</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>22</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>23</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>24</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

**School Year 2019/2020 Teacher Salary Schedule**

	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>CAGS</b>	<b>DOC</b>
<b>1</b>	\$ 37,250	\$ 40,230	\$ 41,720	\$ 44,700	\$ 45,445	\$ 46,563
<b>2</b>	\$ 39,485	\$ 42,465	\$ 43,955	\$ 46,935	\$ 47,680	\$ 48,798
<b>3</b>	\$ 41,720	\$ 44,700	\$ 46,190	\$ 49,170	\$ 49,915	\$ 51,033
<b>4</b>	\$ 43,955	\$ 46,935	\$ 48,425	\$ 51,405	\$ 52,150	\$ 53,268
<b>5</b>	\$ 46,100	\$ 49,170	\$ 50,660	\$ 53,640	\$ 54,385	\$ 55,503
<b>6</b>	\$ 48,425	\$ 51,405	\$ 52,895	\$ 55,875	\$ 56,620	\$ 57,738
<b>7</b>	\$ 50,660	\$ 53,640	\$ 55,130	\$ 58,110	\$ 58,855	\$ 59,973
<b>8</b>	\$ 52,895	\$ 55,875	\$ 57,365	\$ 60,345	\$ 61,090	\$ 62,208
<b>9</b>	\$ 55,130	\$ 58,110	\$ 59,600	\$ 62,580	\$ 63,325	\$ 64,443
<b>10</b>	\$ 57,365	\$ 60,345	\$ 61,835	\$ 64,815	\$ 65,560	\$ 66,678
<b>11</b>	\$ 59,600	\$ 62,580	\$ 64,070	\$ 67,050	\$ 67,795	\$ 68,913
<b>12</b>	\$ 61,835	\$ 64,815	\$ 66,305	\$ 69,285	\$ 70,030	\$ 71,148
<b>13</b>	\$ 64,070	\$ 67,050	\$ 68,540	\$ 71,520	\$ 72,265	\$ 73,383
<b>14</b>	\$ 66,305	\$ 69,285	\$ 70,775	\$ 73,755	\$ 74,500	\$ 75,618
<b>15</b>	\$ 67,432	\$ 70,403	\$ 71,893	\$ 74,873	\$ 75,618	\$ 76,735
<b>16</b>	\$ 67,904	\$ 70,896	\$ 72,396	\$ 75,397	\$ 76,147	\$ 77,272
<b>17</b>						
<b>18</b>						
<b>19</b>						
<b>20</b>						
<b>21</b>						
<b>22</b>						
<b>23</b>						
<b>24</b>						

**School Year 2020/2021 Teacher Salary Schedule**

	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>CAGS</b>	<b>DOC</b>
<b>1</b>	\$ 38,700	\$ 41,250	\$ 42,750	\$ 45,750	\$ 46,750	\$ 47,750
<b>2</b>	\$ 40,093	\$ 42,735	\$ 44,289	\$ 47,397	\$ 48,433	\$ 49,469
<b>3</b>	\$ 41,537	\$ 44,273	\$ 45,883	\$ 49,103	\$ 50,177	\$ 51,250
<b>4</b>	\$ 43,032	\$ 45,867	\$ 47,535	\$ 50,871	\$ 51,983	\$ 53,095
<b>5</b>	\$ 44,581	\$ 47,519	\$ 49,246	\$ 52,702	\$ 53,854	\$ 55,006
<b>6</b>	\$ 46,186	\$ 49,229	\$ 51,019	\$ 54,600	\$ 55,793	\$ 56,987
<b>7</b>	\$ 47,849	\$ 51,001	\$ 52,856	\$ 56,565	\$ 57,802	\$ 59,038
<b>8</b>	\$ 49,571	\$ 52,837	\$ 54,759	\$ 58,602	\$ 59,882	\$ 61,163
<b>9</b>	\$ 51,356	\$ 54,740	\$ 56,730	\$ 60,711	\$ 62,038	\$ 63,365
<b>10</b>	\$ 53,410	\$ 56,710	\$ 58,772	\$ 62,897	\$ 64,272	\$ 65,646
<b>11</b>	\$ 55,546	\$ 58,752	\$ 60,888	\$ 65,161	\$ 66,585	\$ 67,616
<b>12</b>	\$ 57,768	\$ 60,867	\$ 63,080	\$ 67,507	\$ 68,583	\$ 69,644
<b>13</b>	\$ 60,079	\$ 63,058	\$ 64,973	\$ 69,532	\$ 70,640	\$ 71,734
<b>14</b>	\$ 62,242	\$ 65,328	\$ 66,922	\$ 71,618	\$ 72,761	\$ 73,886
<b>15</b>	\$ 64,483	\$ 67,288	\$ 68,929	\$ 73,767	\$ 74,942	\$ 76,102
<b>16</b>	\$ 66,417	\$ 69,307	\$ 70,997	\$ 75,980	\$ 77,191	\$ 78,385
<b>17</b>	\$ 68,409	\$ 71,386	\$ 73,127	\$ 77,309	\$ 78,542	\$ 79,757
<b>18</b>	\$ 70,462	\$ 73,527	\$ 74,407	\$ 78,662	\$ 79,916	\$ 81,153
<b>19</b>						
<b>20</b>						
<b>21</b>						
<b>22</b>						
<b>23</b>						
<b>24</b>						



