



## **AGENDA**

### **REGULAR MEETING OF THE CAPE CORAL CHARTER SCHOOL GOVERNING BOARD**

**Tuesday, September 8, 2020**

**City Council Chambers**

**5:30 PM**

**1. CALL TO ORDER**

A. Vice-Chair Susan Mitchell

**2. MOMENT OF SILENCE:**

A. Vice-Chair Susan Mitchell

**3. PLEDGE OF ALLEGIANCE:**

A. Vice-Chair Susan Mitchell

**4. ROLL CALL:**

- A. Chairman Michael Campbell, Vice-Chair Susan Mitchell, John Gunter Dist 1., Vanessa Metzger, Dr Guido Minaya, Tami Traiger, Suzanne Treichler. Parent Representatives : Kristifer Jackson, OEN, OES and Jennifer Hoagland, OHS SAC
- B. Request for Approval of Charter School Authority Governing Board Members who wish to virtually attend this meeting be allowed to continue to participate, discuss, and vote on items appearing on today's Agenda dated September 8, 2020

**5. APPROVAL OF MINUTES:**

- A. Approval of Minutes of the Regular Governing Board Meeting on Tuesday, August 11, 2020

**6. APPROVAL OF AGENDA REGULAR MEETING:**

- A. Approval of the Agenda for the Regular Governing Board Meeting, September 8, 2020

**7. PUBLIC COMMENT:**

- A. Public Comment is limited to three(3) minutes per individual; 45 minutes total comment time. Members of the public can also submit

comments on agenda items using "e-comment" forms found on the City of Cape Coral's City Clerk's Office web page under "Agendas and Videos" at [www.capecoral.net](http://www.capecoral.net). All e-comments should be received no later than 12:00p.m. the day of the meeting.

**8. CONSENT AGENDA:**

- A. Approval of the City of Cape Coral Charter School Authority Governing Board Regular Meetings January 2021- June 2021 - Superintendent Collins

**9. SUPERINTENDENT REPORT:**

- A. Superintendent Jacquelin Collins

**10. CHAIRMAN REPORT:**

- A. Vice-Chair Susan Mitchell

**11. FOUNDATION REPORT:**

- A. Gary Cerny, Foundation President or Jennifer Hoagland, Treasurer

**12. STAFF COMMENT:**

- A. Discussion of the City of Cape Coral Oasis Charter Schools Elementary Teacher Standard Contract Including Work Hours - Lesia Orcutt, Human Resources Manager

**13. UNFINISHED BUSINESS:**

- A. No Activity

**14. NEW BUSINESS:**

- A. Request for Approval of the City of Cape Coral Oasis Charter Schools FY 2019-20 Budget Amendment No. 2 - MaryAnne Moniz, Business Manager
- B. Request for Approval of the Governor's Florida Teachers Salary Allocation 2020 for New and Veteran Florida Teachers - Superintendent Collins with Leisa Orcutt, Human Resources Manager and MaryAnne Moniz, Business Manager
- C. Request for Approval of the City of Cape Coral Charter School Authority Strategic Planning Workshop 2021-2024 Meeting Date/Time/Place - Superintendent Collins

**15. FINAL BOARD COMMENT AND DISCUSSION:**

**16. TIME AND DATE OF NEXT MEETING**

- A. The Next Regular Governing Board Meeting will be held on Tuesday, October 13, 2020 at 5:30p.m. in Cape Coral City Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990

**17. ADJOURNMENT:**

Members of the audience who address the Board/Commission/Committee shall step up to the speaker's lectern and give his/her full name, address and whom he/she represents. Proper decorum shall be maintained at all time. Any audience member who is boisterous or disruptive in any manner to the conduct of this meeting shall be asked to leave or be escorted from the meeting room.

In accordance with the Americans with Disabilities Act and SS 286.26, Florida Statutes, persons needing a special accommodation to participate in this proceeding should contact the Human Resources Department whose Office is located at Cape Coral City Hall, telephone 1-239-574-0530 for assistance; if hearing impaired, telephone the Florida Relay Service Numbers, 1-800-955-8771 (TDD) or 1-800-955-8700 (v) for assistance. In accordance with Florida Statute 286.0105: any person who desires to appeal any decision at this meeting will need a record of the proceedings and for this purpose may need to ensure that a verbatim record of the proceedings is made which includes the testimony and evidence upon which the appeal is based.

<b>Item Number:</b>	<b>1.A.</b>
<b>Meeting Date:</b>	<b>9/8/2020</b>
<b>Item Type:</b>	<b>CALL TO ORDER</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Vice-Chair Susan Mitchell

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**



**Item Number: 2.A.**

**Meeting Date: 9/8/2020**

**Item Type: MOMENT OF SILENCE:**

## **AGENDA REQUEST FORM**

City Of Cape Coral Charter School Authority

**TITLE:**

Vice-Chair Susan Mitchell

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**Item Number: 3.A.**

**Meeting**  
**Date:** 9/8/2020

**Item Type:** PLEDGE OF  
ALLEGIANCE:

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

Vice-Chair Susan Mitchell

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b>	<b>4.A.</b>
<b>Meeting Date:</b>	<b>9/8/2020</b>
<b>Item Type:</b>	<b>ROLL CALL:</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Chairman Michael Campbell, Vice-Chair Susan Mitchell, John Gunter Dist 1., Vanessa Metzger, Dr Guido Minaya, Tami Traiger, Suzanne Treichler. Parent Representatives : Kristifer Jackson, OEN, OES and Jennifer Hoagland, OHS SAC

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b>	<b>4.B.</b>
<b>Meeting Date:</b>	<b>9/8/2020</b>
<b>Item Type:</b>	<b>ROLL CALL:</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Request for Approval of Charter School Authority Governing Board Members who wish to virtually attend this meeting be allowed to continue to participate, discuss, and vote on items appearing on today's Agenda dated September 8, 2020

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**Item Number: 5.A.**

**Meeting**

**9/8/2020**

**Date:**

**Item Type: APPROVAL OF MINUTES:**

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

Approval of Minutes of the Regular Governing Board Meeting on Tuesday, August 11, 2020

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**ATTACHMENTS:**

**Description**

▣ GB MINUTES AUG 111 2020

**Type**

Backup Material



# **GOVERNING BOARD MINUTES**

## **City of Cape Coral Charter School Authority**

### **Governing Board Regular Meeting**

**City Council Chambers**  
**Tuesday, August 11, 2020 at 5:30p.m.**

#### **1. Call to Order**

A meeting of the City of Cape Coral Charter School Authority Governing Board of Lee County, Florida, met on Tuesday, August 11, 2020 at City Council Chambers, Cape Coral FL 33990. Vice-Chairman Susan Mitchell called the meeting to order at 5:34p.m.

#### **2. Moment of Silence**

Vice-Chair Mitchell

#### **3. Pledge of Allegiance to the Flag of the United States of America**

Vice-Chair Mitchell

#### **4. Board Member Roll Call**

4A. Present *en chamber*: Susan Mitchell, John Gunter, Dist 1, Tami Traiger.  
Parent Representatives: Hoagland, Jackson

*Virtual Attendance*: Vanessa Metzger (arrival 5:58p.m.), Dr Guido Minaya

4B. Motion made by Member Gunter, Second by Member Mitchell to approve Charter School Authority Governing Board Members who wish to virtually attend this meeting be allowed to continue to participate, discuss and vote on items appearing on today's agenda dated August 11, 2020. *Unanimous*

Also Present:

Dr Christina Britton, Principal, Oasis High

Melanie Klages, RN Oasis Charter Schools (V)

Tim Loughren, Assistant Principal, Oasis High (V)

Donnie Hopper, Principal, Oasis Middle

Brianne Romano, Assistant Principal, Oasis Middle (V)

Kevin Brown, Principal, Oasis Elementary North

Kelly Weeks, Assistant Principal, Oasis Elementary North

MaryBeth Grecsek, Interim Principal, Oasis Elementary South

Carrie Abes, Interim Assistant Principal, Oasis Elementary South (V)

Danielle Jensen, Director of Procurement and Food Services (V)

Leisa Orcutt, Director Human Resources (V)

Jamie Cooper, Transportation Supervisor of Business Operations (V)

Catherine Watters, Athletic Director, Oasis High

Jeff Love, Head Football Coach, Oasis High

Oasis High Football Team Athletic Coaches (V)

Heath Sterk, Educator, Oasis Middle School

Oasis Charter Schools Teachers and Staff

Cape Coral Residents

Dolores Menendez, City Attorney

Mark Moriarty, Assistant City Attorney, City of Cape Coral

Officer Steve Kondas, CCPD Detail

Officer Joe Zalenski, CCPD Detail

## **5. Approval of Previous Minutes**

Motion made by Member Traiger, Second by Member Gunter to approve the Minutes of the Regular Governing Board meeting on July 14, 2020. *Unanimous*

## 6. Approval of Regular Meeting Agenda

Motion made by Member Traiger, Second by Member Gunter to approve the Agenda for the Regular Governing Board Meeting on August 11, 2020. as follows: *Unanimous.*

## 7. Public Comment

Member Traiger asked it was necessary to read “anonymous” e-comments since the intention of Public Comments is to have citizens present and speak directly to the Governing Board.

Attorney Menendez responded not reading e-comments in the chamber, even if they are anonymous, is an option the Governing Board can exercise, however it is in the best interest of the general public to have all citizen input comments read and acknowledged in chamber especially since e-commenting is now made available to residents.

### E-comments: “EXHIBIT A”

Anon - “Staff Equity Concerns” - work hours/equal pay for OES teachers

Anon - “OES No Pay” - Teacher pay/hours

Anon - “OES Staff ” - Teacher pay/hours

Anon - “OES Solution Staff” - unequal work hours

Active discussion regarding teacher pay equity and teacher hours worked specifically at OES.

Councilmember Gunter requested a response from the charter schools and the City Attorney regarding addressing the issues brought forward by the e-comments.



EX.A

1/4

(7)

Kathleen Paul-Evans

---

**From:** Cape Coral Public Comment <public.comment@capecoral.net>  
**Sent:** Tuesday, August 11, 2020 6:49 AM  
**To:** Kimberly Bruns; Maureen Buice  
**Subject:** FW: [EXTERNAL] - ecomment

---

**From:** noreply@revize.com  
**Sent:** Tuesday, August 11, 2020 10:48:57 AM (UTC+00:00) Monrovia, Reykjavik  
**To:** Cape Coral Public Comment  
**Subject:** [EXTERNAL] - ecomment

Caution – This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.

---

meeting Type = Charter School Governing Board

Name = staff equity concerns OES

Email =

Date = 2020-08-11

Item = budget & policy

Comments = Please address equal work for equal pay concerns @ OES as staff has repeatedly expressed concerns to admin, Mrs, Collins and our staff TAC liason Jennifer Vallozzi - regarding the unequal discrimination of our female staff as unlike other Charter School teachers/employees we are singled out and required to work an addt'l 10 hours/week or 100 hours/year for the same pay as those who do not.

Client IP = 76.101.96.52

623

EX. A 44

(7)

Kathleen Paul-Evans

**From:** Cape Coral Public Comment <public.comment@capecoral.net>  
**Sent:** Tuesday, August 11, 2020 6:56 AM  
**To:** Kimberly Bruns; Maureen Buice  
**Subject:** FW: [EXTERNAL] - ecomment

---

**From:** noreply@revize.com  
**Sent:** Tuesday, August 11, 2020 10:56:23 AM (UTC+00:00) Monrovia, Reykjavik  
**To:** Cape Coral Public Comment  
**Subject:** [EXTERNAL] - ecomment

Caution -- This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.

---

meeting Type = City Council

Name = OES no pay

Email =

Date = 2020-08-11

Item = budget/teacher pay

Comments = We've been harassed, ignored and forced to work 8/hrs a day instead of 7.5 that the other employees work for the same position. Please review your policy with HR & city attorney to address this inequality that has continued over 2 +yrs! Correct this going forward & compensate for ignoring our continued requests & suggestions to resolve this.

Paying "chosen" staff for lunch and excluding others.

Client IP = 76.101.96.52

624

**Kathleen Paul-Evans**

**From:** Cape Coral Public Comment <public.comment@capecoral.net>  
**Sent:** Tuesday, August 11, 2020 7:07 AM  
**To:** Kimberly Bruns; Maureen Buice  
**Subject:** FW: [EXTERNAL] - ecomment

---

**From:** noreply@revize.com  
**Sent:** Tuesday, August 11, 2020 11:06:46 AM (UTC+00:00) Monrovia, Reykjavik  
**To:** Cape Coral Public Comment  
**Subject:** [EXTERNAL] - ecomment

Caution – This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.

---

meeting Type = Charter School Governing Board

Name = OES staff

Email =

Date = 2020-08-11

Item = budget/teacher pay

Comments = OES staff have been forced to work 8/hrs a day instead of 7.5 that the other employees work for the same position. Please review your policy with HR & city attorney to address this inequality that has continued over 2 +yrs!

Correct this going forward & compensate for ignoring our continued requests & suggestions to resolve this. Paying "chosen" staff for lunch and excluding others

Client IP = 76.101.96.52

**Kathleen Paul-Evans**

**From:** Cape Coral Public Comment <public.comment@capecoral.net>  
**Sent:** Tuesday, August 11, 2020 7:13 AM  
**To:** Kimberly Bruns; Maureen Buice  
**Subject:** FW: [EXTERNAL] - ecomment

---

**From:** noreply@revize.com  
**Sent:** Tuesday, August 11, 2020 11:13:12 AM (UTC+00:00) Monrovia, Reykjavik  
**To:** Cape Coral Public Comment  
**Subject:** [EXTERNAL] - ecomment

Caution -- This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.

---

meeting Type = Charter School Governing Board

Name = OES solution staff

Email =

Date = 2020-08-11

Item = budget/teacher pay

Comments = Suggested resolutions to "busing issue, so somebody must work the extra hrs."

To address OES unequal work hours suggestions include giving addtl hours in leave banks, comp time, or simply allowing those who don't have duty to leave once their student's have left, pay with "ad pay" or give addtl 10 hrs/mth leave ignoring this is not an option. You set policy so what is the policy for equal pay?

Client IP = 76.101.96.52

626



## **8. Consent Agenda**

Motion made by Member Gunter, Second by Member Traiger to approve the following items 8A-8C by Consent. *Unanimous; Motion Passed*

A. **APPROVED** Request for Approval and Adoption of the Amended City of Cape Coral Oasis Charter Schools Instructional Calendar School Year 2020-21 - Superintendent Collins

B. **APPROVED** Request for Approval to Adopt "The School District of Lee County Threat Assessment Policy" - Superintendent Collins

C. **APPROVED** Request for Approval of Oasis Charter Schools Personnel Movements the Period of December 2019 - June 30, 2020 - Leisa Orcutt, Director Human Resources.

## **9. Superintendent Report**

Dr Christina Britton for Superintendent Jacquelin Collins - System Update

## **10. Chairman Report**

Vice-Chair mentioned there will be a new CSA Governing Board Member representing the Education Community - Suzanne Treichler will formally join the other board members during the next meeting on September 8<sup>th</sup>.

## **11. Foundation Report**

Jenn Hoagland for Gary Cerny

Lighthouse Awards Ceremony August 28<sup>th</sup> was canceled due to COVID-19 health concerns; next spring an enhanced ceremony will hopefully take place that will celebrate winners from years 2020 and 2021.

Grant writing continues; the Foundation is looking into several STEM-related grants

## **12. Staff Comment**

MaryBeth Grecsek, Principal, Oasis Elementary South

Catherine Watters, Athletic Director, Oasis High School

Jeff Love, Head Football Coach, Oasis High

### 13. Unfinished Business

No Activity

### 14. New Business

**APPROVED.** Request for Approval and Adoption of the City of Cape Coral Oasis Charter Schools FY 2021-FY2023 Operating Budget - MaryAnne Moniz, Business Manager. *Motion made by Member Minaya, Second by Member Gunter. Unanimous*

### 15. Final Board Comment and Discussion

**Traiger** Thanked the School Safety & Health Task Force for an incredible job of making sure our response to COVID19 is appropriate and manageable. She understands and appreciates the concern from teachers about pay increases and advises them to establish some type of "Teacher Compensation Team," where teachers can be compensated or credited for Professional Development, etc and have a clearing house for information about professional development. She wishes all teachers, staff and Oasis administration a full and healthy new school year.

**Member Minaya** Agreed the development of the COVID19 pandemic task force response, and the OCS Reopening Plans are necessary and well done. He encourages the development of a "Teacher Compensation Committee" to help teachers achieve their financial needs and open a lines of communication between staff, HR and administration.

**Member Mitchell** Agreed the Oasis Reopening Plans are well thought out and will take consistency and clarity to be enforced but well worth the discipline. Good Luck this year!

**Member Gunter, District 1** Agreed the reopening plans are well done and it seems like all efforts have been coordinated to support a return to school. He is impressed with administration and teacher efforts to open schools safely.

**Member Metzger** Thanked the charter school administration team and principals for creating such a thorough reopening document and feels that students and their parents will eventually come around to staying within the guidelines without too much opposition. She is very impressed with the preparation for school reopening and wishes everyone a healthy and happy new school year.

**Parent Representative Hoagland** Commended the administration and principals for such a comprehensive reopening plan and wants the charter schools to reopen safely and where feasible for student and teacher health and safety. Very impressed with teachers and staff determination to have a good school year.

