

Cost Report - Career Ladder Model

December 6th model as updated December 17th

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	2030
Current Law Teachers												
Total Teacher FTE	60,192.0	60,206.7	60,683.0	61,093.5	61,495.3	61,723.0	61,968.9	62,116.4	62,134.3	62,297.7	62,462.7	62,629.3
Base Teacher Salary Cost	\$4,186,760,066	4,316,879,448	4,366,243,755	4,413,881,529	4,463,165,954	4,503,059,533	4,543,422,591	4,576,130,213	4,601,869,058	4,633,143,175	4,664,635,227	\$4,713,409,063
Fringe Benefits Excluding Retirement	\$1,122,715,799	\$1,160,791,676	\$1,171,648,344	\$1,181,565,736	\$1,191,564,256	\$1,198,546,763	\$1,205,787,873	\$1,211,066,632	\$1,214,101,349	\$1,219,403,936	\$1,224,747,907	\$1,232,010,082
Retirement (Local Share Only)	\$187,148,175	\$189,079,320	\$188,621,730	\$187,589,965	\$186,560,337	\$185,075,747	\$183,554,273	\$182,129,982	\$179,933,080	\$178,376,012	\$176,323,212	\$175,338,817
Total Base Teacher Compensation Cost	\$5,496,624,040	\$5,666,750,444	\$5,726,513,829	\$5,783,037,229	\$5,841,290,546	\$5,886,682,043	\$5,932,764,737	\$5,969,326,828	\$5,995,903,488	\$6,030,923,123	\$6,065,706,345	\$6,120,757,962
Base Average Teacher Salary	\$69,557	\$71,701	\$71,952	\$72,248	\$72,577	\$72,956	\$73,318	\$73,670	\$74,063	\$74,371	\$74,679	\$75,259
Proposed Teacher Salary Cost	\$4,186,760,066	\$4,432,760,072	\$4,596,947,258	\$4,867,045,007	\$5,104,942,895	\$5,237,593,383	\$5,354,796,808	\$5,443,812,033	\$5,568,557,073	\$5,681,214,424	\$5,795,094,063	\$6,001,783,618
Opt-In Costs	\$0	\$243,021,953	\$1,053,716,170	\$1,354,565,169	\$1,982,014,468	\$2,306,443,773	\$2,628,319,078	\$2,988,401,284	\$3,588,063,331	\$3,944,895,137	\$4,286,126,678	\$4,684,627,627
Opt-Out Costs	\$0	\$4,189,738,119	\$3,543,231,088	\$3,512,479,838	\$3,122,928,427	\$2,931,149,610	\$2,726,477,730	\$2,455,410,749	\$1,980,493,742	\$1,736,319,288	\$1,508,967,386	\$1,317,155,991
Fringe Benefits Excluding Retirement	\$1,122,715,799	\$1,173,538,545	\$1,197,025,729	\$1,231,413,718	\$1,262,159,719	\$1,279,345,486	\$1,295,039,037	\$1,306,511,633	\$1,320,437,031	\$1,334,691,773	\$1,349,098,379	\$1,373,731,283
Retirement (Local Share Only)	\$187,148,175	\$194,154,891	\$198,588,122	\$206,849,413	\$213,386,613	\$215,265,088	\$216,333,791	\$216,663,719	\$217,730,582	\$218,726,755	\$219,054,556	\$223,266,351
Total Proposed Teacher Compensation Cost	\$5,496,624,040	\$5,800,453,508	\$5,992,561,109	\$6,305,308,138	\$6,580,489,227	\$6,732,203,958	\$6,866,169,635	\$6,966,987,385	\$7,106,724,685	\$7,234,632,953	\$7,363,246,998	\$7,598,781,251
Proposed Average Teacher Salary	\$69,557	\$73,626	\$75,753	\$79,665	\$83,014	\$84,856	\$86,411	\$87,639	\$89,621	\$91,195	\$92,777	\$95,830
Change in Teacher Salary Cost	\$0	\$115,880,624	\$230,703,503	\$453,163,478	\$641,776,941	\$734,533,850	\$811,374,216	\$867,681,820	\$966,688,014	\$1,048,071,249	\$1,130,458,837	\$1,288,374,555
Change in Fringe Benefits Excluding Retirement	\$0	\$12,746,869	\$25,377,385	\$49,847,983	\$70,595,464	\$80,798,724	\$89,251,164	\$95,445,000	\$106,335,682	\$115,287,837	\$124,350,472	\$141,721,201
