

Baker School District 5J

Teacher Salary Schedule

Presented to Salary Task Force
April 10, 2024



Prior Schedule

Exp.	Step	BA A(1)	BA+22 B(2)	BA+45 C(3)	BA+60 MA D(4)	BA+75 MA+22 E(5)	BA+90 MA+45 F(6)
0	1	\$38,489	\$40,032	\$41,631	\$43,298	\$45,026	\$46,830
1	2	\$39,644	\$41,231	\$42,881	\$44,594	\$46,377	\$48,235
2	3	\$40,833	\$42,468	\$44,168	\$45,933	\$47,771	\$49,680
3	4	\$42,058	\$43,740	\$45,493	\$47,310	\$49,203	\$51,171
4	5	\$43,322	\$45,054	\$46,856	\$48,731	\$50,681	\$52,706
5	6	\$44,620	\$46,406	\$48,262	\$50,193	\$52,200	\$54,286
6	7	\$45,958	\$47,796	\$49,711	\$51,698	\$53,766	\$55,915
7	8	\$47,339	\$49,232	\$51,203	\$53,251	\$55,379	\$57,594
8	9	\$48,759	\$50,708	\$52,737	\$54,847	\$57,041	\$59,322
9	10	\$50,222	\$52,229	\$54,321	\$56,490	\$58,750	\$61,103
10	11	\$51,727	\$53,796	\$55,949	\$58,187	\$60,512	\$62,936
11	12	\$53,278	\$55,410	\$57,628	\$59,931	\$62,329	\$64,824
12	13	\$56,243	\$58,140	\$59,358	\$61,730	\$64,200	\$66,767
13	14	\$56,243	\$58,140	\$61,685	\$63,583	\$66,125	\$68,770
14	15	\$56,243	\$58,140	\$61,685	\$63,583	\$66,125	\$70,833
15	16	\$56,243	\$58,140	\$61,685	\$63,583	\$66,125	\$72,959

New Schedule

	Emergency/ Restricted Licensure	BA	BA+22	BA+45	BA+60/ MA	BA+75/ MA+22	BA+90/ MA+45
Step 1	45,000	60,000	62,280	64,647	67,103	69,653	72,300
Step 2		61,560	63,808	66,775	69,360	72,045	77,040
Step 3		63,121	65,335	68,904	71,617	74,438	81,781
Step 4		64,681	66,863	71,033	73,874	76,830	86,521

Prior Years

- Intentional growing of ending fund balance
- Large increase after spring of 2020
- Refinance of PERS
- ESSER funds for HVAC, not staff
- Steady enrollment rather than forecasted dips
- SIA previously focused on safety/security, not staff

Current Year Financial Efforts

- Shifted counseling staff into SIA
- Program evaluations resulted in reductions
- Consideration of all funding sources
- Prioritization of staff over purchases
- Conservative enrollment forecasts
- Sustained “status quo” transfer strategy
- Maintained budget at \$9.9b
- Utilization of portion of ending fund balance

Prevailing Conditions/ Challenges

- Baker School Board
- Baker Education Association
- Enrollment
- Conservative financial past practices
- Chief Financial Officer
- Collaborative budget oversight
- Other employee groups
- **Ability to fund the shift**
 - Increased sub costs/ unemployment (classified)

Steps vs. COLA (fund balance impact)

Traditional

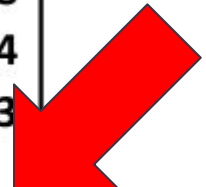
Year 1	\$ 1,531,884.00	\$ 1,531,884.00	\$ 1,531,884.00	
Year 2	\$ -	\$ 613,832.90	\$ 613,832.90	
Year 3	\$ -	\$ -	\$ 656,649.23	
	\$ 1,531,884.00	\$ 2,145,716.91	\$2,802,366.14	\$ 6,479,967.05



Total cost is \$250,000 less in year three

New Scale

Year 1	\$ 2,313,231.68	\$ 2,313,231.68	\$ 2,313,231.68	
Year 2	\$ -	\$ 122,843.24	\$ 122,843.24	
Year 3	\$ -	\$ -	\$ 115,662.43	
	\$ 2,313,231.68	\$ 2,436,074.91	\$2,551,737.34	\$ 7,301,043.93



Sustainability

- Large ending fund balance
- Conservative budgeting
- **Year over year costs are reduced due to steps**
- Strategic, frequent evaluation of programs/spending
- Reduction in costs through retention/ skilled teachers
 - Contracting costs are higher than employed costs
- Relationship with union leadership

Prioritization Toward Outcomes

- Sustainability of programs
- Impactful use of initiative funding
- Special Education supports
- Staff morale
- Rural economic development

Questions?

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