**Parent Representative Jackson** congratulated the Superintendent and administration for a well thought out continuity plan. He also wants the schools to reopen safely and with the best possible environment for students and teachers. Good Luck this year, everyone!

#### 16. Time and Date of Next Regular Meeting

The next Regular Governing Board Meeting will be held on Tuesday, September 8, 2020 at 5:30 p.m. in City Council Chambers.

#### 17. Adjournment

The Governing Board adjourned at 6:53p.m.

Respectfully Submitted,

Kathleen Paul-Evans

Charter School Authority Board Secretary

---

Secretary

---

Date of approval

Item Number:	6.A.
Meeting Date:	9/8/2020
Item Type:	APPROVAL OF AGENDA REGULAR MEETING:

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

Approval of the Agenda for the Regular Governing Board Meeting, September 8, 2020

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**



<b>Item Number: 7.A.</b>
<b>Meeting Date: 9/8/2020</b>
<b>Item Type: PUBLIC COMMENT:</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Public Comment is limited to three(3) minutes per individual; 45 minutes total comment time. Members of the public can also submit comments on agenda items using "e-comment" forms found on the City of Cape Coral's City Clerk's Office web page under "Agendas and Videos" at [www.capecoral.net](http://www.capecoral.net). All e-comments should be received no later than 12:00p.m. the day of the meeting.

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number: 8.A.</b>
<b>Meeting Date: 9/8/2020</b>
<b>Item Type: CONSENT AGENDA:</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Approval of the City of Cape Coral Charter School Authority Governing Board Regular Meetings  
January 2021- June 2021 - Superintendent Collins

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**ATTACHMENTS:**

<b>Description</b>	<b>Type</b>
▢ board meetings jan - june 2021	Backup Material



START **HERE.** GO **EVERYWHERE.**

September 8, 2020

City of Cape Coral Charter School Authority

## **Regular Governing Board Meetings 2021**

All Governing Board Meetings will be held at 5:30p.m. in City Council Chambers, 105 Cultural Park Blvd., Cape Coral, FL 33990

January 12, 2021

February 9, 2021


March 9, 2021

April 13, 2021


May 11, 2021


June 8, 2021

**FOUR  
SCHOOLS,  
ONE  
VISION**

239.424.6100 

239.541.1039 

TheOasisAdvantage.com 

3519 Oasis Blvd., Cape Coral, FL 33914 

<b>Item Number:</b>	<b>9.A.</b>
<b>Meeting Date:</b>	<b>9/8/2020</b>
<b>Item Type:</b>	<b>SUPERINTENDENT REPORT:</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

Superintendent Jacquelin Collins

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number: 10.A.</b> <b>Meeting Date: 9/8/2020</b> <b>Item Type: CHAIRMAN REPORT:</b>
--

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Vice-Chair Susan Mitchell

**SUMMARY:**

Introduction of new board member, Suzanne Treichler, Education Community

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**Item Number: 11.A.**

**Meeting Date: 9/8/2020**

**Item Type: FOUNDATION REPORT:**

## **AGENDA REQUEST FORM**

City Of Cape Coral Charter School Authority

**TITLE:**

Gary Cerny, Foundation President or Jennifer Hoagland, Treasurer

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b> 12.A. <b>Meeting Date:</b> 9/8/2020 <b>Item Type:</b> STAFF COMMENT:
--

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Discussion of the City of Cape Coral Oasis Charter Schools Elementary Teacher Standard Contract Including Work Hours - Lesia Orcutt, Human Resources Manager

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**ATTACHMENTS:**

<b>Description</b>	<b>Type</b>
▣ ELEM TEACH HOURS	Backup Material

Ex.A

1/4

7

Kathleen Paul-Evans

---

**From:** Cape Coral Public Comment <public.comment@capecoral.net>  
**Sent:** Tuesday, August 11, 2020 6:49 AM  
**To:** Kimberly Bruns; Maureen Buice  
**Subject:** FW: [EXTERNAL] - ecomment

---

**From:** noreply@revize.com  
**Sent:** Tuesday, August 11, 2020 10:48:57 AM (UTC+00:00) Monrovia, Reykjavik  
**To:** Cape Coral Public Comment  
**Subject:** [EXTERNAL] - ecomment

**Caution – This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.**

---

meeting Type = Charter School Governing Board

Name = staff equity concerns OES

Email =

Date = 2020-08-11

Item = budget & policy

Comments = Please address equal work for equal pay concerns @ OES as staff has repeatedly expressed concerns to admin, Mrs, Collins and our staff TAC liason Jennifer Vallozzi - regarding the unequal discrimination of our female staff as unlike other Charter School teachers/employees we are singled out and required to work an addt'l 10 hours/week or 100 hours/year for the same pay as those who do not.

Client IP = 76.101.96.52



EX. A 2/4

7

Kathleen Paul-Evans

---

**From:** Cape Coral Public Comment <public.comment@capecoral.net>  
**Sent:** Tuesday, August 11, 2020 6:56 AM  
**To:** Kimberly Bruns; Maureen Buice  
**Subject:** FW: [EXTERNAL] - ecomment

---

**From:** noreply@revize.com  
**Sent:** Tuesday, August 11, 2020 10:56:23 AM (UTC+00:00) Monrovia, Reykjavik  
**To:** Cape Coral Public Comment  
**Subject:** [EXTERNAL] - ecomment

**Caution – This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.**

---

meeting Type = City Council

Name = OES no pay

Email =

Date = 2020-08-11

Item = budget/teacher pay

Comments = We've been harassed, ignored and forced to work 8/hrs a day instead of 7.5 that the other employees work for the same position. Please review your policy with HR & city attorney to address this inequality that has continued over 2 +yrs! Correct this going forward & compensate for ignoring our continued requests & suggestions to resolve this. Paying "chosen" staff for lunch and excluding others.

Client IP = 76.101.96.52

**Kathleen Paul-Evans**

EX A

3/4

7

**From:** Cape Coral Public Comment <public.comment@capecoral.net>  
**Sent:** Tuesday, August 11, 2020 7:07 AM  
**To:** Kimberly Bruns; Maureen Buice  
**Subject:** FW: [EXTERNAL] - ecomment

---

**From:** noreply@revize.com  
**Sent:** Tuesday, August 11, 2020 11:06:46 AM (UTC+00:00) Monrovia, Reykjavik  
**To:** Cape Coral Public Comment  
**Subject:** [EXTERNAL] - ecomment

**Caution – This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.**

---

meeting Type = Charter School Governing Board

Name = OES staff

Email =

Date = 2020-08-11

Item = budget/teacher pay

Comments = OES staff have been forced to work 8/hrs a day instead of 7.5 that the other employees work for the same position. Please review your policy with HR & city attorney to address this inequality that has continued over 2 +yrs!

Correct this going forward & compensate for ignoring our continued requests & suggestions to resolve this. Paying "chosen" staff for lunch and excluding others

Client IP = 76.101.96.52

Ex. A 4/3

7

**Kathleen Paul-Evans**

**From:** Cape Coral Public Comment <public.comment@capecoral.net>  
**Sent:** Tuesday, August 11, 2020 7:13 AM  
**To:** Kimberly Bruns; Maureen Buice  
**Subject:** FW: [EXTERNAL] - ecomment

---

**From:** noreply@revize.com  
**Sent:** Tuesday, August 11, 2020 11:13:12 AM (UTC+00:00) Monrovia, Reykjavik  
**To:** Cape Coral Public Comment  
**Subject:** [EXTERNAL] - ecomment

**Caution – This email originated from outside of our organization. Please do not open any attachments or click on any links from unknown sources or unexpected email.**

---

meeting Type = Charter School Governing Board

Name = OES solution staff

Email =

Date = 2020-08-11

Item = budget/teacher pay

Comments = Suggested resolutions to "busing issue, so somebody must work the extra hrs."

To address OES unequal work hours suggestions include giving addtl hours in leave banks, comp time, or simply allowing those who don't have duty to leave once their student's have left, pay with "ad pay" or give addtl 10 hrs/mth leave ignoring this is not an option. You set policy so what is the policy for equal pay?

Client IP = 76.101.96.52



---

## CITY ATTORNEY'S OFFICE MEMORANDUM

---

**TO:** City Council Member John Gunter  
**FROM:** Dolores D. Menendez, City Attorney  
**DATE:** August 21, 2020  
**SUBJECT:** Oasis Charter Schools – Standard Teacher Contract and Pay Calendar

Pursuant to your email request dated August 13 to review the charter school's teacher contract, below please find my response.

Oasis Elementary South provides 7 hours of instruction per day. The school opens at 8 am. Classes start at 8:30 am. Students are dismissed at 3:30 pm and are generally off campus by 4pm.

Oasis Elementary North provides 7 hours of instruction per day. The school opens at 7:45 am. Classes start at 8:15 am. Students are dismissed at 3:15 and are generally off campus by 4pm.

Oasis Middle School provides 6 hours 40 minutes of instruction per day. The school opens at 7 am. Classes start at 7:40 am. Students are dismissed at 2:20 pm and are generally off campus by 3pm.

Oasis High School provides 6 hours 35 minutes of instruction per day. Classes start at 7 am. Students are dismissed at 1:35 pm and are generally off campus by 2:30 pm.

The elementary schools' hours are purposefully longer because the schools generally do not assign homework. The longer school day was in exchange for no or reduced homework.

According to Section 4 of the Teacher Contract, teachers are paid a daily rate. They are not paid an hourly rate. Their daily rate is calculated by dividing their annual salary by the number of contract days. The number of contract days in a school year is determined or set by the Florida Department of Education and the Lee County School Board.

Regarding a teacher's duties, Section 1 of the Teacher Contract provides the following:

*[T]he Superintendent or her designee shall have the power to determine the duties and matters to be assigned to TEACHER.*



Section 2 of the Teacher Contract provides:

*Duties shall include but are not limited to the duties as specified in Exhibit A attached hereto and incorporated herein. Duties may be changed at any time during the term of this AGREEMENT by the Superintendent or her designee and such modified duties will be carried out by TEACHER during the remainder of this AGREEMENT.*

Exhibit "A" of the Teacher Contract identifies the following duties:

*Assists the administration in implementing all policies and/or rules governing student life and conduct and, for the classroom, develops reasonable rules of classroom behavior and procedures and maintains order in the classroom in a fair and just manner.*

Exhibit "A" further provides in the Additional Job Functions paragraph:

*Performs related work as required.*

Regarding a teacher's duties and hours, City of Cape Coral Charter School Authority Policy # 3130 provides as follows:

*The Superintendent shall make known through administrative channels the duties, days, and hours of the various classes of instructional personnel.*

- A. Instructional staff members shall perform the duties required by Florida statutes and Board policy, as well as other reasonable duties as may be assigned by their immediate supervisor. Failure to perform such duties in an acceptable manner shall constitute a violation of the instructional staff member's contract.*
- B. Instructional staff members are responsible for student control and supervision at any location on campus or during school-sponsored activities.*

Furthermore, City of Cape Coral Charter School Authority Policy # 8220 provides as follows:

*The Superintendent shall annually establish the hours of the school day. The Superintendent may authorize exceptions from the regular school day.*

The 7.5 hours outlined in Section 6 'LEAVE' of the Teacher Contract are the number of leave hours a teacher receives for each month worked. The number is the mathematical formula or equivalent of one workday for purposes of computing leave amounts only. The number is limited for the purposes of Section 6. The number has no other correlation to a contract day.

To address the concerns raised by the anonymous complaints, Oasis Charter School administration met with teacher representatives. Oasis Charter Schools Superintendent Jacqueline Collins is analyzing the feasibility of implementing a teacher rotation system. There are two issues: (1) the control and supervision requirements at the elementary schools are greater than the control and supervision

requirements at the middle and high schools; (2) the added safety precautions resulting from COVID 19 may make a teacher rotation infeasible at the present time.

If you have any other questions, please do not hesitate to contact me.

cc: Charter School Authority Governing Board  
Jacqueline Collins, Oasis Charter School Superintendent  
Kathleen Paul-Evans, Executive Assistant to the Superintendent

## 29 CFR § 785.19 - Meal.

CFR

---

### § 785.19 Meal.

**(a) *Bona fide meal periods.*** Bona fide meal periods are not worktime. Bona fide meal periods do not include coffee breaks or time for snacks. These are rest periods. The employee must be completely relieved from duty for the purposes of eating regular meals. Ordinarily 30 minutes or more is long enough for a bona fide meal period. A shorter period may be long enough under special conditions. The employee is not relieved if he is required to perform any duties, whether active or inactive, while eating. For example, an office employee who is required to eat at his desk or a factory worker who is required to be at his machine is working while eating. (*Culkin v. Glenn L. Martin, Nebraska Co.*, 97 F. Supp. 661 (D. Neb. 1951), aff'd 197 F. 2d 981 (C.A. 8, 1952), cert. denied 344 U.S. 888 (1952); *Thompson v. Stock & Sons, Inc.*, 93 F. Supp. 213 (E.D. Mich 1950), aff'd 194 F. 2d 493 (C.A. 6, 1952); *Biggs v. Joshua Hendy Corp.*, 183 F. 2d 515 (C. A. 9, 1950), 187 F. 2d 447 (C.A. 9, 1951); *Walling v. Dunbar Transfer & Storage Co.*, 3 W.H. Cases 284; 7 Labor Cases para. 61,565 (W.D. Tenn. 1943); *Lofton v. Seneca Coal and Coke Co.*, 2 W.H. Cases 669; 6 Labor Cases para. 61,271 (N.D. Okla. 1942); aff'd 136 F. 2d 359 (C.A. 10, 1943); cert. denied 320 U.S. 772 (1943); *Mitchell v. Tampa Cigar Co.*, 36 Labor Cases para. 65, 198, 14 W.H. Cases 38 (S.D. Fla. 1959); *Douglass v. Hurwitz Co.*, 145 F. Supp. 29, 13 W.H. Cases (E.D. Pa. 1956))

**(b) *Where no permission to leave premises.*** It is not necessary that an employee be permitted to leave the premises if he is otherwise completely freed from duties during the meal period.

## CFR Toolbox

[Law about... Articles from Wex](#)

[Table of Popular Names](#)

[Parallel Table of Authorities](#)

[How current is this?](#)

---

**ACCESSIBILITY**

**ABOUT LII**

**CONTACT US**

**ADVERTISE HERE**



**TEACHER EMPLOYMENT AGREEMENT**  
(With Benefits)

THIS AGREEMENT made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2020, by and between THE CAPE CORAL CHARTER SCHOOL AUTHORITY, (hereinafter referred to as "AUTHORITY"), and \_\_\_\_\_, (hereinafter referred to as "TEACHER").

In consideration of the mutual covenants and promises herein contained, the parties agree as follows:

1. **EMPLOYMENT.** AUTHORITY agrees to employ TEACHER in the position of Teacher. Said position is under the supervision and control of the Principal, but ultimate authority and control of TEACHER shall reside with the Superintendent or her designee. The Superintendent or her designee shall have the power to determine the duties and matters to be assigned to TEACHER. Such duties shall include, but are not limited to, those named in Section 2 of this AGREEMENT. AUTHORITY and TEACHER acknowledge and agree that TEACHER is an employee of AUTHORITY and is not an employee of the City of Cape Coral.
2. **DUTIES.** Duties shall include, but are not limited to, the duties as specified in Exhibit A attached hereto and incorporated herein. Duties may be changed at any time during the term of this AGREEMENT by the Superintendent or her designee and such modified duties will be carried out by TEACHER during the remainder of this AGREEMENT. The Superintendent reserves the right to transfer TEACHER from TEACHER's current school to a different Cape Coral charter school based on the needs of AUTHORITY. The Superintendent will send TEACHER written notification of any such transfer a minimum of five (5) days before such transfer. Refusal by TEACHER to accept any transfer will be deemed a voluntary resignation of the position of teacher.
3. **TERM.** The term of this AGREEMENT shall commence on August 3, 2020, and all leave accrual shall commence on that date regardless of when this AGREEMENT was entered into, and terminate June 30, 2020. TEACHER shall work **190 work days** during the term of this AGREEMENT. AUTHORITY shall adopt a school year calendar indicating holidays and all days and hours TEACHER is required to work. Upon adoption by AUTHORITY, the school year calendar is incorporated herein and made a part of this AGREEMENT. The number of work days, hours and holidays may be modified by the State of Florida or AUTHORITY for good cause including, but not limited to, emergencies and operational necessity. Such calendar modifications shall be considered to be incorporated into this AGREEMENT. Nothing stated herein shall preclude granting a contract or renewal for a lesser period of time. This AGREEMENT may be renewed for successive terms upon the mutual agreement of the parties.
4. **COMPENSATION.** In consideration of the services rendered under this AGREEMENT, TEACHER shall receive a daily rate of \$\_\_\_\_\_ per workday ("Contract Day"). TEACHER will be paid only for days actually worked and for days covered by accumulated leave. If TEACHER's combined days worked and days of paid leave equals **190**, TEACHER shall receive an annual salary of \$\_\_\_\_\_. This annual salary shall be paid out in twenty-six (26) bi-weekly installments (260 daily installments) in arrears which will commence after TEACHER reports for duty. Any deduction from the annual salary for a leave day without pay shall be equal to the daily rate of a Contract Day. The daily installment payments paid out for the remainder of the contract period shall then be re-calculated to



determine a new payment installment rate to ensure that the total amount of annual salary paid out does not exceed the contract amount less any leave days without pay. TEACHER may receive some daily installment payments after the expiration of this AGREEMENT. Although those daily installment payments may be received after the expiration of this AGREEMENT, they will be paid at the rate specified in this AGREEMENT subject to any recalculations that may have been required due to leave without pay deductions. TEACHER's annual salary may be supplemented for additional services rendered pursuant to a schedule adopted by the Charter School Governing Board. The parties agree that AUTHORITY shall deduct from TEACHER's compensation the "standard" deductions as required by law, including but not limited to, federal income tax and social security deductions.