	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>CAGS</b>	<b>DOC</b>
<b>1</b>	\$ 40,000	\$ 42,000	\$ 43,500	\$ 46,500	\$ 47,500	\$ 48,500
<b>2</b>	\$ 41,420	\$ 43,491	\$ 45,044	\$ 48,151	\$ 49,186	\$ 50,222
<b>3</b>	\$ 42,890	\$ 45,035	\$ 46,643	\$ 49,860	\$ 50,932	\$ 52,005
<b>4</b>	\$ 44,413	\$ 46,634	\$ 48,299	\$ 51,630	\$ 52,740	\$ 53,851
<b>5</b>	\$ 45,990	\$ 48,289	\$ 50,014	\$ 53,463	\$ 54,613	\$ 55,762
<b>6</b>	\$ 47,622	\$ 50,003	\$ 51,789	\$ 55,361	\$ 56,551	\$ 57,742
<b>7</b>	\$ 49,313	\$ 51,779	\$ 53,628	\$ 57,326	\$ 58,559	\$ 59,792
<b>8</b>	\$ 51,064	\$ 53,617	\$ 55,532	\$ 59,361	\$ 60,638	\$ 61,915
<b>9</b>	\$ 52,876	\$ 55,520	\$ 57,503	\$ 61,469	\$ 62,791	\$ 64,112
<b>10</b>	\$ 54,753	\$ 57,491	\$ 59,228	\$ 63,313	\$ 64,674	\$ 66,036
<b>11</b>	\$ 56,396	\$ 59,532	\$ 61,005	\$ 65,212	\$ 66,615	\$ 68,017
<b>12</b>	\$ 58,088	\$ 61,318	\$ 62,835	\$ 67,168	\$ 68,613	\$ 70,057
<b>13</b>	\$ 59,830	\$ 63,157	\$ 64,720	\$ 69,184	\$ 70,671	\$ 72,159
<b>14</b>	\$ 61,625	\$ 65,052	\$ 66,662	\$ 71,259	\$ 72,791	\$ 74,324
<b>15</b>	\$ 63,474	\$ 67,004	\$ 68,662	\$ 73,397	\$ 74,975	\$ 76,554
<b>16</b>	\$ 65,378	\$ 69,014	\$ 70,721	\$ 75,599	\$ 76,475	\$ 78,085
<b>17</b>	\$ 67,340	\$ 71,084	\$ 72,843	\$ 77,111	\$ 78,004	\$ 79,646
<b>18</b>	\$ 69,360	\$ 73,217	\$ 74,300	\$ 78,653	\$ 79,564	\$ 81,239
<b>19</b>	\$ 71,441	\$ 73,949	\$ 75,043	\$ 79,439	\$ 80,360	\$ 82,052
<b>20</b>						
<b>21</b>						
<b>22</b>						
<b>23</b>						
<b>24</b>						

	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>CAGS</b>	<b>DOC</b>
<b>1</b>	\$ 41,250	\$ 43,000	\$ 44,500	\$ 47,500	\$ 48,500	\$ 49,500
<b>2</b>	\$ 42,488	\$ 44,290	\$ 45,835	\$ 48,925	\$ 49,955	\$ 50,985
<b>3</b>	\$ 43,762	\$ 45,619	\$ 47,210	\$ 50,393	\$ 51,454	\$ 52,515
<b>4</b>	\$ 45,075	\$ 46,987	\$ 48,626	\$ 51,905	\$ 52,997	\$ 54,090
<b>5</b>	\$ 46,427	\$ 48,397	\$ 50,085	\$ 53,462	\$ 54,587	\$ 55,713
<b>6</b>	\$ 47,820	\$ 49,849	\$ 51,588	\$ 55,066	\$ 56,225	\$ 57,384
<b>7</b>	\$ 49,255	\$ 51,344	\$ 53,135	\$ 56,717	\$ 57,912	\$ 59,106
<b>8</b>	\$ 50,732	\$ 52,885	\$ 54,729	\$ 58,419	\$ 59,649	\$ 60,879
<b>9</b>	\$ 52,254	\$ 54,471	\$ 56,371	\$ 60,172	\$ 61,438	\$ 62,705
<b>10</b>	\$ 53,822	\$ 56,105	\$ 58,062	\$ 61,977	\$ 63,281	\$ 64,586
<b>11</b>	\$ 55,437	\$ 57,788	\$ 59,804	\$ 63,836	\$ 65,180	\$ 66,524
<b>12</b>	\$ 57,100	\$ 59,522	\$ 61,598	\$ 65,751	\$ 67,135	\$ 68,520
<b>13</b>	\$ 58,813	\$ 61,308	\$ 63,446	\$ 67,724	\$ 69,149	\$ 70,575
<b>14</b>	\$ 60,577	\$ 63,147	\$ 65,350	\$ 69,755	\$ 71,224	\$ 72,692
<b>15</b>	\$ 62,394	\$ 65,041	\$ 67,310	\$ 71,848	\$ 73,361	\$ 74,873
<b>16</b>	\$ 64,266	\$ 66,993	\$ 69,330	\$ 73,644	\$ 75,195	\$ 76,745
<b>17</b>	\$ 66,194	\$ 69,002	\$ 71,409	\$ 75,485	\$ 77,074	\$ 78,664
<b>18</b>	\$ 68,180	\$ 71,072	\$ 73,552	\$ 77,372	\$ 79,001	\$ 80,630
<b>19</b>	\$ 69,203	\$ 73,205	\$ 74,655	\$ 78,533	\$ 80,186	\$ 81,840
<b>20</b>	\$ 71,625	\$ 74,303	\$ 75,775	\$ 79,711	\$ 81,389	\$ 83,067
<b>21</b>						
<b>22</b>						
<b>23</b>						
<b>24</b>						

