

**MEMO TO: BOARD MEMBERS
DR. JOHN SIMPSON**

FROM: CERTIFIED STAFF SALARY COMMITTEE

DATE: MARCH 13, 2017

RE: 2017-18 TEACHER SALARY SCHEDULE

For the past several months, the Certified Staff Salary Committee (including representatives of the Board, district administration and teachers) has been actively engaged in the meet and confer process to develop a recommended 2017-18 salary schedule for Webster Groves School District certified teaching staff. This year, a comprehensive look at teacher compensation was undertaken which involved evaluating the District's teacher salary schedule by both internal (within the schedule itself) and external (compared to other St. Louis County school districts) metrics, with the goal of developing a salary schedule that achieved the following specific objectives:

Competitive—a schedule that provides for competitive compensation to insure the district can attract and retain high quality teachers;

Equitable—a schedule providing consistent and predictable pay increases throughout the course of a teacher's career;

Sustainable—a schedule that was sustainable over time given the district's limited resources and financial position;

Supportable—a schedule that the Webster Groves School District community could support as a reasonable level of compensation given the high expectations for student outcomes;

Grandfathered—an approach that would not result in reducing any teacher's current salary.

The attached teacher salary schedule for 2017-18 achieves all of these objectives at a cost which the District's current budget can support. The model is generally benchmarked at 105% of the St Louis County median salary at every step and every channel as illustrated in the attached graph (MA channel was used as an example for graphical purposes but other salary channels look similar). However and as also shown in the graph, it was necessary to retain some portions of the current district salary schedule that presently exceeds this overall 105% of county median benchmark so that no existing teacher would experience a pay cut. It is anticipated that these "outlier" salary points will not be increased by the District in future years until they are eventually and systematically overtaken by rising county median salaries over time.

The specifics of the proposed 2017-18 salary schedule are indicated on the attached salary schedule. However, for clarification purposes, the following process will be used when placing teachers on this proposed schedule.

- 1) For those in the BA channel only, a teacher will be incremented one step on the current 2016-17 salary schedule, then moved over to the appropriate step on the new 2017-18 salary schedule. The teacher would then receive the greater of the 2016-17 “expected” salary or the new 2017-18 schedule salary.
- 2) For those in the MA channel and above, a teacher will be moved from the 2016-17 schedule to the same channel/step on the 2017-18 schedule and then moved up a step. If this new salary is more than the teacher’s current salary, the new salary will apply. If this new salary is less than the teacher’s current salary, the teacher will be grandfathered at his/her current salary.
- 3) Any extra-duty stipends/supplements which are benchmarked as a % of the salary schedule will be grandfathered to the greater of the 2016-17 or 2017-18 salary schedule.
- 4) No teacher’s salary under the 2017-18 schedule will be more than \$2,000 less than it would have been had the 2016-17 salary schedule remained in effect. This will require one-time, off schedule payments of \$1,300 and \$3,000 at MA+50 steps 13 and 18, respectively. It may also require similar adjustments for some teachers who move over a channel for 2017-18.

The projected net cost of implementing this schedule is estimated to result in an increase of about 2.329% (for step movements and grandfathering only) and a net cost of 2.115% (step increases and grandfathering, adjusted for expected channel changes and retirements). Furthermore, this salary model provides a template and process for future years’ salary schedule development at a reasonable projected cost that the Committee believes should be more sustainable than the old schedule approach. Specifically, when fully implemented (i.e. when grandfathering at existing salary levels is no longer needed), the new schedule is projected to cost about \$500,000 less than the old schedule while providing for a more competitive starting salary. This should result in additional financial savings to the district as staff retirements occur and as a greater proportion of new hire replacements should be at earlier salary schedule steps than in the past.

The Salary Committee unanimously recommends this salary schedule and placement process to the Board for the 2017-18 school year. The Salary Committee included the following individuals:

David Addison	Kim Baker	Jean Dugan	Eric Dunn
Bruce Ellerman	Michelle Ferber	Edward Ibur	Steve Loher
Michael Muldrow	Hannah Peterson	Shayla Pott	Randy Rachal
Margaret Skouby	Carol Tuley	Sandy Wiley	

RECOMMENDED BOARD ACTION....that the Webster Groves School District Board of Education approve the above referenced placement process and the accompanying Teacher Salary Schedule for the 2017-18 school year.