5. **BENEFITS.** AUTHORITY agrees to provide benefits that include, but are not limited to, health, term life/accidental death and dismemberment (AD&D) and long-term disability (LTD), to TEACHER. AUTHORITY will also make the employer contributions to the Florida Retirement System. Benefits may be changed at any time during the term of this agreement by AUTHORITY. AUTHORITY will provide at least thirty (30) days' written notice preceding any change or modification of benefits. Changes may include, but are not limited to, a requirement that TEACHER pay the premium or a portion thereof of a benefit previously provided at no cost, the type of benefit plan offered, a change in group healthcare coverage and a change in the group health care provider. The terms, conditions, and provisions of the policy that is in effect at the time any claim is made will govern and control the procedures for filing any claim and any benefits due and owing under the policy. Any change, offering or modification of benefits will be deemed to have automatically amended this Agreement without the necessity of the parties having to take any action.

**Benefit Effective Dates.** Benefits begin the first of the month following thirty (30) days from your first day of active work as TEACHER. In absence of continued Employment Agreement with the AUTHORITY, and in accordance with the plan administration, benefits will end the last day of this AGREEMENT. EXAMPLE: June 30<sup>th</sup> is the end date of this AGREEMENT, therefore, last day benefits provided is June 30<sup>th</sup> (11:59p.m.)

6. **LEAVE.** TEACHER shall accumulate leave at the rate of one (1) work day for each month worked, except that TEACHER shall earn no more than ten (10) leave days during the term of this AGREEMENT regardless of the months worked. For the purposes of this Section, one (1) work day shall be seven point five (7.5) hours. Leave may be carried over to succeeding school years if TEACHER is continuously employed by AUTHORITY. Notwithstanding the foregoing, TEACHER may not accumulate more than forty-five (45) days of leave regardless of months worked, except as provided herein. If TEACHER fails to use all accrued leave exceeding forty-five (45) by the end of the school year, TEACHER shall forfeit all leave days exceeding forty-five (45). Upon termination or resignation, TEACHER will be paid up to the amount of TEACHER's accrued leave at the time of resignation or termination, not to exceed forty-five (45) days. If TEACHER resigns without a thirty (30) day notice as required in paragraph 11 of this AGREEMENT, all accrued leave shall be forfeited unless otherwise approved by the Superintendent. TEACHER must have any leave approved by the Superintendent or her designee. The Superintendent or her designee may limit or refuse to grant leave due to operational requirements of the Municipal Charter schools or AUTHORITY.



The leave accumulation established in this AGREEMENT may only be changed during the term of this AGREEMENT by written mutual consent of the parties to this AGREEMENT; except that AUTHORITY may change the leave accumulation rate in this AGREEMENT at any time there is a substantial change in the number of hours or days TEACHER is required to work during a school year. AUTHORITY will provide at least thirty (30) days' written notice if leave accumulation is changed.

7. **QUALIFICATIONS AND TEACHER's CERTIFICATE.** This AGREEMENT is contingent on TEACHER passing the background screening that will be performed by AUTHORITY. TEACHER agrees to submit to a background investigation by AUTHORITY and to be fingerprinted. This AGREEMENT is also contingent on TEACHER being legally qualified to teach in the State of Florida and possessing a valid Florida Teacher's Certificate, Eligibility Letter, or other indicia or authorization approved by the Florida Department of Education and AUTHORITY for the grade, class, or subject matter to be taught by TEACHER. TEACHER represents that such Certificate, indicia or authorization is not currently under revocation or suspension and has never been suspended or revoked in any jurisdiction. TEACHER further represents that there are no pending disciplinary actions or investigations against TEACHER in Florida or any other jurisdiction of which TEACHER is or should be aware. TEACHER is under an affirmative duty and continuing obligation to report any suspension or revocation of Teaching Certificate, any investigation by any authority, or any act committed by TEACHER that could lead to disciplinary action against TEACHER or that would adversely reflect on TEACHER's ability to teach.
8. **CONDUCT.** TEACHER shall devote her full attention and effort to the position and shall perform the duties and functions assigned to TEACHER in a professional manner. TEACHER agrees that at all times during the term of this AGREEMENT, TEACHER will place the best interests of AUTHORITY above any interest she might have in any other enterprise. Other than those benefits contained herein, TEACHER agrees that she will not attempt to gain any advantage or benefit for TEACHER, any business enterprise with which TEACHER may be associated, or any other party as a result of TEACHER's employment under this AGREEMENT. The parties agree that AUTHORITY employs TEACHER only for the purpose and to the extent set forth in this AGREEMENT. In the event that TEACHER shall consider entering into any secondary or outside employment with any entity other than AUTHORITY, TEACHER shall notify the Superintendent in writing of such intent to engage in other employment not less than thirty (30) business days prior to accepting such other employment, so that the Superintendent may have an opportunity to determine whether such other employment might result in a conflict of interest on the part of TEACHER in light of her duties and obligations hereunder. TEACHER agrees that she will not accept such other employment without obtaining the written consent of the Superintendent, provided however that such consent shall not be unreasonably withheld.
9. **EXAMINATIONS.** The Superintendent reserves the right to, at any time, require TEACHER to submit to a physical examination, and/or a psychiatric and/or a psychological evaluation.
10. **TRAINING.** The Superintendent shall have the right to require TEACHER's attendance at various training seminars and conferences. These training sessions may be held on or off the school site.



- 11. TERMINATION.** TEACHER is an at-will employee of AUTHORITY with no property rights in her present or continued employment and nothing in this AGREEMENT shall prevent, limit, or otherwise interfere with the right of the Superintendent to terminate this AGREEMENT at any time and for any reason. TEACHER may terminate this AGREEMENT upon providing thirty (30) days' written notice to the Superintendent. Failure to attend required training may be grounds for termination of this AGREEMENT by the Superintendent. Failure to hold a valid Teaching Certificate or to disclose information at any time during the term of this AGREEMENT which would disqualify TEACHER for the position will immediately cause this AGREEMENT to be terminated.
- 12. WAIVER OF RIGHTS.** Nothing contained in this AGREEMENT shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of AUTHORITY existing by or under the laws of Florida, otherwise than is expressly stated in this AGREEMENT.
- 13. NOTICE.** Notice pursuant to this AGREEMENT shall be given by depositing in the custody of the United States Postal Service, postage prepaid, addressed as follows or by personally delivering such notice to the Superintendent or Teacher.

Superintendent:                      Jacquelin Collins  
    Oasis Charter High School  
    3519 Oasis Boulevard  
    Cape Coral, FL 33914

Teacher:                                      Name  
    Address

TEACHER shall promptly notify AUTHORITY of any change of address to which notices shall be sent.

**14. MISCELLANEOUS TERMS.**

- (a) This AGREEMENT shall constitute the entire agreement between the parties, and shall be binding upon and inure to the benefit of the parties, their heirs, and successors. No amendment or variation of the terms or conditions of this AGREEMENT shall be valid unless in writing and executed by the parties.
- (b) TEACHER's rights and obligations under this AGREEMENT are personal and not assignable by TEACHER.
- (c) This AGREEMENT shall become effective upon its execution by all parties.
- (d) If any provision of this AGREEMENT is held to be unconstitutional, invalid, or unenforceable by a court of competent jurisdiction; the remainder of this AGREEMENT, or any portion thereof, shall be deemed severable, and the balance of this AGREEMENT shall not be affected and shall remain in full force and effect.
- (e) In any suit brought to enforce the provisions of this AGREEMENT, the parties agree that venue for any such action shall be in Lee County, Florida.

IN WITNESS WHEREOF, the parties have executed this AGREEMENT at the City of Cape Coral, Lee County, Florida, on this \_\_\_\_ day of \_\_\_\_\_, 2020.

CAPE CORAL CHARTER SCHOOL AUTHORITY

\_\_\_\_\_  
Teacher

\_\_\_\_\_  
Jacquelin Collins  
Superintendent

APPROVED AS TO FORM:

\_\_\_\_\_  
Gail G. Prosser  
Assistant City Attorney

## Exhibit A Teacher Duties

### **DESCRIPTION:**

Under the general supervision of the Principal or designated Supervisor, develops and implements lesson plans for students in accordance with Federal and State law, district guidelines and administrative regulations. Aids in the efficient operation of the school or department by coordinating and communicating with Administration, other instructional and support staff, parents and students. The incumbent prioritizes tasks and usually performs such independently with periodic supervision or review. Performs related work as required.

**Individual(s) assigned to this classification must report to work per their assigned schedule.**

### **SPECIFIC DUTIES AND RESPONSIBILITIES:**

Plans individually or cooperatively a program of study that meets the individual needs, interests and abilities of students.

Assists in establishing department or grade level curriculum objectives and the development of the comprehensive plan for the implementation and evaluation of the objectives.

Creates a classroom environment that is conducive to learning and appropriate to the maturity and interests of students.

Guides the learning process toward the achievement of curriculum goals and, in harmony with the goals, establishes clear objectives for all lessons, units, projects and the like to communicate these objectives to students.

Employs instructional methods and materials that are most appropriate for meeting stated objectives.

Assesses the accomplishments of students on a regular basis and provides progress reports as required.

Diagnoses the learning strengths and weaknesses of students on a regular basis, seeking the assistance of specialists as deemed appropriate.

Counsels with colleagues, students and/or parents on a regular basis.

Assists the administration in implementing all policies and/or rules governing student life and conduct and, for the classroom, develops reasonable rules of classroom behavior and procedures and maintains order in the classroom in a fair and just manner.

Plans and supervises purposeful assignments for auxiliary personnel and cooperatively, with department heads or grade level chairmen, evaluates their effectiveness.

Maintains accurate, complete and correct records as required by law, district policy and administrative regulation.



Provides for personal growth through an ongoing program of reading, workshops, seminars, conferences and/or advanced course work at institutions of higher learning.

Attends staff meetings and serves on staff committees as deemed necessary.

Establishes and maintains cooperative relations with others.

#### ADDITIONAL JOB FUNCTIONS

Performs related work as required.

#### **MINIMUM TRAINING AND EXPERIENCE:**

Bachelor's degree / eligible for or hold a valid Florida teacher certification covering appropriate area of responsibility required or other qualifications as the Board may find appropriate or acceptable. Prior teaching experience preferred. Verbal and interpersonal skills required. Bilingual skills encouraged.

#### **KNOWLEDGE, SKILLS, AND ABILITIES:**

Has general knowledge of Sunshine State Standards regarding education.

Has general knowledge of report and record keeping principles and techniques.

Has general knowledge of business mathematics.

Is skilled in both written and oral communications for effective expression and clarity.

Is able to utilize a variety of modern office equipment, i.e., computers, facsimile machines, and copiers.

Is able to establish and maintain effective-working relationships with supervisor, support staff and other departments position interacts with.

Is able to organize and review work for efficient results and accuracy.

Is able to perform duties with consistent courtesy and tact in the best interest of the public.

Is able to issue and follow oral and written instructions.

#### **MINIMUM QUALIFICATIONS OR STANDARDS REQUIRED:**

Physical Requirements: Tasks involve some walking, standing; some lifting and carrying objects of light to moderate to weight (5-15 pounds). Tasks may involve extended periods of visual concentration.

Data Conception: Requires the ability to compare and/or judge the readily observable, functional, structural or composite characteristics (whether similar or divergent from obvious standards) of documentation, accounting, and applications.

Interpersonal Communication: Requires the ability of speaking and/or signaling people to convey or exchange information. Includes giving and receiving instructions, assignments or directions.

**Language Ability:** Requires the ability to read a variety of materials relevant to municipal policy, procedure, and ordinance. Requires the ability to communicate with numerous individuals from a broad array of backgrounds.

**Intelligence:** Requires the ability to apply principles of rational systems; to solve practical problems and deal with a variety of concrete variables in situations where standardization exists.

**Verbal Aptitude:** Requires the ability to record and deliver information, to explain procedures, to issue and follow oral and written instructions. Must be able to communicate effectively and efficiently in Standard English.

**Numerical Aptitude:** Requires the ability to add, subtract, multiply, and divide; calculate decimals and percentages.

**Form/Spatial Aptitude:** Requires the ability to inspect items for proper length, width and shape.

**Motor Coordination:** Requires the ability to coordinate hands and eyes in utilizing modern office equipment.

**Manual Dexterity:** Must have minimal levels of eye/hand/foot coordination.

**Color Discrimination:** Requires the ability to differentiate between colors and shades of color.

**Interpersonal Temperament:** Requires the ability to deal with people beyond giving and receiving instructions. Includes considerable public contact, and potential confrontational situations.

**Physical Communication:** Requires the ability to talk and hear: (Talking: expressing or exchanging ideas by means of spoken words. Hearing: perceiving nature of sounds by ear.)

**Environmental Requirements:** Tasks are generally performed without exposure to adverse environmental conditions.



# CCCSA 2020-2021 190 DAY EMPLOYEE CALENDAR

- Dean
- Nurse
- Paraprofessional II
- Security Guard
- Teacher

**Start Date: August 17, 2020**

**End Date: June 17, 2021**

## Unpaid Non-Work Days:

Sep 07: Labor Day  
 Sep 28: Yom Kippur  
 Nov 23-27: Thanksgiving Break  
 Dec 21-Jan 1: Winter Break  
 Jan 18: Martin Luther King, Jr Day  
 Feb 15: Presidents' Day  
 Mar 15-19: Spring Break

Apr 02: Good Friday

Apr 05: Easter Monday

May 31: Memorial Day

## Hurricane Make-up Days:

Nov 11, 2020  
 Jan 4, 2021  
 If not needed, these will be an unpaid non-work day.

### July 2020

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

### August 2020

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

### September 2020

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

### October 2020

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

### November 2020

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

### December 2020

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

### January 2021

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

### February 2021

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

### March 2021

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

### April 2021

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

### May 2021

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

### June 2021

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**Item Number: 13.A.**

**Meeting Date: 9/8/2020**

**Item Type: UNFINISHED BUSINESS:**

## **AGENDA REQUEST FORM**

City Of Cape Coral Charter School Authority

**TITLE:**

No Activity

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

<b>Item Number:</b>	<b>14.A.</b>
<b>Meeting Date:</b>	<b>9/8/2020</b>
<b>Item Type:</b>	<b>NEW BUSINESS:</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Request for Approval of the City of Cape Coral Oasis Charter Schools FY 2019-20 Budget Amendment No. 2 - MaryAnne Moniz, Business Manager

**SUMMARY:**

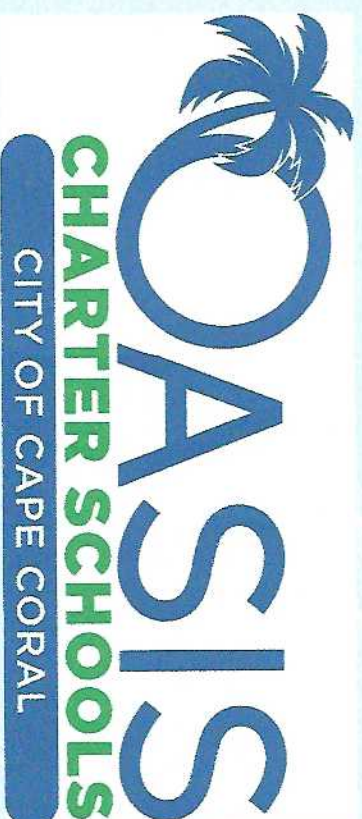
**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**ATTACHMENTS:**

<b>Description</b>	<b>Type</b>
▢ BUDGET AMEND NO 2 FY 2019-2020	Backup Material

# **FY 2019-20 BUDGET AMENDMENT NO. 2**



**September 8, 2020**



## FY 2019-20

### Budget Amendment No. 2

- Two Budget Amendments are presented each year for approval by the Governing Board
  - Purpose is to modify the estimates of revenues and appropriations as previously Adopted and/or Amended, for example:
    - Adjustments for previously approved items
      - Board approved painting
    - Reclassification of accounts
      - Safety Initiatives Project (Committed Funds)
  - Unanticipated/Unbudgeted Items
    - Preparation of Covid-19
    - Wellness Program
  - Miscellaneous transfers
    - Transfers from Internal/Agency Funds
    - Transfers between General Fund accounts



# FY 2019-20 Budget Amendment No. 2

## Summary of Revenues

### Sources (Revenues)

Total As Adopted:	\$ 36,004,023
Total at Amendment No. 1:	\$ 35,927,035
Total at Amendment No. 2:	\$ 36,977,426

### Budget Amendment No. 2 Adjustments

Use of Fund Balance (Assigned)	\$ (703,548)
Committed Fund Balance	(170,924)
Restricted Fund Balance (Discretionary Capital)	-
Operating Fund Balance	1,261,843

### By Category:

Intergovernmental	\$ 770,123
Capital Outlay (PECO)	52,275
Charges for Service	(223,404)
Miscellaneous Revenue	49,849
Transfers In	14,177