Yellow Highlighted steps will receive 1 step each year and no make up steps

no step FY18 & FY19			one step FY20			2 steps FY21			1 step FY22		2 steps FY23		5 Year		Avg Annual						
												\$	%								
										BA	1	41,250									
								BA	1	40,000	BA	2	42,488				2,488				
						BA	1	38,700	BA	2	41,420	BA	3	43,762		2,720	2,342				
			BA	1	37,250	BA	2	40,093	BA	3	42,890	BA	4	45,075		2,843	2,797	2,185			
BA	1	37,250	BA	2	39,485	BA	3	41,537	BA	4	44,413	BA	5	46,427	9,177	24.6%	4.9%	2,235	2,052	2,876	2,014
BA	2	39,485	BA	3	41,720	BA	4	43,032	BA	5	45,990	BA	6	47,820	8,335	21.1%	4.2%	2,235	1,312	2,958	1,830
BA	3	41,720	BA	4	43,955	BA	5	44,581	BA	6	47,622	BA	7	49,255	7,535	18.1%	3.6%	2,235	626	3,041	1,633
BA	4	43,955	BA	5	46,100	BA	7	47,849	BA	8	51,064	BA	10	53,822	9,867	22.4%	4.5%	2,145	1,749	3,215	2,758
BA	5	46,190	BA	6	48,425	BA	8	49,571	BA	9	52,876	BA	11	55,437	9,247	20.0%	4.0%	2,235	1,146	3,305	2,561
BA	6	48,425	BA	7	50,660	BA	9	51,356	BA	10	54,753	BA	12	57,100	8,675	17.9%	3.6%	2,235	696	3,397	2,347
BA	7	50,660	BA	8	52,895	BA	10	53,410	BA	11	56,396	BA	13	58,813	8,153	16.1%	3.2%	2,235	515	2,986	2,417
BA	8	52,895	BA	9	55,130	BA	11	55,546	BA	12	58,088	BA	14	60,577	7,682	14.5%	2.9%	2,235	416	2,542	2,489
BA	9	55,130	BA	10	57,365	BA	12	57,768	BA	13	59,830	BA	15	62,394	7,264	13.2%	2.6%	2,235	403	2,062	2,564
BA	10	57,365	BA	11	59,600	BA	13	60,079	BA	14	61,625	BA	16	64,266	6,901	12.0%	2.4%	2,235	479	1,546	2,641
BA	11	59,600	BA	12	61,835	BA	14	62,242	BA	15	63,474	BA	17	66,194	6,594	11.1%	2.2%	2,235	407	1,232	2,720
BA	12	61,835	BA	13	64,070	BA	15	64,483	BA	16	65,378	BA	18	68,180	6,345	10.3%	2.1%	2,235	413	895	2,802
BA	13	64,070	BA	14	66,305	BA	16	66,417	BA	17	67,340	BA	19	69,203	5,133	8.0%	1.6%	2,235	112	923	1,863
BA	14	66,305	BA	15	67,432	BA	17	68,409	BA	18	69,360	BA	20	71,625	5,320	8.0%	1.6%	1,127	977	951	2,265
BA	15	67,423	BA	16	67,904	BA	18	70,462	BA	19	71,441	BA	20	71,625	4,202	6.2%	1.2%	481	2,558	979	184
												BA+30	1	43,000							
										BA+30	1	42,000	BA+30	2	44,290						2,290
						BA+30	1	41,250	BA+30	2	43,491	BA+30	3	45,619						2,241	2,128
			BA+30	1	40,230	BA+30	2	42,735	BA+30	3	45,035	BA+30	4	46,987				2,505	2,300	1,952	
BA+30	1	40,230	BA+30	2	42,465	BA+30	3	44,273	BA+30	4	46,634	BA+30	5	48,397	8,167	20.3%	4.1%	2,235	1,808	2,361	1,763
BA+30	2	42,465	BA+30	3	44,700	BA+30	4	45,867	BA+30	5	48,289	BA+30	6	49,849	7,384	17.4%	3.5%	2,235	1,167	2,422	1,560
BA+30	3	44,700	BA+30	4	46,935	BA+30	5	47,519	BA+30	6	50,003	BA+30	7	51,344	6,644	14.9%	3.0%	2,235	584	2,484	1,341
BA+30	4	46,935	BA+30	5	49,170	BA+30	7	51,001	BA+30	8	53,617	BA+30	10	56,105	9,170	19.5%	3.9%	2,235	1,831	2,616	2,488
BA+30	5	49,170	BA+30	6	51,405	BA+30	8	52,837	BA+30	9	55,520	BA+30	11	57,788	8,618	17.5%	3.5%	2,235	1,432	2,683	2,268
BA+30	6	51,405	BA+30	7	53,640	BA+30	9	54,740	BA+30	10	57,491	BA+30	12	59,522	8,117	15.8%	3.2%	2,235	1,100	2,751	2,031
BA+30	7	53,640	BA+30	8	55,875	BA+30	10	56,710	BA+30	11	59,532	BA+30	13	61,308	7,668	14.3%	2.9%	2,235	835	2,822	1,776
BA+30	8	55,875	BA+30	9	58,110	BA+30	11	58,752	BA+30	12	61,318	BA+30	14	63,147	7,272	13.0%	2.6%	2,235	642	2,566	1,829
BA+30	9	58,110	BA+30	10	60,345	BA+30	12	60,867	BA+30	13	63,157	BA+30	15	65,041	6,931	11.9%	2.4%	2,235	522	2,290	1,884
BA+30	10	60,345	BA+30	11	62,580	BA+30	13	63,058	BA+30	14	65,052	BA+30	16	66,993	6,648	11.0%	2.2%	2,235	478	1,994	1,941
BA+30	11	62,580	BA+30	12	64,815	BA+30	14	65,328	BA+30	15	67,004	BA+30	17	69,002	6,422	10.3%	2.1%	2,235	513	1,676	1,998
BA+30	12	64,815	BA+30	13	67,050	BA+30	15	67,288	BA+30	16	69,014	BA+30	18	71,072	6,257	9.7%	1.9%	2,235	238	1,726	2,058
BA+30	13	67,050	BA+30	14	69,285	BA+30	16	69,307	BA+30	17	71,084	BA+30	19	73,205	6,155	9.2%	1.8%	2,235	22	1,777	2,121
BA+30	14	69,285	BA+30	15	70,403	BA+30	17	71,386	BA+30	18	73,217	BA+30	20	74,303	5,018	7.2%	1.4%	1,118	983	1,831	1,086
BA+30	15	70,403	BA+30	16	70,896	BA+30	18	73,527	BA+30	19	73,949	BA+30	20	74,303	3,900	5.5%	1.1%	493	2,631	422	354
												MA	1	44,500							
										MA	1	43,500	MA	2	45,835						2,335
						MA	1	42,750	MA	2	45,044	MA	3	47,210						2,294	2,166
			MA	1	41,720	MA	2	44,289	MA	3	46,643	MA	4	48,626				2,569	2,354	1,983	
MA	1	41,720	MA	2	43,955	MA	3	45,883	MA	4	48,299	MA	5	50,085	8,365	20.1%	4.0%	2,235	1,928	2,416	1,866