Change in Retirement (Local Share Only)	\$0	\$5,075,571	\$9,966,391	\$19,259,448	\$26,826,276	\$30,189,341	\$32,779,518	\$34,533,736	\$37,797,501	\$40,350,743	\$42,731,344	\$47,927,533
Change in Total Teacher Compensation Cost	\$0	\$133,703,064	\$266,047,280	\$522,270,909	\$739,198,681	\$845,521,915	\$933,404,899	\$997,660,557	\$1,110,821,197	\$1,203,709,830	\$1,297,540,653	\$1,478,023,290
Change in Average Salary	\$0	\$1,925	\$3,802	\$7,418	\$10,436	\$11,900	\$13,093	\$13,969	\$15,558	\$16,824	\$18,098	\$20,571
Teachers for Increased Collaboration Time												
Increased Salary Cost	\$0	\$0	\$63,382,779	\$105,631,778	\$142,014,186	\$255,225,363	\$364,608,947	\$473,319,116	\$568,417,085	\$682,014,271	\$769,412,322	\$796,854,412
Fringe Benefits Excluding Retirement	\$0	\$0	\$13,330,183	\$21,689,469	\$41,050,212	\$70,220,209	\$99,451,302	\$128,112,466	\$150,898,936	\$179,031,566	\$199,558,463	\$202,577,093
Retirement (Local Share Only)	\$0	\$0	\$2,738,136	\$4,489,351	\$5,936,193	\$10,489,762	\$14,730,201	\$18,838,101	\$22,225,108	\$26,257,549	\$29,083,786	\$29,642,984
Total Compensation Cost for Collaboration	\$0	\$0	\$79,451,098	\$131,810,597	\$189,000,590	\$335,935,335	\$478,790,451	\$620,269,683	\$741,541,128	\$887,303,387	\$998,054,571	\$1,029,074,489
Guidance Counselors and Librarians												
Total FTE	3,577.2	3,552.6	3,578.0	3,606.3	3,630.7	3,654.6	3,668.2	3,682.8	3,691.5	3,692.6	3,702.3	3,712.1
Base Salary Cost	\$274,611,719	\$272,723,750	\$274,678,786	\$276,851,835	\$278,724,808	\$280,557,735	\$281,596,573	\$282,718,288	\$283,391,403	\$283,472,871	\$284,218,672	284,970,326
Fringe Benefits Excluding Retirement	\$69,559,692	\$70,474,075	\$70,979,272	\$71,540,806	\$72,024,798	\$72,498,441	\$72,766,886	\$73,056,746	\$73,230,684	\$73,251,736	\$73,444,458	\$73,638,691
Retirement (Local Share Only)	\$12,275,144	\$11,945,300	\$11,866,124	\$11,766,203	\$11,650,697	\$11,530,923	\$11,376,502	\$11,252,188	\$11,080,604	\$10,913,706	\$10,743,466	\$10,600,896
Total Base Compensation Cost	\$356,446,555	\$355,143,125	\$357,524,181	\$360,158,844	\$362,400,302	\$364,587,099	\$365,739,960	\$367,027,221	\$367,702,691	\$367,638,313	\$368,406,595	\$369,209,914
Proposed Salary Cost	\$274,611,719	\$293,800,511	\$301,274,994	\$316,075,928	\$318,593,053	\$321,060,330	\$320,210,671	\$322,521,084	\$324,483,222	\$327,692,756	\$330,956,008	331,831,265
Fringe Benefits Excluding Retirement	\$69,559,692	\$72,792,518	\$73,904,855	\$75,855,456	\$76,410,304	\$76,953,727	\$77,014,436	\$77,435,053	\$77,750,784	\$78,115,924	\$78,585,564	\$78,793,394
Retirement (Local Share Only)	\$12,275,144	\$12,868,462	\$13,015,080	\$13,433,227	\$13,317,190	\$13,195,580	\$12,936,511	\$12,836,339	\$12,687,294	\$12,616,171	\$12,510,137	\$12,344,123
Total Base Compensation Cost	\$356,446,555	\$379,461,492	\$388,194,929	\$405,364,611	\$408,320,547	\$411,209,636	\$410,161,619	\$412,792,476	\$414,921,301	\$418,424,851	\$422,051,709	\$422,968,783
Change in Total Compensation Cost	\$0	\$24,318,367	\$30,670,748	\$45,205,767	\$45,920,244	\$46,622,537	\$44,421,658	\$45,765,255	\$47,218,610	\$50,786,539	\$53,645,114	\$53,758,869