### Total Adjustments:

\$ 1,050,391

### Budget Amendment No. 2:

\$ 36,977,426



# **FY 2019-20 Budget Amendment No. 2**

## **Major Revenue Adjustments**

- **Intergovernmental**
  - Decrease to National School Lunch Program (NSLP)
  - Increase to Florida Education Finance Program (FEFP)
  - Increase to Public Education Capital Outlay (PECO)
- **Charges for Services**
  - Decrease to Student Lunch Services
- **Other Miscellaneous Revenue**
  - Increase for E-Rate
- **Transfers In from Agency Funds**
  - Increase associated with Internal Fund Transfers
- **Committed Fund Balance**
  - Decreased Safety Initiatives Project Completed





# FY 2019-20 Budget Amendment No. 2

## Summary of Expenditures

### Uses (Expenditures)

Total As Adopted:	\$ 36,004,023
Total at Amendment No. 1:	\$ 35,927,035
Total at Amendment No. 2:	\$ 36,977,426

### Budget Amendment No. 2 Adjustments

Restricted Fund Balance	\$ -
Committed Fund Balance	(170,924)
Unassigned Fund Balance	1,672,342

#### By Category:

Personnel	\$ (98,074)
Operating	(368,907)
Capital Outlay	15,954
Other: Debt	-

Total Adjustments:	\$ 1,050,391
--------------------	--------------

Budget Amendment No. 2:	<u>\$ 36,977,426</u>
-------------------------	----------------------



# FY 2019-20 Budget Amendment No. 2

## Major Expenditure Adjustments

- **Personnel**
  - Reduced Substitute Payroll due to school closure
- **Operating**
  - Increased Facility Work Orders associated with Safety Initiatives
    - Increased for Board Approved painting of school interiors
    - Increase for Wellness Program (City-Wide Program)
    - Reduction in Technology due to items not received
    - Reduction in Title II due to Covid-19
    - Reduction in Food and Beverage Costs due to school closure
- **Capital**
  - Increase due to Guard Shack (Safety Initiatives)



# CONCLUSION

- Purpose of Budget Amendment No. 2 is to adjust revenues and appropriations as noted
- Align revenues and expenditures in preparation for year-end, as well as, financial statements
- Request Governing Board's approval of Budget Amendment No. 2

**Item Number: 14.B.**  
**Meeting Date: 9/8/2020**  
**Item Type: NEW BUSINESS:**

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Request for Approval of the Governor's Florida Teachers Salary Allocation 2020 for New and Veteran Florida Teachers - Superintendent Collins with Leisa Orcutt, Human Resources Manager and MaryAnne Moniz, Business Manager

**SUMMARY:**

**Governor's FL Teachers Allocation for Oasis Charter Schools**

\$524,341.86

**"New" Teachers = less than 8 years experience: 100**

**"Veteran" Teachers = greater than 8 years experience: 83**

**Option #1:** Bring all teachers to a minimum base of \$47,000. Provide veteran teachers with a 3% increase.

Average Increase to new teachers: 9.50%

Total Cost to Employer with taxes: \$623,098.66

**Option #2:** Bring all new teachers to a minimum base of \$47,500. Provide veteran teachers with a 3% increase.

Average Increase to new teachers: 10.19%

Total Cost to Employer with taxes: \$678,324.57

**Option# 3:** Bring all teachers to a minimum base of \$47,500. Provide veteran teachers with a 4% increase.

Average Increase to new teachers: 10.19%

Total Cost to Employer with taxes: \$722,173.80

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

**ATTACHMENTS:**

Description	Type
□ GOV TEACHER ALLOCATION 2020	Backup Material

## Governor's Teacher Salary Allocation 2020

Governor's allocation for four schools: \$524,341.86

New Teachers – less than 8 years' experience #100

Veteran Teachers -  $\geq 8$  years' experience #83

**Option #1: Bring all new teachers to a minimum base of \$47,000. Provide veteran teachers with a 3% increase.**

Financial Impact: New Teachers to \$47,000:	\$401,854.57
Veteran Teachers 3% increase:	\$122,397.35
Total Financial Impact Option 1 before taxes	\$524,221.92
Total Cost to Employer with taxes New Teachers:	\$478,559.63
Total Cost to Employer with taxes Veteran Teachers:	\$144,539.03
Total Cost to Employer with taxes:	\$623,098.66
Average increase new teachers:	9.50%

**Option #2: Bring all new teachers to a minimum base of \$47,500. Provide veteran teachers with a 3% increase.**

Financial Impact: New Teachers to \$47,500:	\$463,017.09
Veteran Teachers 3% increase:	\$111,396.13
Total Financial Impact Option 2 before taxes	\$574,413.22
Total Cost to Employer with taxes New Teachers	\$546,776.88
Total Cost to Employer with taxes Veteran Teachers	\$131,547.69
Total Cost to Employer with taxes:	\$678,324.57
Average increase new teachers:	10.19%

**Option #3: Bring all new teachers to a minimum base of \$47,500. Provide veteran teachers with a 4% increase.**

Financial Impact: New Teachers to \$47,500:	\$463,017.09
Veteran Teachers 4% increase:	\$148,528.17
Total Financial Impact Option 3 before taxes:	\$611,545.26
Total Cost to Employer with taxes New Teachers:	\$546,776.88
Total Cost to Employer with taxes Veteran Teachers:	\$175,396.92
Total Cost to Employer with taxes:	\$722,173.80
Average increase new teachers:	10.19%



New Teachers Option #1  
\$47,000

A	Medicare			FRS			WC			Comp w ER Paid			Years of Svc			Annual SalaryZ			FICA3			Medicare4			FRS2			WC6			Paid Benefits			New COMP w ER			Increase %
	6.20%	1.45%		10%						0.44	Benefits							0.062			0.0145			0.1			0.44										
	\$2,721.80	\$636.55	\$4,390.00	\$193.16	\$51,841.51	6.934	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	7.06%																								
	\$2,814.80	\$658.30	\$4,540.00	\$199.76	\$53,612.86	9.471	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	3.52%																								
	\$2,635.00	\$616.25	\$4,250.00	\$187.00	\$50,188.25	0.003	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	10.59%																								
	\$2,821.00	\$659.75	\$4,550.00	\$200.20	\$53,730.95	0.003	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	3.30%																								
	\$2,683.95	\$627.70	\$4,328.95	\$190.47	\$51,120.56	4.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	8.57%																								
	\$2,732.10	\$638.96	\$4,406.61	\$193.89	\$52,037.63	11.715	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	6.66%																								
	\$2,606.83	\$609.66	\$4,204.56	\$185.00	\$49,651.66	2.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	11.78%																								
	\$2,783.80	\$651.05	\$4,490.00	\$197.56	\$53,022.41	8.049	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	4.68%																								
	\$2,752.80	\$643.80	\$4,440.00	\$195.36	\$52,431.96	7.049	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	5.86%																								
	\$2,659.80	\$622.05	\$4,290.00	\$188.76	\$50,660.61	6.022	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.56%																								
	\$2,635.00	\$616.25	\$4,250.00	\$187.00	\$50,188.25	0.003	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	10.59%																								
	\$2,783.80	\$651.05	\$4,490.00	\$197.56	\$53,022.41	11.014	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	4.68%																								
	\$2,672.20	\$624.95	\$4,310.00	\$189.64	\$50,896.78	3.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.05%																								
	\$2,645.85	\$618.79	\$4,267.50	\$187.77	\$50,394.92	3.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	10.13%																								
	\$2,814.80	\$658.30	\$4,540.00	\$199.76	\$53,612.86	10.304	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	3.52%																								
	\$2,690.80	\$629.30	\$4,340.00	\$190.96	\$51,251.06	10.959	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	8.29%																								
	\$2,809.68	\$657.10	\$4,531.75	\$199.40	\$53,515.42	9.030	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	3.71%																								
	\$2,659.80	\$622.05	\$4,290.00	\$188.76	\$50,660.61	4.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.56%																								
	\$2,721.80	\$636.55	\$4,390.00	\$193.16	\$51,841.51	6.030	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	7.06%																								
	\$2,759.00	\$645.25	\$4,450.00	\$195.80	\$52,550.05	11.921	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	5.62%																								
	\$2,635.03	\$616.26	\$4,250.05	\$187.00	\$50,188.78	6.030	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	10.59%																								
	\$2,783.80	\$651.05	\$4,490.00	\$197.56	\$53,022.41	8.049	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	4.68%																								
	\$2,573.00	\$601.75	\$4,150.00	\$182.60	\$49,007.35	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	13.25%																								
	\$2,728.01	\$638.00	\$4,400.02	\$193.60	\$51,959.85	0.797	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	6.82%																								
	\$2,695.45	\$630.39	\$4,347.50	\$191.29	\$51,339.65	2.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	8.11%																								
	\$2,715.60	\$635.10	\$4,380.00	\$192.72	\$51,723.42	8.468	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	7.31%																								
	\$2,573.00	\$601.75	\$4,150.00	\$182.60	\$49,007.35	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	13.25%																								
	\$2,480.00	\$580.00	\$4,000.00	\$176.00	\$47,236.00	0.000	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	17.50%																								
	\$2,752.80	\$643.80	\$4,440.00	\$195.36	\$52,431.96	8.049	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	5.86%																								
	\$2,480.00	\$580.00	\$4,000.00	\$176.00	\$47,236.00	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	17.50%																								
	\$2,597.80	\$607.55	\$4,190.00	\$184.36	\$49,479.71	2.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	12.17%																								
	\$2,511.00	\$587.25	\$4,050.00	\$178.20	\$47,826.45	0.822	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	16.05%																								
	\$2,597.80	\$607.55	\$4,190.00	\$184.36	\$49,479.71	4.882	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	12.17%																								
	\$2,684.60	\$627.85	\$4,330.00	\$190.52	\$51,132.97	10.392	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	8.55%																								
	\$2,733.49	\$639.28	\$4,408.85	\$193.99	\$52,064.07	2.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	6.60%																								
	\$2,808.60	\$656.85	\$4,530.00	\$199.32	\$53,494.77	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	3.75%																								
	\$2,573.00	\$601.75	\$4,150.00	\$182.60	\$49,007.35	0.003	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	13.25%																								
	\$2,566.80	\$600.30	\$4,140.00	\$182.16	\$48,889.26	8.290	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	13.53%																								
	\$2,604.00	\$609.00	\$4,200.00	\$184.80	\$49,597.80	0.003	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	11.90%																								
	\$2,480.00	\$580.00	\$4,000.00	\$176.00	\$47,236.00	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	17.50%																								
	\$2,752.80	\$643.80	\$4,440.00	\$195.36	\$52,431.96	10.866	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	5.86%																								
	\$2,814.80	\$658.30	\$4,540.00	\$199.76	\$53,612.86	3.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	3.52%																								



## New Teachers Option #1

\$47,000

\$2,659.80	\$622.05	\$4,290.00	\$188.76	\$50,660.61	4.756	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.56%
\$2,480.00	\$580.00	\$4,000.00	\$176.00	\$47,236.00	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	17.50%
\$2,628.80	\$614.80	\$4,240.00	\$186.56	\$50,070.16	3.310	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	10.85%
\$2,783.80	\$651.05	\$4,490.00	\$197.56	\$53,022.41	8.011	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	4.68%
\$2,728.00	\$638.00	\$4,400.00	\$193.60	\$51,959.60	0.822	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	6.82%
\$2,721.80	\$636.55	\$4,390.00	\$193.16	\$51,841.51	2.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	7.06%
\$2,573.00	\$601.75	\$4,150.00	\$182.60	\$49,007.35	4.000	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	13.25%
\$2,480.00	\$580.00	\$4,000.00	\$176.00	\$47,236.00	0.003	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	17.50%
\$2,511.00	\$587.25	\$4,050.00	\$178.20	\$47,826.45	2.000	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	16.05%
\$2,659.80	\$622.05	\$4,290.00	\$188.76	\$50,660.61	4.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.56%
\$2,480.00	\$580.00	\$4,000.00	\$176.00	\$47,236.00	0.003	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	17.50%
\$2,480.00	\$580.00	\$4,000.00	\$176.00	\$47,236.00	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	17.50%
\$2,814.80	\$658.30	\$4,540.00	\$199.76	\$53,612.86	9.049	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	3.52%
\$2,628.80	\$614.80	\$4,240.00	\$186.56	\$50,070.16	7.014	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	10.85%
\$2,591.60	\$606.10	\$4,180.00	\$183.92	\$49,361.63	4.899	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	12.44%
\$2,591.60	\$606.10	\$4,180.00	\$183.92	\$49,361.63	3.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	12.44%
\$2,670.66	\$624.59	\$4,307.51	\$189.53	\$50,867.37	2.381	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.11%
\$2,560.60	\$598.85	\$4,130.00	\$181.72	\$48,771.18	2.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	13.80%
\$2,728.00	\$638.00	\$4,400.00	\$193.60	\$51,959.60	0.904	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	6.82%
\$2,529.60	\$591.60	\$4,080.00	\$179.52	\$48,180.73	1.896	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	15.20%
\$2,821.00	\$659.75	\$4,550.00	\$200.20	\$53,730.94	10.016	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	3.30%
\$2,480.00	\$580.00	\$4,000.00	\$176.00	\$47,236.00	0.003	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	17.50%
\$2,777.60	\$649.60	\$4,480.00	\$197.12	\$52,904.32	9.049	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	4.91%
\$2,597.80	\$607.55	\$4,190.00	\$184.36	\$49,479.71	9.049	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	12.17%
\$2,728.00	\$638.00	\$4,400.00	\$193.60	\$51,959.60	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	6.82%
\$2,635.00	\$616.25	\$4,250.00	\$187.00	\$50,188.25	0.786	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	10.59%
\$2,659.80	\$622.05	\$4,290.00	\$188.76	\$50,660.61	5.005	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.56%
\$2,480.00	\$580.00	\$4,000.00	\$176.00	\$47,236.00	0.003	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	17.50%
\$2,591.60	\$606.10	\$4,180.00	\$183.92	\$49,361.63	8.049	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	12.44%
\$2,683.89	\$627.68	\$4,328.85	\$190.47	\$51,119.37	2.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	8.57%
\$2,616.40	\$611.90	\$4,220.00	\$185.68	\$49,833.99	2.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	11.37%
\$2,597.80	\$607.55	\$4,190.00	\$184.36	\$49,479.71	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	12.17%
\$2,511.00	\$587.25	\$4,050.00	\$178.20	\$47,826.45	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	16.05%
\$2,790.00	\$652.50	\$4,500.00	\$198.00	\$53,140.50	0.003	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	4.44%
\$2,719.26	\$635.96	\$4,385.90	\$192.98	\$51,793.08	4.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	7.16%
\$2,597.80	\$607.55	\$4,190.00	\$184.36	\$49,479.71	3.512	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	12.17%
\$2,695.45	\$630.39	\$4,347.50	\$191.29	\$51,339.65	2.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	8.11%
\$2,659.80	\$622.05	\$4,290.00	\$188.76	\$50,660.61	5.332	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.56%
\$2,721.80	\$636.55	\$4,390.00	\$193.16	\$51,841.51	11.896	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	7.06%
\$2,695.08	\$630.30	\$4,346.90	\$191.26	\$51,332.53	5.332	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	8.12%
\$2,771.14	\$648.09	\$4,469.58	\$196.66	\$52,781.31	7.049	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	5.16%
\$2,783.80	\$651.05	\$4,490.00	\$197.56	\$53,022.41	12.022	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	4.68%
\$2,721.80	\$636.55	\$4,390.00	\$193.16	\$51,841.51	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	7.06%
\$2,777.60	\$649.60	\$4,480.00	\$197.12	\$52,904.32	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	4.91%
\$2,658.25	\$621.69	\$4,287.50	\$188.65	\$50,631.09	2.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.62%
\$2,659.80	\$622.05	\$4,290.00	\$188.76	\$50,660.61	4.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.56%
\$2,628.80	\$614.80	\$4,240.00	\$186.56	\$50,070.16	3.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	10.85%



New Teachers Option #1

\$47,000

\$2,635.00	\$616.25	\$4,250.00	\$187.00	\$50,188.25	7.803	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	10.59%
\$2,809.51	\$657.06	\$4,531.47	\$199.38	\$53,512.12	6.937	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	3.72%
\$2,566.80	\$600.30	\$4,140.00	\$182.16	\$48,889.26	2.742	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	13.53%
\$2,715.60	\$635.10	\$4,380.00	\$192.72	\$51,723.42	9.370	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	7.31%
\$2,635.00	\$616.25	\$4,250.00	\$187.00	\$50,188.25	1.479	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	10.59%
\$2,752.80	\$643.80	\$4,440.00	\$195.36	\$52,431.96	1.047	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	5.86%
\$2,683.95	\$627.70	\$4,328.95	\$190.47	\$51,120.56	4.044	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	8.57%
\$2,659.80	\$622.05	\$4,290.00	\$188.76	\$50,660.61	5.312	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.56%
\$2,672.20	\$624.95	\$4,310.00	\$189.64	\$50,896.78	12.033	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	9.05%
\$2,726.51	\$637.65	\$4,397.60	\$193.49	\$51,931.25	4.679	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	6.88%
\$2,721.80	\$636.55	\$4,390.00	\$193.16	\$51,841.51	8.501	\$47,000.00	\$2,945.00	\$688.75	\$4,700.00	\$209.00	\$55,542.75	7.06%