no step			one step			2 steps			1 step			2 steps		5 Year		Avg						
FY18 & FY19			FY20			FY21			FY22			FY23		\$	%	Annual						
MA	2	43,955	MA	3	46,190	MA	4	47,535	MA	5	50,014	MA	6	51,588	7,633	17.4%	3.5%	2,235	1,345	2,479	1,574	
MA	3	46,190	MA	4	48,425	MA	5	49,246	MA	6	51,789	MA	7	53,135	6,945	15.0%	3.0%	2,235	821	2,543	1,346	
MA	4	48,425	MA	5	50,660	MA	7	52,856	MA	8	55,532	MA	10	58,062	9,637	19.9%	4.0%	2,235	2,196	2,676	2,530	
MA	5	50,660	MA	6	52,895	MA	8	54,759	MA	9	57,503	MA	11	59,804	9,144	18.0%	3.6%	2,235	1,864	2,744	2,301	
MA	6	52,895	MA	7	55,130	MA	9	56,730	MA	10	59,228	MA	12	61,598	8,703	16.5%	3.3%	2,235	1,600	2,498	2,370	
MA	7	55,130	MA	8	57,365	MA	10	58,772	MA	11	61,005	MA	13	63,446	8,316	15.1%	3.0%	2,235	1,407	2,233	2,441	
MA	8	57,365	MA	9	59,600	MA	11	60,888	MA	12	62,835	MA	14	65,350	7,985	13.9%	2.8%	2,235	1,288	1,947	2,515	
MA	9	59,600	MA	10	61,835	MA	12	63,080	MA	13	64,720	MA	15	67,310	7,710	12.9%	2.6%	2,235	1,245	1,640	2,590	
MA	10	61,835	MA	11	64,070	MA	13	64,973	MA	14	66,662	MA	16	69,330	7,495	12.1%	2.4%	2,235	903	1,689	2,668	
MA	11	64,070	MA	12	66,305	MA	14	66,922	MA	15	68,662	MA	17	71,409	7,339	11.5%	2.3%	2,235	617	1,740	2,747	
MA	12	66,305	MA	13	68,540	MA	15	68,929	MA	16	70,721	MA	18	73,552	7,247	10.9%	2.2%	2,235	389	1,792	2,831	
MA	13	68,540	MA	14	70,775	MA	16	70,997	MA	17	72,843	MA	19	74,655	6,115	8.9%	1.8%	2,235	222	1,846	1,812	
MA	14	70,775	MA	15	71,893	MA	17	73,127	MA	18	74,300	MA	20	75,775	5,000	7.1%	1.4%	1,118	1,234	1,173	1,475	
MA	15	71,893	MA	16	72,396	MA	18	74,407	MA	19	75,043	MA	20	75,775	3,882	5.4%	1.1%	503	2,011	636	732	
												MA+30	1	47,500								
									MA+30	1	46,500	MA+30	2	48,925								2,425
						MA+30	1	45,750	MA+30	2	48,151	MA+30	3	50,393							2,401	2,242
			MA+30	1	44,700	MA+30	2	47,397	MA+30	3	49,860	MA+30	4	51,905						2,697	2,463	2,045
MA+30	1	44,700	MA+30	2	46,935	MA+30	3	49,103	MA+30	4	51,630	MA+30	5	53,462	8,762	19.6%	3.9%	2,235	2,168	2,527	1,832	
MA+30	2	46,935	MA+30	3	49,170	MA+30	4	50,871	MA+30	5	53,463	MA+30	6	55,066	8,131	17.3%	3.5%	2,235	1,701	2,592	1,603	
MA+30	3	49,170	MA+30	4	51,405	MA+30	5	52,702	MA+30	6	55,361	MA+30	7	56,717	7,547	15.3%	3.1%	2,235	1,297	2,659	1,356	
MA+30	4	51,405	MA+30	5	53,640	MA+30	7	56,565	MA+30	8	59,361	MA+30	10	61,977	10,572	20.6%	4.1%	2,235	2,925	2,796	2,616	
MA+30	5	53,640	MA+30	6	55,875	MA+30	8	58,602	MA+30	9	61,469	MA+30	11	63,836	10,196	19.0%	3.8%	2,235	2,727	2,867	2,367	
MA+30	6	55,875	MA+30	7	58,110	MA+30	9	60,711	MA+30	10	63,313	MA+30	12	65,751	9,876	17.7%	3.5%	2,235	2,601	2,602	2,438	
MA+30	7	58,110	MA+30	8	60,345	MA+30	10	62,897	MA+30	11	65,212	MA+30	13	67,724	9,614	16.5%	3.3%	2,235	2,552	2,315	2,512	
MA+30	8	60,345	MA+30	9	62,580	MA+30	11	65,161	MA+30	12	67,168	MA+30	14	69,755	9,410	15.6%	3.1%	2,235	2,581	2,007	2,587	
MA+30	9	62,580	MA+30	10	64,815	MA+30	12	67,507	MA+30	13	69,184	MA+30	15	71,848	9,268	14.8%	3.0%	2,235	2,692	1,677	2,664	
MA+30	10	64,815	MA+30	11	67,050	MA+30	13	69,532	MA+30	14	71,259	MA+30	16	73,644	8,829	13.6%	2.7%	2,235	2,482	1,727	2,385	
MA+30	11	67,050	MA+30	12	69,285	MA+30	14	71,618	MA+30	15	73,397	MA+30	17	75,485	8,435	12.6%	2.5%	2,235	2,333	1,779	2,088	
MA+30	12	69,285	MA+30	13	71,520	MA+30	15	73,767	MA+30	16	75,599	MA+30	18	77,372	8,087	11.7%	2.3%	2,235	2,247	1,832	1,773	
MA+30	13	71,520	MA+30	14	73,755	MA+30	16	75,980	MA+30	17	77,111	MA+30	19	78,533	7,013	9.8%	2.0%	2,235	2,225	1,131	1,422	
MA+30	14	73,755	MA+30	15	74,873	MA+30	17	77,309	MA+30	18	78,653	MA+30	20	79,711	5,956	8.1%	1.6%	1,118	2,436	1,344	1,058	
MA+30	15	74,873	MA+30	16	75,397	MA+30	18	78,662	MA+30	19	79,439	MA+30	20	79,711	4,838	6.5%	1.3%	524	3,265	777	272	
												CAGS	1	48,500								
									CAGS	1	47,500	CAGS	2	49,955								2,455
						CAGS	1	46,750	CAGS	2	49,186	CAGS	3	51,454							2,436	2,268
			CAGS	1	45,445	CAGS	2	48,433	CAGS	3	50,932	CAGS	4	52,997						2,988	2,499	2,065
CAGS	1	45,445	CAGS	2	47,680	CAGS	3	50,177	CAGS	4	52,740	CAGS	5	54,587	9,142	20.1%	4.0%	2,235	2,497	2,563	1,847	
CAGS	2	47,680	CAGS	3	49,915	CAGS	4	51,983	CAGS	5	54,613	CAGS	6	56,225	8,545	17.9%	3.6%	2,235	2,068	2,630	1,612	
CAGS	3	49,915	CAGS	4	52,150	CAGS	5	53,854	CAGS	6	56,551	CAGS	7	57,912	7,997	16.0%	3.2%	2,235	1,704	2,697	1,361	
CAGS	4	52,150	CAGS	5	54,385	CAGS	7	57,802	CAGS	8	60,638	CAGS	10	63,281	11,131	21.3%	4.3%	2,235	3,417	2,836	2,643	
CAGS	5	54,385	CAGS	6	56,620	CAGS	8	59,882	CAGS	9	62,791	CAGS	11	65,180	10,795	19.8%	4.0%	2,235	3,262	2,909	2,389	
CAGS	6	56,620	CAGS	7	58,855	CAGS	9	62,038	CAGS	10	64,674	CAGS	12	67,135	10,515	18.6%	3.7%	2,235	3,183	2,636	2,461	
CAGS	7	58,855	CAGS	8	61,090	CAGS	10	64,272	CAGS	11	66,615	CAGS	13	69,149	10,294	17.5%	3.5%	2,235	3,182	2,343	2,386	

