

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

DATE: April 21, 2015

TOPIC/PROPOSAL: 2015-2016 Teacher Salary Schedule

BACKGROUND INFORMATION: The Certified Staff Salary Committee recommends the board approve the attached salary schedule. This schedule reduces steps 1 – 13 by one percent. Steps 14, L1 and L2 remain the same. Teachers on steps 1 – 13 would be allowed to move up one step. Teachers on steps 14, L1 and L2 would receive no salary increase (56% of certified staff will be on step 14, L1 or L2 next school year). Channel changes would be honored. In addition, all certified employees would pay ten percent of their health insurance premiums for the \$2,000 corridor (deductible) for one year beginning October 1st. The 10% employee premium share is estimated to save the school district \$378,625. Each employee is estimated to pay \$52.00 per month. Employees will continue to have the option to buy up to the \$1,500 or \$500 corridor (deductible) plans.

INSTRUCTIONAL IMPACT/RATIONALE:

N/A

CSIP/DISTRICT GOAL ADDRESSED:

N/A

FISCAL NOTE

Due to unknown channel changes, retirements and resignations, the actual cost is unknown at this time but is expected to be an increase of less than 1% to the district's budget.

ADMINISTRATIVE RECOMMENDATION:

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

I move that the Board of Education approve the proposed 2015-2016 teacher salary schedule as presented.

PREPARED BY: Dr. Diane Moore

Motion: _____ **Second:** _____

Board Vote: ___(yes) ___(no) ___(abstain) ___(Consent Agenda)

4/21/2015



**K-12 Teacher Salary Schedule
SY 2015-2016**

<u>STEP</u>	<u>B. A.</u>	<u>STEP</u>	<u>M. A.</u>	<u>STEP</u>	<u>M.A.+30</u>	<u>STEP</u>	<u>M.A.+50</u>	<u>STEP</u>	<u>PH.D./Ed.D.</u>
1	40,316	1	43,757	1	47,835	1	48,184	1	50,813
2	40,988	2	44,633	2	48,242	2	48,878	2	52,671
3	41,982	3	46,152	3	49,602	3	50,462	3	54,528
4	42,937	4	47,869	4	52,469	4	52,814	4	56,387
5	44,248	5	49,601	5	53,704	5	54,155	5	58,244
6	45,590	6	51,514	6	55,436	6	55,939	6	60,102
7	47,576	7	53,435	7	57,270	7	57,778	7	61,989
8	49,482	8	55,434	8	58,930	8	59,671	8	63,876
9	51,116	9	57,509	9	60,809	9	61,626	9	65,650
10	52,906	10	59,303	10	63,200	10	63,638	10	67,870
11	54,791	11	61,083	11	65,245	11	65,829	11	70,318
12	56,001	12	62,916	12	67,318	12	71,218	12	73,763
13	56,894	13	65,729	13	69,509	13	76,293	13	78,408
14	59,100	14	72,347	14	78,524	14	81,767	14	84,220
		L1	77,347	L1	83,524	L1	86,767	L1	89,220
		L2	82,347	L2	88,524	L2	91,767	L2	94,220

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

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