\$5,075,715.37

\$4,700,000.00

\$5,554,275.00

9.50%

**Veteran Teachers with 8+ years experience: Increase 3% Option 1**

	Comp w ER				Yrs of Svc	New Comp w ER							
	Medicare	FRS	WC	Paid Benefits		Annual Salary	0.03	New Comp	FICA	Medicare	FRS	WC	Paid Benefits
1	1.45%	10%	0.44										
2	\$703.86	\$4,854.18	\$213.58	\$57,323.06	14.063	\$48,541.84	\$1,456.26	\$49,998.10	\$3,099.88	\$724.97	\$4,999.81	\$219.99	\$59,042.75
3	\$754.08	\$5,200.58	\$228.83	\$61,413.67	21	\$52,005.82	\$1,560.17	\$53,565.99	\$3,321.09	\$776.71	\$5,356.60	\$235.69	\$63,256.08
4	\$812.00	\$5,600.00	\$246.40	\$66,130.40	32	\$56,000.00	\$1,680.00	\$57,680.00	\$3,576.16	\$836.36	\$5,768.00	\$253.79	\$68,114.31
5	\$698.95	\$4,820.35	\$212.10	\$56,923.50	20	\$48,203.49	\$1,446.10	\$49,649.59	\$3,078.27	\$719.92	\$4,964.96	\$218.46	\$58,631.21
6	\$686.49	\$4,734.41	\$208.31	\$55,908.66	10	\$47,344.11	\$1,420.32	\$48,764.43	\$3,023.39	\$707.08	\$4,876.44	\$214.56	\$57,585.92
7	\$740.18	\$5,104.69	\$224.61	\$60,281.27	14.063	\$51,046.89	\$1,531.41	\$52,578.30	\$3,259.85	\$762.39	\$5,257.83	\$231.34	\$62,089.71
8	\$712.13	\$4,911.24	\$216.09	\$57,996.84	15.063	\$49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75
9	\$696.00	\$4,800.00	\$211.20	\$56,683.19	16	\$47,999.99	\$1,440.00	\$49,439.99	\$3,065.28	\$716.88	\$4,944.00	\$217.54	\$58,383.68
10	\$740.18	\$5,104.69	\$224.61	\$60,281.27	13.016	\$51,046.89	\$1,531.41	\$52,578.30	\$3,259.85	\$762.39	\$5,257.83	\$231.34	\$62,089.71
11	\$769.95	\$5,310.00	\$233.64	\$62,705.79	15	\$53,100.00	\$1,593.00	\$54,693.00	\$3,390.97	\$793.05	\$5,469.30	\$240.65	\$64,586.96
12	\$739.19	\$5,097.86	\$224.31	\$60,200.58	9.049	\$50,978.56	\$1,529.36	\$52,507.92	\$3,255.49	\$761.36	\$5,250.79	\$231.03	\$62,006.60
13	\$696.17	\$4,801.16	\$211.25	\$56,696.91	11.014	\$48,011.61	\$1,440.35	\$49,451.96	\$3,066.02	\$717.05	\$4,945.20	\$217.59	\$58,397.82
14	\$703.25	\$4,850.00	\$213.40	\$57,273.65	17	\$48,500.00	\$1,455.00	\$49,955.00	\$3,097.21	\$724.35	\$4,995.50	\$219.80	\$58,991.86
15	\$786.28	\$5,422.64	\$238.60	\$64,035.94	15.063	\$54,226.39	\$1,626.79	\$55,853.18	\$3,462.90	\$809.87	\$5,585.32	\$245.75	\$65,957.02
16	\$657.10	\$4,531.75	\$199.40	\$53,515.42	9.03	\$45,317.49	\$1,359.52	\$46,677.01	\$2,893.97	\$676.82	\$4,667.70	\$205.38	\$55,120.89
17	\$672.80	\$4,640.00	\$204.16	\$54,793.76	11.014	\$46,400.00	\$1,392.00	\$47,792.00	\$2,963.10	\$692.98	\$4,779.20	\$210.28	\$56,437.57
18	\$732.25	\$5,050.00	\$222.20	\$59,635.45	20	\$50,500.00	\$1,515.00	\$52,015.00	\$3,224.93	\$754.22	\$5,201.50	\$228.87	\$61,424.51
19	\$692.73	\$4,777.45	\$210.21	\$56,416.90	17	\$47,774.49	\$1,433.23	\$49,207.72	\$3,050.88	\$713.51	\$4,920.77	\$216.51	\$58,109.40
20	\$699.01	\$4,820.75	\$212.11	\$56,928.27	16	\$48,207.53	\$1,446.23	\$49,653.76	\$3,078.53	\$719.98	\$4,965.38	\$218.48	\$58,636.12
21	\$712.13	\$4,911.24	\$216.09	\$57,996.84	15.063	\$49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75
22	\$728.38	\$5,023.32	\$221.03	\$59,320.33	15.063	\$50,233.15	\$1,506.99	\$51,740.14	\$3,207.89	\$750.23	\$5,174.01	\$227.66	\$61,099.94
23	\$699.21	\$4,821.13	\$212.17	\$56,944.49	26	\$48,221.26	\$1,446.64	\$49,667.90	\$3,079.41	\$720.18	\$4,966.79	\$218.54	\$58,652.82
24	\$675.50	\$4,658.66	\$204.98	\$55,014.06	9.049	\$46,586.55	\$1,397.60	\$47,984.15	\$2,975.02	\$695.77	\$4,798.41	\$211.13	\$56,664.48
25	\$712.13	\$4,911.24	\$216.09	\$57,996.84	15.063	\$49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75
26	\$694.55	\$4,790.00	\$210.76	\$56,565.11	10	\$47,900.00	\$1,437.00	\$49,337.00	\$3,058.89	\$715.39	\$4,933.70	\$217.08	\$58,262.06
27	\$712.13	\$4,911.24	\$216.09	\$57,996.84	15.063	\$49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75
28	\$688.99	\$4,751.68	\$209.07	\$56,112.64	14.063	\$47,516.84	\$1,425.51	\$48,942.35	\$3,034.43	\$709.66	\$4,894.23	\$215.35	\$57,796.02
29	\$695.97	\$4,799.83	\$211.19	\$56,681.15	12.022	\$47,998.26	\$1,439.95	\$49,438.21	\$3,065.17	\$716.85	\$4,943.82	\$217.53	\$58,381.58
30	\$712.09	\$4,910.97	\$216.08	\$57,993.62	13	\$49,109.68	\$1,473.29	\$50,582.97	\$3,136.14	\$733.45	\$5,058.30	\$222.57	\$59,733.43
31	\$712.13	\$4,911.24	\$216.09	\$57,996.84	15.06	\$49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75
32	\$732.77	\$5,053.60	\$222.36	\$59,677.99	18	\$50,536.02	\$1,516.08	\$52,052.10	\$3,227.23	\$754.76	\$5,205.21	\$229.03	\$61,468.33
33	\$740.18	\$5,104.69	\$224.61	\$60,281.25	15.063	\$51,046.87	\$1,531.41	\$52,578.28	\$3,259.85	\$762.39	\$5,257.83	\$231.34	\$62,089.69
34	\$712.09	\$4,910.97	\$216.08	\$57,993.62	14	\$49,109.68	\$1,473.29	\$50,582.97	\$3,136.14	\$733.45	\$5,058.30	\$222.57	\$59,733.43
35	\$675.50	\$4,658.66	\$204.98	\$55,014.06	8.049	\$46,586.55	\$1,397.60	\$47,984.15	\$2,975.02	\$695.77	\$4,798.41	\$211.13	\$56,664.48
36	\$675.50	\$4,658.66	\$204.98	\$55,014.06	8.049	\$46,586.55	\$1,397.60	\$47,984.15	\$2,975.02	\$695.77	\$4,798.41	\$211.13	\$56,664.48



Veteran Teachers with 8+ years experience: Increase 3% Option 1

71	\$695.23	\$4,794.69	\$210.97	\$56,620.46	15,063	\$47,946.87	\$1,438.41	\$49,385.28	\$3,061.89	\$716.09	\$4,938.53	\$217.30	\$58,319.07
32	\$802.72	\$5,536.00	\$243.58	\$85,374.61	15,063	\$55,359.99	\$1,660.80	\$57,020.79	\$3,535.29	\$826.80	\$5,702.08	\$250.89	\$87,335.85
31	\$675.26	\$4,656.95	\$204.91	\$54,993.91	26	\$46,569.49	\$1,397.08	\$47,966.57	\$2,973.93	\$695.52	\$4,796.66	\$211.05	\$56,643.73
40	\$687.44	\$4,740.97	\$208.60	\$55,986.08	16	\$47,409.67	\$1,422.29	\$48,831.96	\$3,027.58	\$708.06	\$4,883.20	\$214.86	\$57,665.66
57	\$719.29	\$4,960.59	\$218.27	\$58,579.62	19	\$49,605.91	\$1,488.18	\$51,094.09	\$3,167.83	\$740.86	\$5,109.41	\$224.81	\$60,337.01
97	\$712.13	\$4,911.24	\$216.09	\$57,996.84	15,063	\$49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75
78	\$745.53	\$5,141.59	\$226.23	\$60,716.99	32	\$51,415.86	\$1,542.48	\$52,958.34	\$3,283.42	\$767.90	\$5,295.83	\$233.02	\$62,538.50
59	\$703.86	\$4,854.18	\$213.58	\$57,323.06	14,049	\$48,541.84	\$1,456.26	\$49,998.10	\$3,099.88	\$724.97	\$4,999.81	\$219.99	\$59,042.75
36	\$754.08	\$5,200.58	\$228.83	\$61,413.67	19	\$52,005.82	\$1,560.17	\$53,565.99	\$3,321.09	\$776.71	\$5,356.60	\$235.69	\$63,256.08
20	\$735.57	\$5,071.91	\$223.21	\$59,905.98	3	\$50,729.09	\$1,521.87	\$52,250.96	\$3,239.56	\$757.64	\$5,225.10	\$229.90	\$61,703.16
88	\$740.64	\$5,107.88	\$224.75	\$60,318.90	12	\$51,078.75	\$1,532.36	\$52,611.11	\$3,261.89	\$762.86	\$5,261.11	\$231.49	\$62,128.46
00	\$688.75	\$4,750.00	\$209.00	\$56,092.75	11	\$47,500.00	\$1,425.00	\$48,925.00	\$3,033.35	\$709.41	\$4,892.50	\$215.27	\$57,775.53
56	\$683.50	\$4,713.80	\$207.41	\$55,665.28	15	\$47,138.01	\$1,414.14	\$48,552.15	\$3,010.23	\$704.01	\$4,855.22	\$213.63	\$57,335.23
91	\$740.18	\$5,104.69	\$224.61	\$60,281.25	11,014	\$51,046.87	\$1,531.41	\$52,578.28	\$3,259.85	\$762.39	\$5,257.83	\$231.34	\$62,089.69
00	\$717.75	\$4,950.00	\$217.80	\$58,454.55	2	\$49,500.00	\$1,485.00	\$50,985.00	\$3,161.07	\$739.28	\$5,098.50	\$224.33	\$60,208.19
21	\$683.42	\$4,713.25	\$207.38	\$55,658.76	12,022	\$47,132.49	\$1,413.97	\$48,546.46	\$3,009.88	\$703.92	\$4,854.65	\$213.60	\$57,328.52
01	\$747.92	\$5,158.08	\$226.96	\$60,911.79	17	\$51,580.82	\$1,547.42	\$53,128.24	\$3,293.95	\$770.36	\$5,312.82	\$233.76	\$62,739.14
72	\$696.17	\$4,801.16	\$211.25	\$56,696.91	10,942	\$48,011.61	\$1,440.35	\$49,451.96	\$3,066.02	\$717.05	\$4,945.20	\$217.59	\$58,397.82
01	\$747.92	\$5,158.08	\$226.96	\$60,911.79	25	\$51,580.82	\$1,547.42	\$53,128.24	\$3,293.95	\$770.36	\$5,312.82	\$233.76	\$62,739.14
42	\$689.78	\$4,757.13	\$209.31	\$56,176.95	9,049	\$47,571.30	\$1,427.14	\$48,998.44	\$3,037.90	\$710.48	\$4,899.84	\$215.59	\$57,862.26
97	\$712.13	\$4,911.24	\$216.09	\$57,996.84	14,063	\$49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75
97	\$740.19	\$5,104.79	\$224.61	\$60,282.47	21	\$51,047.90	\$1,531.44	\$52,579.34	\$3,259.92	\$762.40	\$5,257.93	\$231.35	\$62,090.94
91	\$740.18	\$5,104.69	\$224.61	\$60,281.27	12,022	\$51,046.89	\$1,531.41	\$52,578.30	\$3,259.85	\$762.39	\$5,257.83	\$231.34	\$62,089.71
33	\$686.49	\$4,734.41	\$208.31	\$55,908.66	14	\$47,344.11	\$1,420.32	\$48,764.43	\$3,023.39	\$707.08	\$4,876.44	\$214.56	\$57,585.92
52	\$690.51	\$4,762.12	\$209.53	\$56,235.92	9,049	\$47,621.24	\$1,428.64	\$49,049.88	\$3,041.09	\$711.22	\$4,904.99	\$215.82	\$57,923.00
59	\$703.86	\$4,854.18	\$213.58	\$57,323.06	14,063	\$48,541.84	\$1,456.26	\$49,998.10	\$3,099.88	\$724.97	\$4,999.81	\$219.99	\$59,042.75
80	\$694.55	\$4,790.00	\$210.76	\$56,565.11	14,063	\$47,900.00	\$1,437.00	\$49,337.00	\$3,038.89	\$715.39	\$4,933.70	\$217.08	\$58,262.06
97	\$712.13	\$4,911.24	\$216.09	\$57,996.84	14,063	\$49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75
59	\$703.86	\$4,854.18	\$213.58	\$57,323.06	14,063	\$48,541.84	\$1,456.26	\$49,998.10	\$3,099.88	\$724.97	\$4,999.81	\$219.99	\$59,042.75
31	\$676.90	\$4,668.25	\$205.40	\$55,127.35	13	\$46,682.49	\$1,400.47	\$48,082.96	\$2,981.14	\$697.20	\$4,808.30	\$211.57	\$56,781.17
80	\$680.05	\$4,690.00	\$206.36	\$55,384.21	12,033	\$46,900.00	\$1,407.00	\$48,307.00	\$2,995.03	\$700.45	\$4,830.70	\$212.55	\$57,045.74
80	\$680.05	\$4,690.00	\$206.36	\$55,384.21	12,022	\$46,900.00	\$1,407.00	\$48,307.00	\$2,995.03	\$700.45	\$4,830.70	\$212.55	\$57,045.74
80	\$672.80	\$4,640.00	\$204.16	\$54,793.76	12,022	\$46,400.00	\$1,392.00	\$47,792.00	\$2,963.10	\$692.98	\$4,779.20	\$210.28	\$56,437.57
80	\$672.80	\$4,640.00	\$204.16	\$54,793.76	11,014	\$46,400.00	\$1,392.00	\$47,792.00	\$2,963.10	\$692.98	\$4,779.20	\$210.28	\$56,437.57
59	\$681.64	\$4,700.95	\$206.84	\$55,513.51	8,049	\$47,009.49	\$1,410.28	\$48,419.77	\$3,002.03	\$702.09	\$4,841.98	\$213.05	\$57,178.91
80	\$672.80	\$4,640.00	\$204.16	\$54,793.76	12,822	\$46,400.00	\$1,392.00	\$47,792.00	\$2,963.10	\$692.98	\$4,779.20	\$210.28	\$56,437.57
80	\$680.05	\$4,690.00	\$206.36	\$55,384.21	14,063	\$46,900.00	\$1,407.00	\$48,307.00	\$2,995.03	\$700.45	\$4,830.70	\$212.55	\$57,045.74

Veteran Teachers with 8+ years experience: Increase 3% Option 1

80	\$680.05	\$4,690.00	\$206.36	\$55,384.21	12	\$46,900.00	\$1,407.00	\$48,307.00	\$2,995.03	\$700.45	\$4,830.70	\$212.55	\$57,045.74
17	\$671.02	\$4,627.70	\$203.62	\$54,648.50	9	\$46,276.99	\$1,388.31	\$47,665.30	\$2,955.25	\$691.15	\$4,766.53	\$209.73	\$56,287.95
67	\$669.26	\$4,615.60	\$203.09	\$54,505.61	15	\$46,155.99	\$1,384.68	\$47,540.67	\$2,947.52	\$689.34	\$4,754.07	\$209.18	\$56,140.78
42	\$681.13	\$4,697.45	\$206.69	\$55,472.20	20	\$46,974.51	\$1,409.24	\$48,383.75	\$2,999.79	\$701.56	\$4,838.37	\$212.89	\$57,136.36
60	\$664.10	\$4,580.00	\$201.52	\$54,085.22	11,014	\$45,800.00	\$1,374.00	\$47,174.00	\$2,924.79	\$684.02	\$4,717.40	\$207.57	\$55,707.78
00	\$667.00	\$4,600.00	\$202.40	\$54,321.40	8,532	\$46,000.00	\$1,380.00	\$47,380.00	\$2,937.56	\$687.01	\$4,738.00	\$208.47	\$55,951.04
86	\$662.06	\$4,565.90	\$200.90	\$53,918.71	4,808	\$45,659.00	\$1,369.77	\$47,028.77	\$2,915.78	\$681.92	\$4,702.88	\$206.93	\$55,536.27
28	\$668.00	\$4,606.91	\$202.70	\$54,403.00	14,063	\$46,069.10	\$1,382.07	\$47,451.17	\$2,941.97	\$688.04	\$4,745.12	\$208.79	\$56,035.09
60	\$664.10	\$4,580.00	\$201.52	\$54,085.22	12,329	\$45,800.00	\$1,374.00	\$47,174.00	\$2,924.79	\$684.02	\$4,717.40	\$207.57	\$55,707.78
86	\$663.23	\$4,573.97	\$201.25	\$54,014.00	6.03	\$45,739.69	\$1,372.19	\$47,111.88	\$2,920.94	\$683.12	\$4,711.19	\$207.29	\$55,634.42
80	\$665.55	\$4,590.00	\$201.96	\$54,203.31	11,408	\$45,900.00	\$1,377.00	\$47,277.00	\$2,931.17	\$685.52	\$4,727.70	\$208.02	\$55,829.41
86	\$663.23	\$4,573.97	\$201.25	\$54,014.00	7,049	\$45,739.69	\$1,372.19	\$47,111.88	\$2,920.94	\$683.12	\$4,711.19	\$207.29	\$55,634.42
				\$4,817,967.81				\$4,202,309.12					\$4,962,506.84