no step FY18 & FY19			one step FY20			2 steps FY21			1 step FY22			2 steps FY23		5 Year		Avg Annual					
													\$	%							
CAGS	8	61,090	CAGS	9	63,325	CAGS	11	66,585	CAGS	12	68,613	CAGS	14	71,224	10,134	16.6%	3.3%	2,235	3,260	2,028	2,611
CAGS	9	63,325	CAGS	10	65,560	CAGS	12	68,583	CAGS	13	70,671	CAGS	15	73,361	10,036	15.8%	3.2%	2,235	3,023	2,088	2,690
CAGS	10	65,560	CAGS	11	67,795	CAGS	13	70,640	CAGS	14	72,791	CAGS	16	75,195	9,635	14.7%	2.9%	2,235	2,845	2,151	2,404
CAGS	11	67,795	CAGS	12	70,030	CAGS	14	72,760	CAGS	15	74,975	CAGS	17	77,074	9,279	13.7%	2.7%	2,235	2,730	2,215	2,099
CAGS	12	70,030	CAGS	13	72,265	CAGS	15	74,942	CAGS	16	76,475	CAGS	18	79,001	8,971	12.8%	2.6%	2,235	2,677	1,533	2,526
CAGS	13	72,265	CAGS	14	74,500	CAGS	16	77,191	CAGS	17	78,004	CAGS	19	80,186	7,921	11.0%	2.2%	2,235	2,691	813	2,182
CAGS	14	74,500	CAGS	15	75,618	CAGS	17	78,542	CAGS	18	79,564	CAGS	20	81,389	6,889	9.2%	1.8%	1,118	2,924	1,022	1,825
CAGS	15	75,618	CAGS	16	76,147	CAGS	18	79,916	CAGS	19	80,360	CAGS	20	81,389	5,771	7.6%	1.5%	529	3,769	444	1,029
												DOC	1	49,500							
									DOC	1	48,500	DOC	2	50,985							2,485
						DOC	1	47,750	DOC	2	50,222	DOC	3	52,515						2,472	2,293
			DOC	1	46,563	DOC	2	49,469	DOC	3	52,005	DOC	4	54,090					2,906	2,536	2,085
DOC	1	46,563	DOC	2	48,798	DOC	3	51,250	DOC	4	53,851	DOC	5	55,713	9,150	19.7%	3.9%	2,235	2,452	2,601	1,862
DOC	2	48,798	DOC	3	51,033	DOC	4	53,095	DOC	5	55,762	DOC	6	57,384	8,586	17.6%	3.5%	2,235	2,062	2,667	1,622
DOC	3	51,033	DOC	4	53,268	DOC	5	55,006	DOC	6	57,742	DOC	7	59,106	8,073	15.8%	3.2%	2,235	1,738	2,736	1,364
DOC	4	53,268	DOC	5	55,503	DOC	7	59,038	DOC	8	61,915	DOC	10	64,586	11,318	21.2%	4.2%	2,235	3,535	2,877	2,671
DOC	5	55,503	DOC	6	57,738	DOC	8	61,163	DOC	9	64,112	DOC	11	66,524	11,021	19.9%	4.0%	2,235	3,425	2,949	2,412
DOC	6	57,738	DOC	7	59,973	DOC	9	63,365	DOC	10	66,036	DOC	12	68,520	10,782	18.7%	3.7%	2,235	3,392	2,671	2,484
DOC	7	59,973	DOC	8	62,208	DOC	10	65,646	DOC	11	68,017	DOC	13	70,575	10,602	17.7%	3.5%	2,235	3,438	2,371	2,558
DOC	8	62,208	DOC	9	64,443	DOC	11	67,616	DOC	12	70,057	DOC	14	72,692	10,484	16.9%	3.4%	2,235	3,173	2,441	2,635
DOC	9	64,443	DOC	10	66,678	DOC	12	69,644	DOC	13	72,159	DOC	15	74,873	10,430	16.2%	3.2%	2,235	2,966	2,515	2,714
DOC	10	66,678	DOC	11	68,913	DOC	13	71,734	DOC	14	74,324	DOC	16	76,745	10,067	15.1%	3.0%	2,235	2,821	2,590	2,421
DOC	11	68,913	DOC	12	71,148	DOC	14	73,886	DOC	15	76,554	DOC	17	78,664	9,751	14.1%	2.8%	2,235	2,738	2,668	2,110
DOC	12	71,148	DOC	13	73,383	DOC	15	76,102	DOC	16	78,085	DOC	18	80,630	9,482	13.3%	2.7%	2,235	2,719	1,983	2,545
DOC	13	73,383	DOC	14	75,618	DOC	16	78,385	DOC	17	79,646	DOC	19	81,840	8,457	11.5%	2.3%	2,235	2,767	1,261	2,194
DOC	14	75,618	DOC	15	76,735	DOC	17	79,757	DOC	18	81,239	DOC	20	83,067	7,449	9.9%	2.0%	1,117	3,022	1,482	1,828
DOC	15	76,735	DOC	16	77,272	DOC	18	81,153	DOC	19	82,052	DOC	20	83,067	6,332	8.3%	1.7%	537	3,881	899	1,015

	Incremental (Savings) / Cost by Contract Year					
	<u>FY19</u>	<u>FY20</u>	<u>FY21</u>	<u>FY22</u>	<u>FY23</u>	<u>Total</u>
Salary Increase	\$ -	\$ 1,799,200	\$ 1,948,420	\$ 1,947,529	\$ 1,770,470	\$ 7,465,619
FICA/Retirement	-	449,980	487,300	487,077	442,794	1,867,151
Increase in Extra-Curricular & Add Pays	-	-	20,734	18,589	17,874	57,197
FICA/Retirement on Extra-Curricular & Add Pays	-	-	5,186	4,649	4,470	14,305
Elimination of BA-1 hiring bonus	-	-	(23,468)	-	-	(23,468)
FICA/Retirement on BA-1 hiring bonus	-	-	(5,869)	-	-	(5,869)
<b>Total Cost (b)</b>	<b>-</b>	<b>2,249,180</b>	<b>2,432,302</b>	<b>2,457,844</b>	<b>2,235,608</b>	<b>9,374,934</b>

(d)