Webster Groves Teacher Salary Schedule 2017-18 PROPOSED

Step 28 Longevity = \$2,400 \$2,400 \$1,400 \$1,000

STEP	BA	MA	MA+30	MA+50	Doctorate
1	\$ 42,976	\$ 46,460	\$ 49,806	\$ 50,806	\$ 51,712
2	\$ 43,835	\$ 47,738	\$ 51,176	\$ 52,176	\$ 53,198
3	\$ 44,712	\$ 49,051	\$ 52,583	\$ 53,583	\$ 55,073
4	\$ 45,606	\$ 50,400	\$ 54,029	\$ 55,029	\$ 56,951
5	\$ 46,518	\$ 51,786	\$ 55,515	\$ 56,515	\$ 58,826
6	\$ 47,448	\$ 53,210	\$ 57,042	\$ 58,042	\$ 60,703
7	\$ 48,397	\$ 54,673	\$ 58,639	\$ 59,639	\$ 62,609
8	\$ 49,977	\$ 56,177	\$ 60,398	\$ 61,398	\$ 64,515
9	\$ 51,627	\$ 58,084	\$ 62,210	\$ 63,210	\$ 66,307
10	\$ 53,435	\$ 59,896	\$ 64,076	\$ 65,076	\$ 68,549
11	\$ 55,339	\$ 61,694	\$ 65,998	\$ 67,998	\$ 71,021
12	\$ 55,339	\$ 63,545	\$ 67,991	\$ 69,991	\$ 74,501
13	\$ 55,339	\$ 66,386	\$ 70,204	\$ 72,204	\$ 79,192
14	\$ 55,339	\$ 73,070	\$ 79,309	\$ 81,309	\$ 85,062
15	\$ 55,339	\$ 73,070	\$ 79,309	\$ 81,309	\$ 85,062
16	\$ 55,339	\$ 73,070	\$ 79,309	\$ 81,309	\$ 85,062
17	\$ 55,339	\$ 73,070	\$ 79,309	\$ 81,309	\$ 85,062
18	\$ 55,339	\$ 76,070	\$ 82,309	\$ 84,309	\$ 88,062
19	\$ 55,339	\$ 76,070	\$ 83,605	\$ 85,605	\$ 88,062
20	\$ 55,339	\$ 77,600	\$ 86,113	\$ 88,113	\$ 88,285
21	\$ 55,339	\$ 79,153	\$ 88,222	\$ 90,222	\$ 90,492
22	\$ 55,339	\$ 79,549	\$ 88,664	\$ 90,664	\$ 91,397
23	\$ 55,339	\$ 81,070	\$ 89,285	\$ 91,285	\$ 93,062
24	\$ 55,339	\$ 81,070	\$ 89,285	\$ 91,285	\$ 93,062
25	\$ 55,339	\$ 81,070	\$ 89,285	\$ 91,285	\$ 93,062
26	\$ 55,339	\$ 81,070	\$ 89,285	\$ 91,285	\$ 93,062
27	\$ 55,339	\$ 81,070	\$ 89,285	\$ 91,285	\$ 93,062
28	\$ 55,339	\$ 83,470	\$ 91,685	\$ 92,685	\$ 94,062
29	\$ 55,339	\$ 83,470	\$ 91,685	\$ 92,685	\$ 94,062
30	\$ 55,339	\$ 83,470	\$ 91,685	\$ 92,685	\$ 94,062
31	\$ 55,339	\$ 83,470	\$ 91,685	\$ 92,685	\$ 94,062
32	\$ 55,339	\$ 83,470	\$ 91,685	\$ 92,685	\$ 94,062
33	\$ 55,339	\$ 83,470	\$ 91,685	\$ 92,685	\$ 94,062
34	\$ 55,339	\$ 83,470	\$ 91,685	\$ 92,685	\$ 94,062
35	\$ 55,339	\$ 83,470	\$ 91,685	\$ 92,685	\$ 94,062

MA+50 Step 13 one-time = \$ 3,000

MA+50 Step 18 one-time= \$ 1,300

Maximum Expectational Diff = \$ 2,000

Grandfather at current 2016-17 salary if higher than salary on 2017-18 schedule.