New Teachers Option 2

Move all teachers under \$47,500 up to \$47,500

A	Medicare	FRS	WC	Comp w ER Paid Benefits	Yrs of Svc	New Annual Salary	FICA	Medicare	FRS	WC	New COMP w ER Paid Benefits
%	1.45%	10%	0.44				6.20%	1.45%	10%	0.44	
21.80	\$ 636.55	\$ 4,390.00	\$ 193.16	\$51,841.51	6.934	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
14.80	\$ 658.30	\$ 4,540.00	\$ 199.76	\$53,612.86	9.471	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
35.00	\$ 616.25	\$ 4,250.00	\$ 187.00	\$50,188.25	0.003	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
21.00	\$ 659.75	\$ 4,550.00	\$ 200.20	\$53,730.95	0.003	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
83.95	\$ 627.70	\$ 4,328.95	\$ 190.47	\$51,120.56	4.044	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
32.10	\$ 638.96	\$ 4,406.61	\$ 193.89	\$52,037.63	11.715	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
39.60	\$ 664.10	\$ 4,580.00	\$ 201.52	\$54,085.22	1.014	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
06.83	\$ 609.65	\$ 4,204.56	\$ 185.00	\$49,651.66	2.044	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
83.80	\$ 651.05	\$ 4,490.00	\$ 197.56	\$53,022.41	8.049	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
52.80	\$ 643.80	\$ 4,440.00	\$ 195.36	\$52,431.96	7.049	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
59.80	\$ 622.05	\$ 4,290.00	\$ 188.76	\$50,660.61	6.022	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
35.00	\$ 616.25	\$ 4,250.00	\$ 187.00	\$50,188.25	0.003	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
33.80	\$ 651.05	\$ 4,490.00	\$ 197.56	\$53,022.41	11.014	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
22.20	\$ 624.95	\$ 4,310.00	\$ 189.64	\$50,896.78	3.044	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
45.85	\$ 618.79	\$ 4,267.50	\$ 187.77	\$50,394.92	3.044	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
14.80	\$ 658.30	\$ 4,540.00	\$ 199.76	\$53,612.86	10.304	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
22.00	\$ 667.00	\$ 4,600.00	\$ 202.40	\$54,321.40	8.532	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
00.80	\$ 629.30	\$ 4,340.00	\$ 190.96	\$51,251.06	10.959	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
09.68	\$ 657.10	\$ 4,531.75	\$ 199.40	\$53,515.42	9.03	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
00.86	\$ 662.06	\$ 4,565.90	\$ 200.90	\$53,918.71	4.808	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
09.80	\$ 622.05	\$ 4,290.00	\$ 188.76	\$50,660.61	4.044	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
11.80	\$ 636.55	\$ 4,390.00	\$ 193.16	\$51,841.51	6.03	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
09.00	\$ 646.25	\$ 4,450.00	\$ 195.80	\$52,550.05	11.921	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
05.03	\$ 616.26	\$ 4,250.05	\$ 187.00	\$50,188.78	6.03	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
03.80	\$ 651.05	\$ 4,490.00	\$ 197.56	\$53,022.41	8.049	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
03.00	\$ 601.75	\$ 4,150.00	\$ 182.60	\$49,007.35	1.047	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
08.01	\$ 638.00	\$ 4,400.02	\$ 193.60	\$51,959.85	0.797	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
05.45	\$ 630.39	\$ 4,347.50	\$ 191.29	\$51,339.65	2.044	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
05.60	\$ 635.10	\$ 4,380.00	\$ 192.72	\$51,723.42	8.468	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
03.00	\$ 601.75	\$ 4,150.00	\$ 182.60	\$49,007.35	1.047	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
00.00	\$ 580.00	\$ 4,000.00	\$ 176.00	\$47,236.00	0	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
2.80	\$ 643.80	\$ 4,440.00	\$ 195.36	\$52,431.96	8.049	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
00.00	\$ 580.00	\$ 4,000.00	\$ 176.00	\$47,236.00	1.047	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75
7.80	\$ 607.55	\$ 4,190.00	\$ 184.36	\$49,479.71	2.044	\$ 47,500.00	\$ 2,945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75

8.20%  
4.63%  
11.76%  
4.10%  
9.73%  
7.79%  
3.71%  
12.97%  
5.79%  
6.98%  
10.72%  
11.76%  
5.79%  
10.21%  
11.31%  
4.63%  
3.26%  
9.45%  
4.82%  
4.03%  
10.72%  
8.20%  
6.74%  
11.76%  
5.79%  
14.46%  
7.95%  
9.26%  
8.45%  
14.46%  
18.75%  
6.98%  
18.75%  
13.37%



New Teachers Option 2  
Move all teachers under \$47,500 up to \$47,500

511.00	\$	587.25	\$	4,050.00	\$	178.20	\$47,826.45	0.822	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	17.28%
597.80	\$	607.55	\$	4,190.00	\$	184.36	\$49,479.71	4.882	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	13.37%
684.60	\$	627.85	\$	4,330.00	\$	190.52	\$51,132.97	10.392	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	9.70%
733.49	\$	639.28	\$	4,408.85	\$	193.99	\$52,064.07	2.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	7.74%
808.60	\$	656.85	\$	4,530.00	\$	199.32	\$53,494.77	1.047	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	4.86%
573.00	\$	601.75	\$	4,150.00	\$	182.60	\$49,007.35	0.003	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	14.46%
566.80	\$	600.30	\$	4,140.00	\$	182.16	\$48,889.26	8.29	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	14.73%
604.00	\$	609.00	\$	4,200.00	\$	184.80	\$49,597.80	0.003	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	13.10%
480.00	\$	580.00	\$	4,000.00	\$	176.00	\$47,236.00	1.07	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	18.75%
52.80	\$	643.80	\$	4,440.00	\$	195.36	\$52,431.96	10.866	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	6.98%
359.80	\$	622.05	\$	4,290.00	\$	188.76	\$50,660.61	4.756	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	10.72%
480.00	\$	580.00	\$	4,000.00	\$	176.00	\$47,236.00	1.047	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	18.75%
328.80	\$	614.80	\$	4,240.00	\$	186.56	\$50,070.16	3.31	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	12.03%
783.80	\$	651.05	\$	4,490.00	\$	197.56	\$53,022.41	8.011	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	5.79%
728.00	\$	638.00	\$	4,400.00	\$	193.60	\$51,959.60	0.822	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	7.95%
721.80	\$	636.55	\$	4,390.00	\$	193.16	\$51,841.51	2.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	8.20%
773.00	\$	601.75	\$	4,150.00	\$	182.60	\$49,007.35	4	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	14.46%
80.00	\$	580.00	\$	4,000.00	\$	176.00	\$47,236.00	0.003	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	18.75%
111.00	\$	587.25	\$	4,050.00	\$	178.20	\$47,826.45	2	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	17.28%
59.80	\$	622.05	\$	4,290.00	\$	188.76	\$50,660.61	4.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	10.72%
80.00	\$	580.00	\$	4,000.00	\$	176.00	\$47,236.00	0.003	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	18.75%
80.00	\$	580.00	\$	4,000.00	\$	176.00	\$47,236.00	1.047	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	18.75%
14.80	\$	658.30	\$	4,540.00	\$	199.76	\$53,612.86	9.049	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	4.63%
28.80	\$	614.80	\$	4,240.00	\$	186.56	\$50,070.16	7.014	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	12.03%
91.60	\$	606.10	\$	4,180.00	\$	183.92	\$49,361.63	4.899	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	13.64%
91.60	\$	606.10	\$	4,180.00	\$	183.92	\$49,361.63	3.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	13.64%
70.66	\$	624.59	\$	4,307.51	\$	189.53	\$50,867.37	2.381	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	10.27%
60.60	\$	598.85	\$	4,130.00	\$	181.72	\$48,771.18	2.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	15.01%
28.00	\$	638.00	\$	4,400.00	\$	193.60	\$51,959.60	0.904	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	7.95%
29.60	\$	591.60	\$	4,080.00	\$	179.52	\$48,180.73	1.896	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	16.42%
21.00	\$	659.75	\$	4,550.00	\$	200.20	\$53,730.94	10.016	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	4.40%
30.00	\$	580.00	\$	4,000.00	\$	176.00	\$47,236.00	0.003	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	18.75%
77.60	\$	649.60	\$	4,480.00	\$	197.12	\$52,904.32	9.049	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	6.03%
77.80	\$	607.55	\$	4,190.00	\$	184.36	\$49,479.71	1.047	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	13.37%
66.28	\$	688.00	\$	4,606.91	\$	202.70	\$54,403.00	14.063	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	3.11%
28.00	\$	638.00	\$	4,400.00	\$	193.60	\$51,959.60	1.047	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	7.95%
55.00	\$	616.25	\$	4,250.00	\$	187.00	\$50,188.25	0.786	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	11.76%



New Teachers Option 2

Move all teachers under \$47,500 up to \$47,500

\$59.80	\$	622.05	\$	4,290.00	\$	188.76	\$50,660.61	5.005	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	10.72%
\$80.00	\$	580.00	\$	4,000.00	\$	176.00	\$47,236.00	0.003	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	18.75%
\$91.60	\$	606.10	\$	4,180.00	\$	183.92	\$49,361.63	8.049	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	13.64%
\$83.89	\$	627.68	\$	4,328.85	\$	190.47	\$51,119.37	2.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	9.73%
\$16.40	\$	611.90	\$	4,220.00	\$	185.68	\$49,833.99	2.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	12.56%
\$39.60	\$	664.10	\$	4,580.00	\$	201.52	\$54,085.22	12.329	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	3.71%
\$97.80	\$	607.55	\$	4,190.00	\$	184.36	\$49,479.71	1.047	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	13.37%
\$11.00	\$	587.25	\$	4,050.00	\$	178.20	\$47,826.45	1.047	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	17.28%
\$90.00	\$	652.50	\$	4,500.00	\$	198.00	\$53,140.50	0.003	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	5.56%
\$19.26	\$	635.96	\$	4,385.90	\$	192.98	\$51,793.08	4.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	8.30%
\$97.80	\$	607.55	\$	4,190.00	\$	184.36	\$49,479.71	3.512	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	13.37%
\$95.45	\$	630.39	\$	4,347.50	\$	191.29	\$51,339.65	2.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	9.26%
\$59.80	\$	622.05	\$	4,290.00	\$	188.76	\$50,660.61	5.332	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	10.72%
\$21.80	\$	636.55	\$	4,390.00	\$	193.16	\$51,841.51	11.896	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	8.20%
\$95.08	\$	630.30	\$	4,346.90	\$	191.26	\$51,332.53	5.332	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	9.27%
\$71.14	\$	648.09	\$	4,469.58	\$	196.66	\$52,781.31	7.049	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	6.27%
\$83.80	\$	651.05	\$	4,490.00	\$	197.56	\$53,022.41	12.022	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	5.79%
\$21.80	\$	636.55	\$	4,390.00	\$	193.16	\$51,841.51	1.047	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	8.20%
\$77.60	\$	649.60	\$	4,480.00	\$	197.12	\$52,904.32	1.047	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	6.03%
\$58.25	\$	621.69	\$	4,287.50	\$	188.65	\$50,631.09	2.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	10.79%
\$59.80	\$	622.05	\$	4,290.00	\$	188.76	\$50,660.61	4.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	10.72%
\$35.86	\$	663.23	\$	4,573.97	\$	201.25	\$54,014.00	6.03	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	3.85%
\$45.80	\$	665.55	\$	4,590.00	\$	201.96	\$54,203.31	11.408	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	3.49%
\$28.80	\$	614.80	\$	4,240.00	\$	186.56	\$50,070.16	3.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	12.03%
\$35.00	\$	616.25	\$	4,250.00	\$	187.00	\$50,188.25	7.803	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	11.76%
\$35.86	\$	663.23	\$	4,573.97	\$	201.25	\$54,014.00	7.049	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	3.85%
\$09.51	\$	657.06	\$	4,531.47	\$	199.38	\$53,512.12	6.937	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	4.82%
\$66.80	\$	600.30	\$	4,140.00	\$	182.16	\$48,889.26	2.742	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	14.73%
\$15.60	\$	635.10	\$	4,380.00	\$	192.72	\$51,723.42	9.37	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	8.45%
\$35.00	\$	616.25	\$	4,250.00	\$	187.00	\$50,188.25	1.479	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	11.76%
\$52.80	\$	643.80	\$	4,440.00	\$	195.36	\$52,431.96	1.047	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	6.98%
\$83.95	\$	627.70	\$	4,328.95	\$	190.47	\$51,120.56	4.044	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	9.73%
\$59.80	\$	622.05	\$	4,290.00	\$	188.76	\$50,660.61	5.312	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	10.72%
\$72.20	\$	624.95	\$	4,310.00	\$	189.64	\$50,896.78	12.033	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	10.21%
\$26.51	\$	637.65	\$	4,397.60	\$	193.49	\$51,931.25	4.679	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	8.01%
\$21.80	\$	636.55	\$	4,390.00	\$	193.16	\$51,841.51	8.501	\$	47,500.00	\$	2,945.00	\$	688.75	\$	4,750.00	\$	209.00	\$	56,092.75	8.20%

New Teachers Option 2  
Move all teachers under \$47,500 up to \$47,500

\$5,455,147.37	\$ 5,082,500.00	\$6,001,924.25	10.19%
----------------	-----------------	----------------	--------