	Projected Budget						Change
	<u>Current</u>	<u>FY19</u>	<u>FY20</u>	<u>FY21</u>	<u>FY22</u>	<u>FY23</u>	
Salary Total	72,393,592	72,393,592	74,192,792	76,141,212	78,088,741	79,859,211	7,465,619
BA-1 Hiring Bonus	23,468	23,468	23,468	-	-	-	(23,468)
Extra Curricular & Add Pays	532,638	532,638	532,638	553,372	571,961	589,835	57,197
FICA	5,580,652	5,580,652	5,718,291	5,867,136	6,017,544	6,154,352	573,700
Retirement @ 17.36%	12,664,068	12,664,068	12,976,409	13,314,180	13,655,498	13,965,954	1,301,887
Retirement Rate Increase to 17.8% (b)	-	-	328,895	337,456	346,107	353,976	353,976
Subtotal - Salary Related	<b>91,194,418</b>	<b>91,194,418</b>	<b>93,772,493</b>	<b>96,213,356</b>	<b>98,679,851</b>	<b>100,923,328</b>	<b>9,728,910</b>
District Share of Health Insurance	16,124,904	16,124,904	16,124,904	16,124,904	16,124,904	16,124,904	-
Increase in Health Insurance (trend at 3%) (c)	-	-	483,747	982,007	1,495,214	2,023,818	2,023,818
District Share of Dental Insurance	1,229,102	1,229,102	1,229,102	1,229,102	1,229,102	1,229,102	-
Subtotal - Health and Dental	<b>17,354,006</b>	<b>17,354,006</b>	<b>17,837,753</b>	<b>18,336,013</b>	<b>18,849,220</b>	<b>19,377,824</b>	<b>2,023,818</b>
<b>Total Compensation (a)</b>	<b>108,548,424</b>	<b>108,548,424</b>	<b>111,610,246</b>	<b>114,549,369</b>	<b>117,529,071</b>	<b>120,301,151</b>	<b>11,752,728</b>

(d)

**Notes:**

(a) General Fund represents approximately 90% of total costs.

(b) Retirement rates will increase in FY20 from 17.36% to 17.8%. The cost increase has been included for budgeting purposes, but not included as a contract cost.

(c) Increase in health insurance costs at 3% trend, included for budgeting purposes, but not included as a contract cost.

(d) Difference in Contract Cost and Projected Budget is the increased retirement rates and the health insurance trend which are not a direct impact due to negotiations.

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## Exhibit O.1

**Feb. 5 Email Thread  
regarding our Salary Proposal**



Richard H. Girard <boscatlargerg@mansd.org>

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## revised salary proposal

2 messages

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**Richard H. Girard** <boscatlargerg@mansd.org>

Tue, Feb 5, 2019 at 4:52 PM

To: Michelle Couture <mcouture@nhnea.org>

Hi, Michelle.

Attached, please find a revision to our proposal in response to your most recent counter. Karen is working on additional changes that may work, but she has been waylaid by other obligations. I don't expect she'll be able to produce anything else until Thursday. Rather than wait to see how or if they work, I'm sending this along so you and I can begin our discussions as they are a modification of this proposal. I look forward to hearing from you.

Richard H. Girard  
Committee Member at-Large

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 **MSD 1a.xlsx**  
134K

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**Michelle Couture** <mcouture@nhnea.org>

Tue, Feb 5, 2019 at 4:53 PM

To: "Richard H. Girard" <boscatlargerg@mansd.org>

Thank you.

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**From:** Richard H. Girard <boscatlargerg@mansd.org>

**Sent:** Tuesday, February 5, 2019 4:52:06 PM

**To:** Michelle Couture

**Subject:** revised salary proposal

[Quoted text hidden]



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## Exhibit O.2

**Feb 7 Email Thread regarding  
Salary Proposal**



Richard H. Girard <boscatlargerg@mansd.org>

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## revised salary proposal

3 messages

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**Richard H. Girard** <boscatlargerg@mansd.org>

Thu, Feb 7, 2019 at 2:41 PM

To: Michelle Couture <mcouture@nhnea.org>

Bcc: Sarah Ambrogi <boscard1@mansd.org>, Ross Terrio <boscard7@mansd.org>, Jimmy Lehoux <boscard8@mansd.org>, Katie Desrochers <boscard11@mansd.org>, "Matthew H. Upton" <MUpton@dwmlaw.com>

Hi, Michelle.

Attached, please find the improved proposal I mentioned was in the works when I sent the last one. Please note that other than the increase in entry level pay at the BA level, all other changes referenced in this version are also in the version I sent a couple of days ago. Let's talk soon.

Thanks,

Richard H. Girard  
Committee Member at-Large

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 **MSD 1e.xlsx**  
135K

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**Michelle Couture** <mcouture@nhnea.org>

Thu, Feb 7, 2019 at 3:12 PM

To: "Richard H. Girard" <boscatlargerg@mansd.org>

Thanks

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**From:** Richard H. Girard <boscatlargerg@mansd.org>

**Sent:** Thursday, February 7, 2019 2:41:51 PM

**To:** Michelle Couture

**Subject:** revised salary proposal

[Quoted text hidden]

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**Richard H. Girard** <boscatlargerg@mansd.org>

Thu, Feb 7, 2019 at 3:26 PM

To: Michelle Couture <mcouture@nhnea.org>

Sure thing!

Just a word to the wise, Karen's now up to her neck in budget preparations. So, the sooner you take a look and we talk, the better as her availability is now going to be even more restricted.

Thanks,

Richard H. Girard  
Committee Member at-Large

[Quoted text hidden]



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## Exhibit O.3

**Feb. 15 Email Thread  
regarding our Salary Proposal**



Richard H. Girard <boscatlargerg@mansd.org>

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## Status?

3 messages

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**Richard H. Girard** <boscatlargerg@mansd.org> Fri, Feb 15, 2019 at 3:39 PM  
To: james allmendinger <jfalaborlaw@gmail.com>  
Bcc: Sarah Ambrogi <boscard1@mansd.org>, Ross Terrio <boscard7@mansd.org>, Jimmy Lehoux <boscard8@mansd.org>, Katie Desrochers <boscard11@mansd.org>, "Matthew H. Upton" <MUpton@dwmlaw.com>, Bolgen Vargas <bvargas@mansd.org>, Amy Allen <amyallen@mansd.org>

Hi, Jim.

I'm writing to follow up on our call from earlier this week. As discussed both in that call and in our last meeting, the proposal we sent was not just a counter offer to the association's last proposal, it was a framework in which additional discussions on salary could take place. Since sending our most recent proposal on February 7th, we have received no feedback on the proposal and, therefore, do not know what work may need to be done to reach an agreement.

We are increasingly mindful of the passage of time and the demands on that time as the budget process progresses and other bargaining units come to the table. We also believe that once we know and understand how our proposal is being viewed and understood by the association, we can come to some accommodation.