Additional Prekindergarten Teachers:

Increase in Salary Cost for Enrollment Growth	\$0	\$7,258,393	\$11,252,155	\$15,312,703	\$16,904,001	\$71,231,831	\$80,376,478	\$89,146,537	\$104,104,120	\$115,404,213	\$127,343,316	\$149,612,996
Increase in Salary Cost for Collaboration Time	\$0	\$0	\$286,202	\$591,539	\$845,200	\$6,232,785	\$10,047,060	\$14,486,312	\$19,519,522	\$25,965,948	\$31,835,829	\$37,403,249
Total Increase in Salary Costs	\$0	\$7,258,393	\$11,538,357	\$15,904,242	\$17,749,201	\$77,464,617	\$90,423,538	\$103,632,850	\$123,623,642	\$141,370,161	\$159,179,145	\$187,016,246
Fringe Benefits Excluding Retirement	\$0	\$2,299,929	\$3,524,942	\$4,692,706	\$4,859,339	\$21,162,232	\$24,306,922	\$27,594,440	\$31,549,230	\$35,558,060	\$39,457,503	\$46,712,844
Retirement (Local Share Only)	\$0	\$317,918	\$498,457	\$675,930	\$741,917	\$3,183,796	\$3,653,111	\$4,124,587	\$4,833,684	\$5,442,751	\$6,016,972	\$6,957,004
Increase in Total Prek. Compensation Cost	\$0	\$9,876,240	\$15,561,755	\$21,272,878	\$23,350,456	\$101,810,645	\$118,383,571	\$135,351,877	\$160,006,557	\$182,370,972	\$204,653,619	\$240,686,094

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	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	\$5,400,000
Fringe Benefits Excluding Retirement	\$0	\$0	\$200,571	\$280,800	\$351,000	\$468,000	\$702,000	\$1,404,000	\$1,404,000	\$1,404,000	\$1,404,000	\$1,404,000
Retirement (Local Share Only)	\$0	\$0	\$33,326	\$45,900	\$56,430	\$73,980	\$109,080	\$214,920	\$211,140	\$207,900	\$204,120	\$200,880
Total Increased Compensation Cost	\$0	\$0	\$1,005,326	\$1,406,700	\$1,757,430	\$2,341,980	\$3,511,080	\$7,018,920	\$7,015,140	\$7,011,900	\$7,008,120	\$7,004,880

Preliminary Total Proposed Cost Increase	\$0	\$167,897,671	\$392,736,207	\$721,966,851	\$999,227,401	\$1,332,232,412	\$1,578,511,659	\$1,806,066,292	\$2,066,602,633	\$2,331,182,628	\$2,560,902,077	\$2,808,547,621
---	------------	----------------------	----------------------	----------------------	----------------------	------------------------	------------------------	------------------------	------------------------	------------------------	------------------------	------------------------