Veteran Teachers with 3% Increase  
Option 2

Medicare	FRS	WC	Comp w ER Paid		Yrs of Svc	Annual Salary	3%	New Comp	FICA	Medicare	FRS	WC	ER Paid	Benefits
			Benefits											
1.45%	10%	0.44												
\$ 703.86	\$ 4,854.18	\$ 213.58	\$ 57,323.06	14.063	\$ 48,541.84	\$1,456.26	\$49,998.10	\$3,099.88	\$724.97	\$4,999.81	\$219.99	\$59,042.75		
\$ 754.08	\$ 5,200.58	\$ 228.83	\$ 61,413.67	21	\$ 52,005.82	\$1,560.17	\$53,565.99	\$3,321.09	\$776.71	\$5,356.60	\$235.69	\$63,256.08		
\$ 812.00	\$ 5,600.00	\$ 246.40	\$ 66,130.40	32	\$ 56,000.00	\$1,680.00	\$57,680.00	\$3,576.16	\$836.36	\$5,768.00	\$253.79	\$68,114.31		
\$ 698.95	\$ 4,820.35	\$ 212.10	\$ 56,923.50	20	\$ 48,203.49	\$1,446.10	\$49,649.59	\$3,078.27	\$719.92	\$4,964.96	\$218.46	\$58,631.21		
\$ 686.49	\$ 4,734.41	\$ 208.31	\$ 55,908.66	10	\$ 47,344.11	\$1,420.32	\$48,764.43	\$3,023.39	\$707.08	\$4,876.44	\$214.56	\$57,585.92		
\$ 740.18	\$ 5,104.69	\$ 224.61	\$ 60,281.27	14.063	\$ 51,046.89	\$1,531.41	\$52,578.30	\$3,259.85	\$762.39	\$5,257.83	\$231.34	\$62,089.71		
\$ 712.13	\$ 4,911.24	\$ 216.09	\$ 57,996.84	15.063	\$ 49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75		
\$ 696.00	\$ 4,800.00	\$ 211.20	\$ 56,683.19	16	\$ 47,999.99	\$1,440.00	\$49,439.99	\$3,065.28	\$716.88	\$4,944.00	\$217.54	\$58,383.68		
\$ 740.18	\$ 5,104.69	\$ 224.61	\$ 60,281.27	13.016	\$ 51,046.89	\$1,531.41	\$52,578.30	\$3,259.85	\$762.39	\$5,257.83	\$231.34	\$62,089.71		
\$ 769.95	\$ 5,310.00	\$ 233.64	\$ 62,705.79	15	\$ 53,100.00	\$1,593.00	\$54,693.00	\$3,390.97	\$793.05	\$5,469.30	\$240.65	\$64,586.96		
\$ 739.19	\$ 5,097.86	\$ 224.31	\$ 60,200.58	9.049	\$ 50,978.56	\$1,529.36	\$52,507.92	\$3,255.49	\$761.36	\$5,250.79	\$231.03	\$62,006.60		
\$ 696.17	\$ 4,801.16	\$ 211.25	\$ 56,696.91	11.014	\$ 48,011.61	\$1,440.35	\$49,451.96	\$3,066.02	\$717.05	\$4,945.20	\$217.59	\$58,397.82		
\$ 703.25	\$ 4,850.00	\$ 213.40	\$ 57,273.65	17	\$ 48,500.00	\$1,455.00	\$49,955.00	\$3,097.21	\$724.35	\$4,995.50	\$219.80	\$58,991.86		
\$ 786.28	\$ 5,422.64	\$ 238.60	\$ 64,035.94	15.063	\$ 54,226.39	\$1,626.79	\$55,853.18	\$3,462.90	\$809.87	\$5,585.32	\$245.75	\$65,957.02		
\$ 657.10	\$ 4,531.75	\$ 199.40	\$ 53,515.42	9.03	\$ 45,317.49	\$1,359.52	\$46,677.01	\$2,893.97	\$676.82	\$4,667.70	\$205.38	\$55,120.89		
\$ 672.80	\$ 4,640.00	\$ 204.16	\$ 54,793.76	11.014	\$ 46,400.00	\$1,392.00	\$47,792.00	\$2,963.10	\$692.98	\$4,779.20	\$210.28	\$56,437.57		
\$ 732.25	\$ 5,050.00	\$ 222.20	\$ 59,635.45	20	\$ 50,500.00	\$1,515.00	\$52,015.00	\$3,224.93	\$754.22	\$5,201.50	\$228.87	\$61,424.51		
\$ 692.73	\$ 4,777.45	\$ 210.21	\$ 56,416.90	17	\$ 47,774.49	\$1,433.23	\$49,207.72	\$3,050.88	\$713.51	\$4,920.77	\$216.51	\$58,109.40		
\$ 699.01	\$ 4,820.75	\$ 212.11	\$ 56,928.27	16	\$ 48,207.53	\$1,446.23	\$49,653.76	\$3,078.53	\$719.98	\$4,965.38	\$218.48	\$58,636.12		
\$ 712.13	\$ 4,911.24	\$ 216.09	\$ 57,996.84	15.063	\$ 49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75		
\$ 728.38	\$ 5,023.32	\$ 221.03	\$ 59,320.33	15.063	\$ 50,233.15	\$1,506.99	\$51,740.14	\$3,207.89	\$750.23	\$5,174.01	\$227.66	\$61,099.94		
\$ 699.21	\$ 4,822.13	\$ 212.17	\$ 56,944.49	26	\$ 48,221.26	\$1,446.64	\$49,667.90	\$3,079.41	\$720.18	\$4,966.79	\$218.54	\$58,652.82		
\$ 675.50	\$ 4,658.66	\$ 204.98	\$ 55,014.06	9.049	\$ 46,586.55	\$1,397.60	\$47,984.15	\$2,975.02	\$695.77	\$4,798.41	\$211.13	\$56,664.48		
\$ 712.13	\$ 4,911.24	\$ 216.09	\$ 57,996.84	15.063	\$ 49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75		
\$ 694.55	\$ 4,790.00	\$ 210.76	\$ 56,565.11	1.047	\$ 47,900.00	\$1,437.00	\$49,337.00	\$3,058.89	\$715.39	\$4,933.70	\$217.08	\$58,262.06		
\$ 712.13	\$ 4,911.24	\$ 216.09	\$ 57,996.84	15.063	\$ 49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75		
\$ 688.99	\$ 4,751.68	\$ 209.07	\$ 56,112.64	14.063	\$ 47,516.84	\$1,425.51	\$48,942.35	\$3,034.43	\$709.66	\$4,894.23	\$215.35	\$57,796.02		
\$ 695.97	\$ 4,799.83	\$ 211.19	\$ 56,681.15	12.022	\$ 47,998.26	\$1,439.95	\$49,438.21	\$3,065.17	\$716.85	\$4,943.82	\$217.53	\$58,381.58		
\$ 712.09	\$ 4,910.97	\$ 216.08	\$ 57,993.62	13	\$ 49,109.68	\$1,473.29	\$50,582.97	\$3,136.14	\$733.45	\$5,058.30	\$222.57	\$59,733.43		
\$ 712.13	\$ 4,911.24	\$ 216.09	\$ 57,996.84	15.06	\$ 49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75		
\$ 732.77	\$ 5,053.60	\$ 222.36	\$ 59,677.99	18	\$ 50,536.02	\$1,516.08	\$52,052.10	\$3,227.23	\$754.76	\$5,205.21	\$229.03	\$61,468.33		
\$ 740.18	\$ 5,104.69	\$ 224.61	\$ 60,281.25	15.063	\$ 51,046.87	\$1,531.41	\$52,578.28	\$3,259.85	\$762.39	\$5,257.83	\$231.34	\$62,089.69		
\$ 712.09	\$ 4,910.97	\$ 216.08	\$ 57,993.62	14	\$ 49,109.68	\$1,473.29	\$50,582.97	\$3,136.14	\$733.45	\$5,058.30	\$222.57	\$59,733.43		
\$ 675.50	\$ 4,658.66	\$ 204.98	\$ 55,014.06	8.049	\$ 46,586.55	\$1,397.60	\$47,984.15	\$2,975.02	\$695.77	\$4,798.41	\$211.13	\$56,664.48		
\$ 675.50	\$ 4,658.66	\$ 204.98	\$ 55,014.06	8.049	\$ 46,586.55	\$1,397.60	\$47,984.15	\$2,975.02	\$695.77	\$4,798.41	\$211.13	\$56,664.48		
\$ 695.23	\$ 4,794.69	\$ 210.97	\$ 56,620.46	15.063	\$ 47,946.87	\$1,438.41	\$49,385.28	\$3,061.89	\$716.09	\$4,938.53	\$217.30	\$58,319.07		
\$ 802.72	\$ 5,536.00	\$ 243.58	\$ 65,374.61	15.063	\$ 55,359.99	\$1,660.80	\$57,020.79	\$3,535.29	\$826.80	\$5,702.08	\$250.89	\$67,335.85		
\$ 675.26	\$ 4,656.95	\$ 204.91	\$ 54,993.91	3.915	\$ 46,569.49	\$1,397.08	\$47,966.57	\$2,973.93	\$695.52	\$4,796.66	\$211.05	\$56,643.73		
\$ 687.44	\$ 4,740.97	\$ 208.60	\$ 55,986.08	2.044	\$ 47,409.67	\$1,422.29	\$48,831.96	\$3,027.58	\$708.06	\$4,883.20	\$214.86	\$57,665.66		
\$ 719.29	\$ 4,960.59	\$ 218.27	\$ 58,579.62	3.044	\$ 49,605.91	\$1,472.29	\$49,605.91	\$3,167.83	\$740.86	\$5,109.41	\$224.81	\$60,337.01		
\$ 712.13	\$ 4,911.24	\$ 216.09	\$ 57,996.84	15.063	\$ 49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75		
\$ 745.53	\$ 5,141.59	\$ 226.23	\$ 60,716.99	3.033	\$ 51,415.86	\$1,542.48	\$52,958.34	\$3,283.42	\$767.90	\$5,295.83	\$233.02	\$62,538.50		
\$ 703.86	\$ 4,854.18	\$ 213.58	\$ 57,323.06	14.049	\$ 48,541.84	\$1,456.26	\$49,998.10	\$3,099.88	\$724.97	\$4,999.81	\$219.99	\$59,042.75		



Veteran Teachers with 3% Increase  
Option 2

\$ 224.36	\$ 754.08	\$ 5,200.58	\$ 228.83	\$ 61,413.67	19	\$ 52,005.82	\$1,560.17	\$53,565.99	\$3,321.09	\$776.71	\$5,356.60	\$235.69	\$63,256.08
\$ 145.20	\$ 735.57	\$ 5,072.91	\$ 223.21	\$ 59,905.98	3	\$ 50,729.09	\$1,521.87	\$52,250.96	\$3,239.56	\$757.64	\$5,225.10	\$229.90	\$61,703.16
\$ 166.88	\$ 740.64	\$ 5,107.88	\$ 224.75	\$ 60,318.90	12	\$ 51,078.75	\$1,532.36	\$52,611.11	\$3,261.89	\$762.86	\$5,261.11	\$231.49	\$62,128.46
\$ 945.00	\$ 688.75	\$ 4,750.00	\$ 209.00	\$ 56,092.75	0.003	\$ 47,500.00	\$1,425.00	\$48,925.00	\$3,033.35	\$709.41	\$4,892.50	\$215.27	\$57,775.53
\$ 222.56	\$ 683.50	\$ 4,713.80	\$ 207.41	\$ 55,665.28	15	\$ 47,138.01	\$1,414.14	\$48,552.15	\$3,010.23	\$704.01	\$4,855.22	\$213.63	\$57,335.23
\$ 164.91	\$ 740.18	\$ 5,104.69	\$ 224.61	\$ 60,281.25	11.014	\$ 51,046.87	\$1,531.41	\$52,578.28	\$3,259.85	\$762.39	\$5,257.83	\$231.34	\$62,089.69
\$ 969.00	\$ 717.75	\$ 4,950.00	\$ 217.80	\$ 58,454.55	2	\$ 49,500.00	\$1,485.00	\$50,985.00	\$3,161.07	\$739.28	\$5,098.50	\$224.33	\$60,208.19
\$ 922.21	\$ 683.42	\$ 4,713.25	\$ 207.38	\$ 55,658.76	12.022	\$ 47,132.49	\$1,413.97	\$48,546.46	\$3,009.88	\$703.92	\$4,854.65	\$213.60	\$57,328.52
\$ 198.01	\$ 747.92	\$ 5,158.08	\$ 226.96	\$ 60,911.79	17	\$ 51,580.82	\$1,547.42	\$53,128.24	\$3,293.95	\$770.36	\$5,312.82	\$233.76	\$62,739.14
\$ 976.72	\$ 696.17	\$ 4,801.16	\$ 211.25	\$ 56,696.91	10.942	\$ 48,011.61	\$1,440.35	\$49,451.96	\$3,066.02	\$717.05	\$4,945.20	\$217.59	\$58,397.82
\$ 198.01	\$ 747.92	\$ 5,158.08	\$ 226.96	\$ 60,911.79	25	\$ 51,580.82	\$1,547.42	\$53,128.24	\$3,293.95	\$770.36	\$5,312.82	\$233.76	\$62,739.14
\$ 949.42	\$ 689.78	\$ 4,757.13	\$ 209.31	\$ 56,176.95	9.049	\$ 47,571.30	\$1,427.14	\$48,998.44	\$3,037.90	\$710.48	\$4,899.84	\$215.59	\$57,862.26
\$ 944.97	\$ 712.13	\$ 4,911.24	\$ 216.09	\$ 57,996.84	14.063	\$ 49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75
\$ 164.91	\$ 740.18	\$ 5,104.69	\$ 224.61	\$ 60,281.27	21	\$ 51,047.90	\$1,531.44	\$52,579.34	\$3,259.85	\$762.39	\$5,257.83	\$231.35	\$62,089.94
\$ 935.33	\$ 686.49	\$ 4,734.41	\$ 208.31	\$ 55,908.66	12.022	\$ 49,046.89	\$1,531.41	\$52,578.30	\$3,259.85	\$762.39	\$5,257.83	\$231.34	\$62,089.71
\$ 952.52	\$ 690.51	\$ 4,762.12	\$ 209.53	\$ 56,235.92	14	\$ 47,344.11	\$1,420.32	\$48,764.43	\$3,023.39	\$707.08	\$4,876.44	\$214.56	\$57,585.92
\$ 009.59	\$ 703.86	\$ 4,854.18	\$ 213.58	\$ 57,323.06	9.049	\$ 47,621.24	\$1,428.64	\$49,049.88	\$3,041.09	\$711.22	\$4,904.99	\$215.82	\$57,923.00
\$ 969.80	\$ 694.55	\$ 4,790.00	\$ 210.76	\$ 56,565.11	14.063	\$ 48,541.84	\$1,456.26	\$49,998.10	\$3,099.88	\$724.97	\$4,999.81	\$219.99	\$59,042.75
\$ 944.97	\$ 712.13	\$ 4,911.24	\$ 216.09	\$ 57,996.84	14.063	\$ 49,112.41	\$1,473.37	\$50,585.78	\$3,136.32	\$733.49	\$5,058.58	\$222.58	\$59,736.75
\$ 009.59	\$ 703.86	\$ 4,854.18	\$ 213.58	\$ 57,323.06	14.063	\$ 48,541.84	\$1,456.26	\$49,998.10	\$3,099.88	\$724.97	\$4,999.81	\$219.99	\$59,042.75
\$ 894.31	\$ 676.90	\$ 4,668.25	\$ 205.40	\$55,127.35	13	\$ 46,682.49	\$ 1,400.47	\$ 48,082.96	\$ 2,981.14	\$ 697.20	\$4,808.30	\$211.57	\$56,781.17
\$ 907.80	\$ 680.05	\$ 4,690.00	\$ 206.36	\$55,384.21	12.033	\$ 46,900.00	\$ 1,407.00	\$ 48,307.00	\$ 2,995.03	\$ 700.45	\$4,830.70	\$212.55	\$57,045.74
\$ 876.80	\$ 680.05	\$ 4,690.00	\$ 206.36	\$55,384.21	12.022	\$ 46,900.00	\$ 1,407.00	\$ 48,307.00	\$ 2,995.03	\$ 700.45	\$4,830.70	\$212.55	\$57,045.74
\$ 876.80	\$ 672.80	\$ 4,640.00	\$ 204.16	\$54,793.76	12.022	\$ 46,400.00	\$ 1,392.00	\$ 47,792.00	\$ 2,963.10	\$ 692.98	\$4,779.20	\$210.28	\$56,437.57
\$ 876.80	\$ 672.80	\$ 4,640.00	\$ 204.16	\$54,793.76	11.014	\$ 46,400.00	\$ 1,392.00	\$ 47,792.00	\$ 2,963.10	\$ 692.98	\$4,779.20	\$210.28	\$56,437.57
\$ 914.59	\$ 681.64	\$ 4,700.95	\$ 206.84	\$55,513.51	8.049	\$ 47,009.49	\$ 1,410.28	\$ 48,419.77	\$ 3,002.03	\$ 702.09	\$4,841.98	\$213.05	\$57,178.91
\$ 876.80	\$ 672.80	\$ 4,640.00	\$ 204.16	\$54,793.76	12.822	\$ 46,400.00	\$ 1,392.00	\$ 47,792.00	\$ 2,963.10	\$ 692.98	\$4,779.20	\$210.28	\$56,437.57
\$ 907.80	\$ 680.05	\$ 4,690.00	\$ 206.36	\$55,384.21	14.063	\$ 46,900.00	\$ 1,407.00	\$ 48,307.00	\$ 2,995.03	\$ 700.45	\$4,830.70	\$212.55	\$57,045.74
\$ 907.80	\$ 680.05	\$ 4,690.00	\$ 206.36	\$55,384.21	12	\$ 46,900.00	\$ 1,407.00	\$ 48,307.00	\$ 2,995.03	\$ 700.45	\$4,830.70	\$212.55	\$57,045.74
\$ 869.17	\$ 671.02	\$ 4,627.70	\$ 203.62	\$54,648.50	9	\$ 46,276.99	\$ 1,388.31	\$ 47,665.30	\$ 2,955.25	\$ 691.15	\$4,766.53	\$209.73	\$56,287.95
\$ 861.67	\$ 669.26	\$ 4,615.60	\$ 203.09	\$54,505.61	15	\$ 46,155.99	\$ 1,384.68	\$ 47,540.67	\$ 2,947.52	\$ 689.34	\$4,754.07	\$209.18	\$56,140.78
\$ 912.42	\$ 681.13	\$ 4,697.45	\$ 206.69	\$55,472.20	20	\$ 46,974.51	\$ 1,409.24	\$ 48,383.75	\$ 2,999.79	\$ 701.56	\$4,838.37	\$212.89	\$57,136.36