Finally, since you raised the specter of mediation in our phone conversation, I would reiterate the concerns Matt Upton raised about the ability of the mediator to effectively address the complexity of these proposals and posit the likelihood that mediation will take more time to resolve these matters than myself and Michelle Couture and Karen DeFrancis working through the details as we agreed in our last meeting.

Please advise.

Thank you.

Richard H. Girard  
Committee Member at-Large

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**jim allmendinger** <jfalaborlaw@gmail.com> Fri, Feb 15, 2019 at 3:47 PM  
To: "Richard H. Girard" <boscatlargerg@mansd.org>

Hi Rich,

Our team is meeting on Monday, and I should be able to give you our position and next steps after we meet. We are, of course, mindful of the BOSC concerns you express in your email below.

I had hoped to have a more definitive statement for you today, but my traveling back to NH yesterday, and an appointment in Boston today meant the MEA team couldn't meet until Monday.

Best, Jim

Sent from [Mail](#) for Windows 10

[Quoted text hidden]

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**Richard H. Girard** <boscatlargerg@mansd.org>

Fri, Feb 15, 2019 at 4:08 PM

To: Sarah Ambrogi <boscard1@mansd.org>, Ross Terrio <boscard7@mansd.org>, Jimmy Lehoux <boscard8@mansd.org>, Katie Desrochers <boscard11@mansd.org>, "Matthew H. Upton" <MUpton@dwmlaw.com>, Amy Allen <amyallen@mansd.org>, Bolgen Vargas <bvargas@mansd.org>

Hi, All. (obviously confidential)

FYI, here's the response to the email I blind copied you all on.

In addition, please know that I spoke with Michelle Couture twice on Monday and spoke with Allmendinger on Wednesday. I sent Michelle preliminary numbers on Tuesday and sent a revised set on Thursday. Because Karen was tied up with a variety of issues, I sent the first set of numbers on Tuesday to let them know the direction we were headed and once Karen concluded the scenarios we were working on, I sent them. The primary difference between the two is that we were able to increase the base pay in FYs '22 & '23 as well as the overall comp. totals.

In short, we've added about \$1 million to our last counter-offer. There is, I believe, more money we could add to the proposal, but we wanted to get the association's feedback on what we sent them so we knew where to deploy the dollars. Perhaps, given how this negotiation has unfolded, I should have expected them to do something like this rather than what we agreed to (working with our proposal to come up with something that would likely be agreeable to both parties) but they seem content to, if not intent on, letting time slip away and complain about what they have rather than work with us to address the shortfalls they see.

I will share more as it comes along.

Thanks,

**Richard H. Girard**  
Committee Member at-Large

[Quoted text hidden]

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## Exhibit O.4

**Feb. 19 Email Thread  
regarding our Salary Proposal**



Richard H. Girard <boscatlargerg@mansd.org>

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## It's Tuesday

7 messages

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**Richard H. Girard** <boscatlargerg@mansd.org>  
To: james.allmendinger <jfalaborlaw@gmail.com>

Tue, Feb 19, 2019 at 12:44 PM

Hi, Jim.

We're getting long in the tooth here. Dr. Vargas is bringing budget recommendations to the Finance Committee on Thursday night.

Please advise.

Thanks.

Richard H. Girard  
Committee Member at-Large

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**jim allmendinger** <jfalaborlaw@gmail.com>  
To: "Richard H. Girard" <boscatlargerg@mansd.org>

Tue, Feb 19, 2019 at 2:49 PM

Hi Rich,

I share your concerns, but I can't snap my fingers and make things happen. As you know, I met with the MEA bargaining team yesterday.

At this point, I think we need to have a conference call that includes Matt Upton, and because I'm unavailable tomorrow, I suggest we talk Thursday.

If you'd let me know what times would work for you, and what number I should call you at, I can—or you can—let Matt know what times work. I'm available all day Thursday.

Thanks, Jim

*Jim Allmendinger*

*Law Offices of James F. Allmendinger*

*20 Thompson Lane*

*Durham, NH 03824*

*603-568-2274*

*[jfalaborlaw@gmail.com](mailto:jfalaborlaw@gmail.com)*



22

## Exhibit P.1

**MEA March Mediation  
Meeting Date Email**



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## Manchester Teachers Mediation

100 messages

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**Matthew H. Upton** <MUpton@dwmlaw.com>

Mon, Feb 25, 2019 at 10:42 AM

To: michael ryan <hondomcr@icloud.com>

Cc: "JAllmendinger@nhnea.org" (JAllmendinger@nhnea.org) <JAllmendinger@nhnea.org>, "mcouture@nhnea.org" <mcouture@nhnea.org>, Sue Hannan <manchestereapresident@gmail.com>, "Richard H. Girard" <boscatlargerg@mansd.org>

Mike:

The Manchester School District/Teachers are at impasse and we need a mediator. Do you have any dates in the next 30 days? Thanks.

**Matthew H. Upton**

Attorney

603.716.2895 ext. 208

[MUpton@dwmlaw.com](mailto:MUpton@dwmlaw.com)

1001 Elm Street, Suite 303, Manchester, NH 03101-1845

800.727.1941 | 603.716.2899 Fax | [dwmlaw.com](http://dwmlaw.com)



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**michael ryan** <hondomcr@icloud.com>

Mon, Feb 25, 2019 at 11:31 AM

To: "Matthew H. Upton" <MUpton@dwmlaw.com>

Cc: "JAllmendinger@nhnea.org" (JAllmendinger@nhnea.org) <JAllmendinger@nhnea.org>, "mcouture@nhnea.org" <mcouture@nhnea.org>, Sue Hannan <manchestereapresident@gmail.com>, "Richard H. Girard" <boscatlargerg@mansd.org>

Yes. I have March 21. Will that work?

Mike Ryan  
Sent from my iPhone

On Feb 25, 2019, at 10:42 AM, Matthew H. Upton <MUpton@dwmlaw.com> wrote:

Mike:

The Manchester School District/Teachers are at impasse and we need a mediator. Do you have any dates in the next 30 days? Thanks.

**Matthew H. Upton**

Attorney

603.716.2895 ext. 208

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## Exhibit P.2

**MEA April Mediation Date  
Meeting Emails**



Richard H. Girard <boscatlargerg@mansd.org>

## Re: Manchester Teachers Mediation

**jim allmendinger** <jfalaborlaw@gmail.com>

Tue, Mar 26, 2019 at 2:36 PM

To: michael ryan <hondomcr@icloud.com>, "Richard H. Girard" <boscatlargerg@mansd.org>, "Matthew H. Upton" <mupton@dwmlaw.com>

Cc: Michelle Couture <mcouture@nhnea.org>, Sue Hannan <manchestereapresident@gmail.com>, Maxine Mosley <mmosley929@comcast.net>

MEA would suggest we hold both days, given your schedule Mike if that is agreeable to the school board's bargaining team.

