

**WEBSTER GROVES SCHOOL DISTRICT
BOARD OF EDUCATION ITEM OF CONSIDERATION**

DATE: March 7, 2016

TOPIC/PROPOSAL: 2016-2017 Teacher Salary Schedule

BACKGROUND INFORMATION: The Certified Staff Salary Committee recommends the board approve the attached proposed salary schedule. This schedule provides a one percent increase for Steps 1 – 14 for each schedule. L1 and L2 increase based upon the 1% increase on Step 14. Teachers on steps 1 – 13 would be allowed to move up one step. Channel changes would be honored.

In addition, all certified employees would continue to pay a percentage of their health insurance premiums for the HRA plans. Each employee is estimated to pay \$61.00 per month for the \$2,000 HRA corridor. This cost will increase to \$124 per month for the \$1,000 HRA corridor. In addition, employees selecting spouse, children or family insurance coverage will continue to cover 100% of the premiums. For spouse only coverage for the \$2,000 HRA corridor cost is estimated to be \$605 a month. For children only coverage the \$2,000 HRA corridor cost is estimated to be \$523 a month. For full family coverage the \$2,000 HRA corridor is estimated to be \$1,051 a month.

The Certified Staff Salary Committee also recommends the board approve reinstating \$60,000 for tuition reimbursement for the 2016-2017 budget. All certified staff are required by law to obtain a Master's degree within 5 years of employment as a certified teacher. Tuition reimbursement will assist with the tuition costs required.

INSTRUCTIONAL IMPACT/RATIONALE:
N/A

CSIP/DISTRICT GOAL ADDRESSED:
N/A

FISCAL NOTE

Due to unknown channel changes, retirements and resignations, the actual cost is unknown at this time but is expected to be an increase of approximately 2% to the district's certified salary lines within the budget. The cost will fluctuate depending on the number of retirees at the end of this school year.

ADMINISTRATIVE RECOMMENDATION:

- Action Requested: **X**
- Information: _____
- Proposed Motion for Approval (if applicable):

I move that the Board of Education approve the proposed 2016-2017 teacher salary schedule as presented.

PREPARED BY: Dr. Diane Moore

Motion: _____ **Second:** _____

Board Vote: ___(yes) ___(no) ___(abstain) ___(Consent Agenda)
2/25/2016

**K-12 Teacher Salary Schedule
SY 2016-2017**

| STEP | B. A. | STEP | M. A. | STEP | M.A.+30 | STEP | M.A.+50 | STEP | PH.D./Ed.D. |
|------|--------|------|--------|------|---------|------|---------|------|-------------|
| 1 | 40,719 | 1 | 44,195 | 1 | 48,313 | 1 | 48,666 | 1 | 51,321 |
| 2 | 41,398 | 2 | 45,079 | 2 | 48,724 | 2 | 49,367 | 2 | 53,198 |
| 3 | 42,402 | 3 | 46,614 | 3 | 50,098 | 3 | 50,967 | 3 | 55,073 |
| 4 | 43,366 | 4 | 48,348 | 4 | 52,994 | 4 | 53,342 | 4 | 56,951 |
| 5 | 44,690 | 5 | 50,097 | 5 | 54,241 | 5 | 54,697 | 5 | 58,826 |
| 6 | 46,046 | 6 | 52,029 | 6 | 55,990 | 6 | 56,498 | 6 | 60,703 |
| 7 | 48,052 | 7 | 53,969 | 7 | 57,843 | 7 | 58,356 | 7 | 62,609 |
| 8 | 49,977 | 8 | 55,988 | 8 | 59,519 | 8 | 60,268 | 8 | 64,515 |
| 9 | 51,627 | 9 | 58,084 | 9 | 61,417 | 9 | 62,242 | 9 | 66,307 |
| 10 | 53,435 | 10 | 59,896 | 10 | 63,832 | 10 | 64,274 | 10 | 68,549 |
| 11 | 55,339 | 11 | 61,694 | 11 | 65,897 | 11 | 66,487 | 11 | 71,021 |
| 12 | 56,561 | 12 | 63,545 | 12 | 67,991 | 12 | 71,930 | 12 | 74,501 |
| 13 | 57,463 | 13 | 66,386 | 13 | 70,204 | 13 | 77,056 | 13 | 79,192 |
| 14 | 59,691 | 14 | 73,070 | 14 | 79,309 | 14 | 82,585 | 14 | 85,062 |
| | | L1 | 78,070 | L1 | 84,309 | L1 | 87,585 | L1 | 90,062 |
| | | L2 | 83,070 | L2 | 89,309 | L2 | 92,585 | L2 | 95,062 |

L1 = 5-9 years @ Step 14
L2 = 10 years @ Step 14

The Webster Groves School District community is committed to academic and personal success for every student.