CA	Yrs of Svc				Annual Salary	4%	New Comp	New Comp w				ER paid	Benefits
	Comp w	ER Paid	WC	Benefits									
CA	Medicare	FRS	WC	Comp w	Yrs of Svc	Annual Salary	4%	New Comp	FICA	Medicare	FRS	WC	Benefits
	0.062	0.0145	0.1	0.44					6.20%	1.45%	10%		
\$3,009.59	\$703.86	\$4,854.18	\$213.58	\$57,323.06	14.063	\$ 48,541.84	\$1,941.67	\$50,483.51	\$3,129.98	\$732.01	\$5,048.35	\$222.13	\$59,615.98
\$3,224.36	\$754.08	\$5,200.58	\$228.83	\$61,413.67	21	\$ 52,005.82	\$2,080.23	\$54,086.05	\$3,353.34	\$784.25	\$5,408.61	\$237.98	\$63,870.22
\$3,472.00	\$812.00	\$5,600.00	\$246.40	\$66,130.40	32	\$ 56,000.00	\$2,240.00	\$58,240.00	\$3,610.88	\$844.48	\$5,824.00	\$256.26	\$68,775.62
\$2,988.62	\$698.95	\$4,820.35	\$212.10	\$56,923.50	20	\$ 48,203.49	\$1,928.14	\$50,131.63	\$3,108.16	\$726.91	\$5,013.16	\$220.58	\$59,200.44
\$2,935.33	\$686.49	\$4,734.41	\$208.31	\$55,908.66	10	\$ 47,344.11	\$1,893.76	\$49,237.87	\$3,052.75	\$713.95	\$4,923.79	\$216.65	\$58,145.01
\$3,164.91	\$740.18	\$5,104.69	\$224.61	\$60,281.27	14.063	\$ 51,046.89	\$2,041.88	\$53,088.77	\$3,291.50	\$769.79	\$5,308.88	\$233.59	\$62,692.52
\$3,044.97	\$712.13	\$4,911.24	\$216.09	\$57,996.84	15.063	\$ 49,112.41	\$1,964.50	\$51,076.91	\$3,166.77	\$740.62	\$5,107.69	\$224.74	\$60,316.72
\$2,976.00	\$696.00	\$4,800.00	\$211.20	\$56,683.19	16	\$ 47,999.99	\$1,920.00	\$49,919.99	\$3,095.04	\$723.84	\$4,992.00	\$219.65	\$58,950.52
\$3,164.91	\$740.18	\$5,104.69	\$224.61	\$60,281.27	13.016	\$ 51,046.89	\$2,041.88	\$53,088.77	\$3,291.50	\$769.79	\$5,308.88	\$233.59	\$62,692.52
\$3,292.20	\$769.95	\$5,310.00	\$233.64	\$62,705.79	15	\$ 53,100.00	\$2,124.00	\$55,224.00	\$3,423.89	\$800.75	\$5,522.40	\$242.99	\$65,214.02
\$3,160.67	\$739.19	\$5,097.86	\$224.31	\$60,200.58	9.049	\$ 50,978.56	\$2,039.14	\$53,017.70	\$3,287.10	\$768.76	\$5,301.77	\$233.28	\$62,608.60
\$2,976.72	\$696.17	\$4,801.16	\$211.25	\$56,696.91	11.014	\$ 48,011.61	\$1,920.46	\$49,932.07	\$3,095.79	\$724.02	\$4,993.21	\$219.70	\$58,964.79
\$3,007.00	\$703.25	\$4,850.00	\$213.40	\$57,273.65	17	\$ 48,500.00	\$1,940.00	\$50,440.00	\$3,127.28	\$731.38	\$5,044.00	\$221.94	\$59,564.60
\$3,362.04	\$786.28	\$5,422.64	\$238.60	\$64,035.94	15.063	\$ 54,226.39	\$2,169.06	\$56,395.45	\$3,496.52	\$817.73	\$5,639.54	\$248.14	\$66,597.38
\$2,809.68	\$657.10	\$4,531.75	\$199.40	\$53,515.42	9.03	\$ 45,317.49	\$1,812.70	\$47,130.19	\$2,922.07	\$683.39	\$4,713.02	\$207.37	\$55,656.04
\$2,876.80	\$672.80	\$4,640.00	\$204.16	\$54,793.76	11.014	\$ 46,400.00	\$1,856.00	\$48,256.00	\$2,991.87	\$699.71	\$4,825.60	\$212.33	\$56,985.51
\$3,131.00	\$732.25	\$5,050.00	\$222.20	\$59,635.45	20	\$ 50,500.00	\$2,020.00	\$52,520.00	\$3,256.24	\$761.54	\$5,252.00	\$231.09	\$62,020.87
\$2,962.02	\$692.73	\$4,777.45	\$210.21	\$56,416.90	17	\$ 47,774.49	\$1,910.98	\$49,685.47	\$3,080.50	\$720.44	\$4,968.55	\$218.62	\$58,673.57
\$2,988.87	\$699.01	\$4,820.75	\$212.11	\$56,928.27	16	\$ 48,207.53	\$1,928.30	\$50,135.83	\$3,108.42	\$726.97	\$5,013.58	\$220.60	\$59,205.40
\$3,044.97	\$712.13	\$4,911.24	\$216.09	\$57,996.84	15.063	\$ 49,112.41	\$1,964.50	\$51,076.91	\$3,166.77	\$740.62	\$5,107.69	\$224.74	\$60,316.72
\$3,114.46	\$728.38	\$5,023.32	\$221.03	\$59,320.33	26	\$ 48,221.26	\$1,928.85	\$50,150.11	\$3,109.31	\$777.18	\$5,015.01	\$220.66	\$59,222.27
\$2,989.72	\$699.21	\$4,822.13	\$212.17	\$56,944.49	9.049	\$ 46,586.55	\$1,863.46	\$48,450.01	\$3,003.90	\$702.53	\$4,845.00	\$213.18	\$57,214.62
\$2,888.37	\$675.50	\$4,658.66	\$204.98	\$55,014.06	15.063	\$ 49,112.41	\$1,964.50	\$51,076.91	\$3,166.77	\$740.62	\$5,107.69	\$224.74	\$60,316.72
\$3,044.97	\$712.13	\$4,911.24	\$216.09	\$57,996.84	22	\$ 47,900.00	\$1,916.00	\$49,816.00	\$3,088.59	\$722.33	\$4,981.60	\$219.19	\$58,827.71
\$3,133.23	\$732.77	\$5,053.60	\$222.36	\$59,677.99	15.063	\$ 51,046.87	\$2,041.87	\$53,088.74	\$3,291.50	\$769.79	\$5,308.87	\$233.59	\$62,692.50
\$3,164.91	\$740.18	\$5,104.69	\$224.61	\$60,281.25	14	\$ 49,109.68	\$1,964.39	\$51,074.07	\$3,166.59	\$740.57	\$5,107.41	\$224.73	\$60,313.37
\$3,044.80	\$712.09	\$4,910.97	\$216.08	\$57,993.62	8.049	\$ 46,586.55	\$1,863.46	\$48,450.01	\$3,003.90	\$702.53	\$4,845.00	\$213.18	\$57,214.62
\$2,888.37	\$675.50	\$4,658.66	\$204.98	\$55,014.06	8.049	\$ 46,586.55	\$1,863.46	\$48,450.01	\$3,003.90	\$702.53	\$4,845.00	\$213.18	\$57,214.62
\$2,888.37	\$675.50	\$4,658.66	\$204.98	\$55,014.06	8.049	\$ 46,586.55	\$1,863.46	\$48,450.01	\$3,003.90	\$702.53	\$4,845.00	\$213.18	\$57,214.62
\$2,972.71	\$695.23	\$4,794.69	\$210.97	\$56,620.46	15.063	\$ 47,946.87	\$1,917.87	\$49,864.74	\$3,091.61	\$723.04	\$4,986.47	\$219.40	\$58,885.28
\$3,432.32	\$802.72	\$5,536.00	\$243.58	\$65,374.61	15.063	\$ 55,359.99	\$2,214.40	\$57,574.39	\$3,569.61	\$834.83	\$5,757.44	\$233.33	\$67,989.60
\$2,887.31	\$675.26	\$4,656.95	\$204.91	\$54,993.91	15	\$ 46,589.49	\$1,862.78	\$48,432.27	\$3,002.80	\$702.27	\$4,843.23	\$213.10	\$57,193.67
\$2,939.40	\$687.44	\$4,740.97	\$208.60	\$55,986.08	18	\$ 47,409.67	\$1,896.39	\$49,306.06	\$3,056.98	\$714.94	\$4,930.61	\$216.95	\$58,225.52
\$3,075.57	\$719.29	\$4,960.59	\$218.27	\$58,579.62	23	\$ 49,605.91	\$1,984.24	\$51,590.15	\$3,198.59	\$748.06	\$5,159.01	\$227.00	\$60,922.80
\$3,044.97	\$712.13	\$4,911.24	\$216.09	\$57,996.84	15.063	\$ 49,112.41	\$1,964.50	\$51,076.91	\$3,166.77	\$740.62	\$5,107.69	\$224.74	\$60,316.72
\$3,187.78	\$745.53	\$5,141.59	\$226.23	\$60,716.99	28	\$ 51,415.86	\$2,056.63	\$53,472.49	\$3,315.29	\$775.35	\$5,347.25	\$235.28	\$63,145.67



**Option 3 Veteran Teachers with 8+ years experience: Increase 4%**

\$3,009.59	\$703.86	\$4,854.18	\$213.58	\$57,323.06	14.049	\$	48,541.84	\$1,941.67	\$50,483.51	\$3,129.98	\$732.01	\$5,048.35	\$222.13	\$59,615.98
\$3,224.36	\$754.08	\$5,200.58	\$228.83	\$61,413.67	19	\$	52,005.82	\$2,080.23	\$54,086.05	\$3,353.34	\$784.25	\$5,408.61	\$237.98	\$63,870.22
\$3,145.20	\$735.57	\$5,072.91	\$223.21	\$59,905.98	3	\$	50,729.09	\$2,029.16	\$52,758.25	\$3,271.01	\$764.99	\$5,275.83	\$232.14	\$62,302.22
\$3,166.88	\$740.64	\$5,107.88	\$224.75	\$60,318.90	12033	\$	51,078.75	\$2,043.15	\$53,121.90	\$3,293.56	\$770.27	\$5,312.19	\$233.74	\$62,731.65
\$2,945.00	\$688.75	\$4,750.00	\$209.00	\$56,092.75	11	\$	47,500.00	\$1,900.00	\$49,023.53	\$3,062.80	\$716.30	\$4,940.00	\$217.36	\$58,336.46
\$2,922.56	\$683.50	\$4,713.80	\$207.41	\$55,665.28	6.614	\$	47,138.01	\$1,885.52	\$49,023.53	\$3,039.46	\$710.84	\$4,902.35	\$215.70	\$57,891.89
\$3,164.91	\$740.18	\$5,104.69	\$224.61	\$60,281.25	11.014	\$	51,046.87	\$2,041.87	\$53,088.74	\$3,291.50	\$769.79	\$5,308.87	\$233.59	\$62,692.50
\$3,069.00	\$717.75	\$4,950.00	\$217.80	\$58,454.55	2	\$	49,500.00	\$1,980.00	\$51,480.00	\$3,191.76	\$746.46	\$5,148.00	\$226.51	\$60,792.73
\$2,922.21	\$683.42	\$4,713.25	\$207.38	\$55,658.76	12.022	\$	47,132.49	\$1,885.30	\$49,017.79	\$3,039.10	\$710.76	\$4,901.78	\$215.68	\$57,885.11
\$3,198.01	\$747.92	\$5,158.08	\$226.96	\$60,911.79	17	\$	51,580.82	\$2,063.23	\$53,644.05	\$3,325.93	\$777.84	\$5,364.41	\$236.03	\$63,348.26
\$2,976.72	\$696.17	\$4,801.16	\$211.25	\$56,696.91	10.942	\$	48,011.61	\$1,920.46	\$49,932.07	\$3,095.79	\$724.02	\$4,993.21	\$219.70	\$58,964.79
\$3,198.01	\$747.92	\$5,158.08	\$226.96	\$60,911.79	25	\$	51,580.82	\$2,063.23	\$53,644.05	\$3,325.93	\$777.84	\$5,364.41	\$236.03	\$63,348.26
\$2,949.42	\$689.78	\$4,757.13	\$209.31	\$56,176.95	9.049	\$	47,571.30	\$1,902.85	\$49,474.15	\$3,067.40	\$717.38	\$4,947.42	\$217.69	\$58,424.03
\$3,044.97	\$712.13	\$4,911.24	\$216.09	\$57,996.84	14.063	\$	49,112.41	\$1,964.50	\$51,076.91	\$3,166.77	\$740.62	\$5,107.69	\$224.74	\$60,316.72
\$3,164.97	\$740.19	\$5,104.79	\$224.61	\$60,282.47	21	\$	51,047.90	\$2,041.92	\$53,089.32	\$3,291.57	\$769.80	\$5,308.98	\$233.60	\$62,693.76
\$3,164.91	\$740.18	\$5,104.69	\$224.61	\$60,281.27	12.022	\$	51,046.89	\$2,041.88	\$53,088.77	\$3,291.50	\$769.79	\$5,308.88	\$233.59	\$62,692.52
\$2,935.33	\$686.49	\$4,734.41	\$208.31	\$55,908.66	14	\$	47,344.11	\$1,893.76	\$49,237.87	\$3,052.75	\$713.95	\$4,923.79	\$216.65	\$58,145.01
\$2,952.52	\$690.51	\$4,762.12	\$209.53	\$56,235.92	9.049	\$	47,621.24	\$1,904.85	\$49,526.09	\$3,070.62	\$718.13	\$4,952.61	\$217.91	\$58,485.36
\$3,009.59	\$703.86	\$4,854.18	\$213.58	\$57,323.06	14.063	\$	48,541.84	\$1,941.67	\$50,483.51	\$3,129.98	\$732.01	\$5,048.35	\$222.13	\$59,615.98
\$2,969.80	\$694.55	\$4,790.00	\$210.76	\$56,565.11	14.063	\$	47,900.00	\$1,916.00	\$49,816.00	\$3,088.59	\$722.33	\$4,981.60	\$219.19	\$58,827.71
\$3,044.97	\$712.13	\$4,911.24	\$216.09	\$57,996.84	14.063	\$	49,112.41	\$1,964.50	\$51,076.91	\$3,166.77	\$740.62	\$5,107.69	\$224.74	\$60,316.72
\$3,009.59	\$703.86	\$4,854.18	\$213.58	\$57,323.06	14.063	\$	48,541.84	\$1,941.67	\$50,483.51	\$3,129.98	\$732.01	\$5,048.35	\$222.13	\$59,615.98
2,894.31	\$	4,668.25	\$	\$55,127.35	13	\$	46,682.49	\$1,867.30	\$48,549.79	\$3,010.09	\$703.97	\$4,854.98	\$213.62	\$57,332.45
2,907.80	\$	4,690.00	\$	\$55,384.21	12.033	\$	46,900.00	\$1,876.00	\$48,776.00	\$3,024.11	\$707.25	\$4,877.60	\$214.61	\$57,599.58
2,907.80	\$	4,690.00	\$	\$55,384.21	12.022	\$	46,900.00	\$1,876.00	\$48,776.00	\$3,024.11	\$707.25	\$4,877.60	\$214.61	\$57,599.58
2,876.80	\$	4,640.00	\$	\$54,793.76	12.022	\$	46,400.00	\$1,856.00	\$48,256.00	\$2,991.87	\$699.71	\$4,825.60	\$212.33	\$56,985.51
2,876.80	\$	4,640.00	\$	\$54,793.76	11.014	\$	46,400.00	\$1,856.00	\$48,256.00	\$2,991.87	\$699.71	\$4,825.60	\$212.33	\$56,985.51
2,914.59	\$	4,700.95	\$	\$55,513.51	8.049	\$	47,009.49	\$1,880.38	\$48,839.87	\$3,031.17	\$708.90	\$4,888.99	\$215.12	\$57,734.05
2,876.80	\$	4,640.00	\$	\$54,793.76	12.822	\$	46,400.00	\$1,856.00	\$48,256.00	\$2,991.87	\$699.71	\$4,825.60	\$212.33	\$56,985.51
2,907.80	\$	4,690.00	\$	\$55,384.21	14.063	\$	46,900.00	\$1,876.00	\$48,776.00	\$3,024.11	\$707.25	\$4,877.60	\$214.61	\$57,599.58
2,907.80	\$	4,690.00	\$	\$55,384.21	13	\$	46,900.00	\$1,876.00	\$48,776.00	\$3,024.11	\$707.25	\$4,877.60	\$214.61	\$57,599.58
2,869.17	\$	4,627.70	\$	\$54,648.50	9	\$	46,276.99	\$1,851.08	\$48,128.07	\$2,983.94	\$697.86	\$4,812.81	\$211.76	\$56,834.44
2,861.67	\$	4,615.60	\$	\$54,505.61	15	\$	46,155.99	\$1,846.24	\$48,002.23	\$2,976.14	\$696.03	\$4,800.22	\$211.21	\$56,685.83
2,912.42	\$	4,697.45	\$	\$55,472.20	14	\$	46,974.51	\$1,878.98	\$48,855.49	\$3,028.92	\$708.38	\$4,885.35	\$214.96	\$57,691.09
2,884,922.95				\$4,384,922.95				\$3,861,732.46						\$4,560,319.86
60,319.86														
75,396.92														



<b>Item Number:</b>	<b>14.C.</b>
<b>Meeting Date:</b>	<b>9/8/2020</b>
<b>Item Type:</b>	<b>NEW BUSINESS:</b>

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School Authority

**TITLE:**

Request for Approval of the City of Cape Coral Charter School Authority Strategic Planning Workshop 2021-2024 Meeting Date/Time/Place - Superintendent Collins

**SUMMARY:**

**The City of Cape Coral Charter School Authority  
Strategic Planning Workshop 2021-2024**

**Dates Available:**

Thursday, November 12, 2020  
Thursday November 19, 2020

**Time:**

8:00a.m. - 2:00p.m.

**Place:**

Yacht Club Community Park  
5819 Driftwood Parkway  
Cape Coral, FL 33904

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**

Item Number:	16.A.
Meeting Date:	9/8/2020
Item Type:	TIME AND DATE OF NEXT MEETING

**AGENDA REQUEST FORM**  
City Of Cape Coral Charter School  
Authority

**TITLE:**

The Next Regular Governing Board Meeting will be held on Tuesday, October 13, 2020 at 5:30p.m. in Cape Coral City Council Chambers, 1015 Cultural Park Blvd., Cape Coral, FL 33990

**SUMMARY:**

**ADDITIONAL INFORMATION:**

**RECOMMENDED ACTION:**