Jim

*Jim Allmendinger*

*Law Offices of James F. Allmendinger*

*20 Thompson Lane*

*Durham, NH 03824*

*603-568-2274*

*[jfalaborlaw@gmail.com](mailto:jfalaborlaw@gmail.com)*

*This email may contain confidential information or information protected by attorney-client privilege. If you received this email in error, please notify me and delete the email. Thank you.*

[Quoted text hidden]



Richard H. Girard <boscatlargerg@mansd.org>

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## Re: Manchester Teachers Mediation

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Richard H. Girard <boscatlargerg@mansd.org>

Tue, Mar 26, 2019 at 3:28 PM

To: michael ryan <hondomcr@icloud.com>

Cc: james allmendinger <jfalaborlaw@gmail.com>, "Matthew H. Upton" <mupton@dwmlaw.com>, Michelle Couture <mcouture@nhnea.org>, Sue Hannan <manchestereapresident@gmail.com>, Maxine Mosley <mmosley929@comcast.net>

Our team is available on the 9th. I have secured the conference rooms in my office complex again.

Thank you.

Richard H. Girard  
Committee Member at-Large

[Quoted text hidden]



Richard H. Girard <boscatlargerg@mansd.org>

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## Re: Manchester Teachers Mediation

Richard H. Girard <boscatlargerg@mansd.org>

Tue, Mar 26, 2019 at 3:32 PM

To: Sarah Ambrogi <boscard1@mansd.org>, Ross Terrio <boscard7@mansd.org>, Jimmy Lehoux <boscard8@mansd.org>, Katie Desrochers <boscard11@mansd.org>, "Matthew H. Upton" <MUpton@dwmlaw.com>, Karen DeFrancis <kdefrancis@mansd.org>

Hi, All.

Looks like we're good to go on the 9th. I've notified the mediator and the MEA that our team can be there then. Matt is unavailable on the 11, so it had to be the 9th given our choices. Thanks to Sarah who agreed to reschedule her appointments that day. I'm expecting the mediation to start at 9 and go until it's done. If that changes, I'll let you know. I suggest we meet at 8 to prep in advance, unless we meet beforehand. I will notify the mayor and ask her to get things started as we'd originally planned.

Thanks for your patience and accommodation.

Richard H. Girard  
Committee Member at-Large

[Quoted text hidden]



Richard H. Girard <boscatlargerg@mansd.org>

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## Re: Manchester Teachers Mediation

**Matthew H. Upton** <MUpton@dwmlaw.com>

Tue, Mar 26, 2019 at 4:55 PM

To: james allmendinger <jfalaborlaw@gmail.com>

Cc: "Richard H. Girard" <boscatlargerg@mansd.org>, Sue Hannan <manchestereapresident@gmail.com>, Maxine Mosley <mmosley929@comcast.net>, Michelle Couture <mcouture@nhnea.org>

I can't to the 11th I am out of state.

Sent from my iPhone

[Quoted text hidden]

[Quoted text hidden]

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[Quoted text hidden]



Richard H. Girard <boscatlargerg@mansd.org>

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## Re: Manchester Teachers Mediation

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**james allmendinger** <jfalaborlaw@gmail.com>

Tue, Mar 26, 2019 at 9:30 PM

To: "Matthew H. Upton" <MUpton@dwmlaw.com>

Cc: "Richard H. Girard" <boscatlargerg@mansd.org>, Sue Hannan <manchestereapresident@gmail.com>, Maxine Mosley <mmosley929@comcast.net>, Michelle Couture <mcouture@nhnea.org>

It looks like 9 am on the 9th is it.

I'll assume that works within some limits for all unless I hear otherwise.

Thanks everyone for your prompt responses.

Jim

Jim Allmendinger

603-568-2274

Sent from my Android Phone

[Quoted text hidden]



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## Exhibit Q

# Statement of Purpose, Principles, and Objectives Final Version

To the MEA Contract Negotiations Committee:

The Board of School Committee and its representatives on the Special Committee on Negotiations recognize that there are circumstances which underlie current contract conditions and wish to acknowledge these circumstances as an integral part of our negotiations. These circumstances are undoubtedly many and varied, but we want in particular to recognize that the shifting demographics in Manchester over the last several decades have created new and unique challenges for our school environments and have substantially expanded the role and expectations for all employees who work with our students. Over the same time period, the Board has experienced increasing challenges in managing the district's budget as a result of the combined impact of the tax cap, the dramatic increases in the cost of health and retirement benefits, reductions in state aid, and the loss of tuition students and revenue.

While these financial realities may make it seem nearly impossible to meet the needs of our employees and students simultaneously, we sincerely believe that reaching agreement on contracts is possible if all parties can agree upon the fundamental principles which anchor all of our work. It is in that spirit that we offer the following statement of principles and objectives, which we offer to suggest a bargaining process focused on identifying interests and working collaboratively to secure them, rather than proposing and defining positions and bargaining back and forth to accept, alter or reject them.

On behalf of the Special Committee on Negotiations, thank you for your consideration. We look forward to developing a mutually beneficial agreement.

Sincerely,

Richard H. Girard  
Chairman

## Statement of Purpose, Principles and Objectives

*It is the purpose of the Manchester Board of School Committee to work with its employees to identify and correct situations that:*

- Improve the district's ability to meet the needs of every child and educator.
- Improve the district's operational effectiveness and efficiency.
- Improve the district's involvement of educators and parents in its decision making processes.
- Improve the district's ability to provide adequate staff and resources in our schools.

*It is the objective of the Manchester Board of School Committee to work with its employees to identify and correct situations to:*

- Provide district and building administrators with greater flexibility to meet the needs of our students.
- Provide all staff with direct and consistent input on how to address the challenges faced by our students, families and educators at both the district and building levels.
- Provide reasonable class sizes, necessary educational supports and sufficient material resources to improve working conditions and educational outcomes.

*Understanding that competition has come to the educational marketplace and will only intensify as parents are provided with more options, the governing principles of the Manchester Board of School Committee are, and must be, to work with its employees to make the district's schools more competitive and desirable by identifying and offering:*

- Educational opportunities that are responsive to the needs, wants and desires of our students, families, staff and community.
- Educators consistent opportunities to be involved in the decision making processes that affect what happens in their schools and classrooms.
- District and building administrators the ability to address challenges, adapt to circumstances and efficiently, effectively and fairly manage the affairs entrusted to them.