

Working Group 2

High Quality Teachers and Leaders Revised Cost Estimates December 6, 2018

WG2 Cost Report - Career Ladder Model

December 6, 2018

Scenario - Run 1: 10% base salary increase 2020-2022, \$60,000 minimum teacher salary, \$12,000 NBPTS raise, all voluntary opt-in until 2025 when new teachers are required to opt-in.

	2018	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
Teachers, Guidance Counselors, Librarians											
Current Law Base Compensation Costs											
Salaries	\$4,461,371,785	\$4,659,995,865	\$4,702,681,081	\$4,742,993,997	\$4,784,426,923	\$4,818,547,516	\$4,843,695,650	\$4,864,584,066	\$4,889,113,351	\$4,911,747,158	\$4,934,102,640
Fringe Benefits Including Retirement	\$690,174,215	\$716,707,364	\$720,450,742	\$723,306,585	\$726,276,007	\$728,082,530	\$728,491,826	\$728,714,693	\$728,966,801	\$729,394,453	\$729,753,780
Total Base Teacher Compensation Cost	\$5,151,546,000	\$5,376,703,229	\$5,423,131,823	\$5,466,300,582	\$5,510,702,930	\$5,546,630,045	\$5,572,187,476	\$5,593,298,759	\$5,618,080,152	\$5,641,141,611	\$5,663,856,420
Proposed Compensation Costs											
Salaries	\$4,461,371,785	\$4,775,620,562	\$4,951,289,775	\$5,188,366,919	\$5,428,408,339	\$5,563,948,193	\$5,679,555,737	\$5,770,343,831	\$5,897,876,937	\$6,014,146,877	\$6,130,922,328
Fringe Benefits Including Retirement	\$690,174,215	\$734,490,442	\$758,537,594	\$791,225,955	\$824,032,386	\$840,712,572	\$854,205,183	\$864,397,506	\$879,373,451	\$893,100,811	\$906,763,412
Total Proposed Teacher Compensation Cost	\$5,151,546,000	\$5,510,111,005	\$5,709,827,369	\$5,979,592,874	\$6,252,440,725	\$6,404,660,765	\$6,533,760,920	\$6,634,741,336	\$6,777,250,389	\$6,907,247,688	\$7,037,685,740
Change in Salary Costs	\$0	\$115,624,697	\$248,608,694	\$445,372,922	\$643,981,416	\$745,400,677	\$835,860,087	\$905,759,765	\$1,008,763,586	\$1,102,399,718	\$1,196,819,688
Change in Fringe Benefits Excluding Retirement	\$0	\$17,783,078	\$38,086,852	\$67,919,371	\$97,756,379	\$112,630,042	\$125,713,357	\$135,682,813	\$150,406,651	\$163,706,358	\$177,009,632
Change in Total Teacher Compensation Cost	\$0	\$133,407,775	\$286,695,546	\$513,292,293	\$741,737,795	\$858,030,719	\$961,573,444	\$1,041,442,578	\$1,159,170,236	\$1,266,106,077	\$1,373,829,320
Base Average Teacher Salary	\$69,557	\$71,696	\$72,007	\$72,339	\$72,703	\$73,111	\$73,545	\$73,952	\$74,345	\$74,702	\$75,055
Proposed Average Teacher Salary	\$69,557	\$74,359	\$76,519	\$79,693	\$83,039	\$84,880	\$86,433	\$87,659	\$89,640	\$91,212	\$92,793
Teacher Costs for Increased Collaboration Time	\$0	\$0	\$88,711,711	\$145,120,970	\$206,393,102	\$366,823,214	\$522,352,167	\$617,458,183	\$739,348,271	\$886,209,988	\$998,231,894
Additional Prekindergarten Teachers:											
Increase in Salary Cost for Enrollment Growth	\$0	\$7,328,863	\$11,361,399	\$15,312,703	\$16,904,001	\$71,231,831	\$80,376,478	\$89,146,537	\$104,104,120	\$115,404,213	\$127,343,316
Increase in Salary Cost for Collaboration Time	\$0	\$0	\$288,827	\$591,539	\$845,200	\$6,232,785	\$10,047,060	\$14,486,312	\$19,519,522	\$25,965,948	\$31,835,829
Total Increase in Salary Costs	\$0	\$7,328,863	\$11,650,226	\$15,904,242	\$17,749,201	\$77,464,617	\$90,423,538	\$103,632,850	\$123,623,642	\$141,370,161	\$159,179,145
Fringe Benefits Including Retirement	\$0	\$2,628,685	\$4,040,537	\$5,368,636	\$5,601,255	\$24,346,028	\$27,960,033	\$31,719,027	\$36,382,915	\$41,000,811	\$45,490,393
Increase in Total Prek. Compensation Cost	\$0	\$9,957,548	\$15,690,763	\$21,272,878	\$23,350,456	\$101,810,645	\$118,383,571	\$135,351,877	\$160,006,557	\$182,370,972	\$204,669,537
Master Principals (Cost of Salary Increase Only)											
Total FTE	-	-	51.4	72.0	90.0	120.0	180.0	360.0	360.0	360.0	360.0
Increased Salary Cost	\$0	\$0	\$771,429	\$1,080,000	\$1,350,000	\$1,800,000	\$2,700,000	\$5,400,000	\$5,400,000	\$5,400,000	\$5,400,000
Fringe Benefits Including Retirement	\$0	\$0	\$186,691	\$260,611	\$324,819	\$431,832	\$645,858	\$1,288,476	\$1,284,696	\$1,281,456	\$1,278,216
Total Increased Compensation Cost	\$0	\$0	\$958,119	\$1,340,611	\$1,674,819	\$2,231,832	\$3,345,858	\$6,688,476	\$6,684,696	\$6,681,456	\$6,678,216
Cost of NBPTS Fee Reimbursement	\$0	\$430,512	\$468,350	\$2,631,752	\$3,048,609	\$4,384,999	\$4,739,169	\$4,652,584	\$4,751,091	\$5,516,397	\$4,919,562
Preliminary Total Proposed Cost Increase	\$0	\$143,795,835	\$392,524,490	\$683,658,504	\$976,204,781	\$1,333,281,409	\$1,610,394,210	\$1,805,593,698	\$2,069,960,852	\$2,346,884,889	\$2,588,328,529