

	0	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base		49891	51237	52634	54031	59813	64303	67197		
TIME (7 days)		1929	1982	2036	2090	2313	2487	2599		
		51820	53219	54670	56121	62126	66790	69796		
Total		51820	53219	54670	56121	62126	66790	69796		
# Staff		34.83	3.00	0.00	3.40	10.68	3.50	0.00	55.41	\$3,052,630
	1	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base		50564	51931	53342	54804	60477	65017	67890		
TIME (7 days)		1955	2008	2063	2120	2339	2514	2626		
		52519	53939	55405	56924	62816	67531	70516		
Total		52519	53939	55405	56924	62816	67531	70516		
# Staff		32.00	2.00	0.00	1.00	15.00	3.00	0.00	53.00	\$2,990,243
	2	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base		51202	52580	54011	55582	61150	65670	68579		
TIME (7 days)		1980	2033	2089	2150	2365	2540	2652		
		53182	54613	56100	57732	63515	68210	71231		
Total		53182	54613	56100	57732	63515	68210	71231		
# Staff		19.00	12.50	1.00	4.50	24.81	7.00	1.00	69.81	\$4,133,523
	3	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base		51860	53253	54700	56321	61784	66294	69272		
TIME (7 days)		2006	2059	2115	2178	2389	2564	2679		
		53866	55312	56815	58499	64173	68858	71951		
Total		53866	55312	56815	58499	64173	68858	71951		
# Staff		10.22	8.00	7.30	6.00	19.50	8.00	3.00	62.02	\$3,776,841
	4	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base		52509	53961	55413	57094	62448	66987	69991		
TIME (7 days)		2031	2087	2143	2208	2415	2591	2707		
		54540	56048	57556	59302	64863	69578	72698		
Total		54540	56048	57556	59302	64863	69578	72698		
# Staff		9.60	13.50	2.00	0.00	21.86	11.83	5.00	63.79	\$3,999,847
	5	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		

Base	53177	54635	56101	57878	63126	67651	70709		
TIME (7 days)	2057	2113	2170	2238	2441	2616	2735		
	55234	56748	58271	60116	65567	70267	73444		
Total	55234	56748	58271	60116	65567	70267	73444		
# Staff	7.00	4.00	2.00	6.60	14.31	23.00	14.00	70.91	\$4,709,558

6	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base	53861	55288	56810	58671	63820	68320	71393		
TIME (7 days)	2083	2138	2197	2269	2468	2642	2761		
	55944	57426	59007	60940	66288	70962	74154		
Total	55944	57426	59007	60940	66288	70962	74154		
# Staff	2.00	4.00	1.00	6.00	12.03	21.00	8.00	54.03	\$3,647,118

7	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base	55068	56520	58057	60018	65117	69681	72845		
TIME (7 days)	2130	2186	2245	2321	2518	2695	2817		
	57198	58706	60302	62339	67635	72376	75662		
Total	57198	58706	60302	62339	67635	72376	75662		
# Staff	3.00	1.00	4.00	4.40	12.00	12.00	11.00	47.40	\$3,258,214

8	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base	56835	58361	59938	62063	67157	71792	75079		
TIME (7 days)	2198	2257	2318	2400	2597	2776	2904		
	59033	60618	62256	64463	69754	74568	77983		
Total	59033	60618	62256	64463	69754	74568	77983		
# Staff	0.00	2.00	7.00	7.86	6.60	9.00	9.00	41.46	\$2,897,043

9	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base		60272	61929	64129	69223	73962	77350		
TIME (7 days)		2331	2395	2480	2677	2860	2991		
		62603	64324	66609	71900	76822	80341		
Total		62603	64324	66609	71900	76822	80341		
# Staff	0.00	4.00	1.00	3.10	4.00	10.00	12.00	34.10	\$2,541,136

10	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base			63939	66299	71393	76197	79695		
TIME (7 days)			2473	2564	2761	2947	3082		

				66412	68863	74154	79144	82777		
Total				66412	68863	74154	79144	82777		
# Staff	0.00	0.00	0.00	2.00	11.00	10.85	13.60	37.45	\$2,937,900	
	11	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base				63939	68534	73628	78537	82104		
TIME (7 days)				2473	2650	2847	3037	3175		
				66412	71184	76475	81574	85279		
Total				66412	71184	76475	81574	85279		
# Staff	0.00	0.00	2.00	4.10	7.00	13.00	19.00	45.10	\$3,640,766	
	12	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base				63939	70699	75953	80942	84618		
TIME (7 days)				2473	2734	2937	3130	3273		
				66412	73433	78890	84072	87891		
Total				66412	73433	78890	84072	87891		
# Staff	0.00	0.00	1.00	5.00	5.50	13.00	11.60	36.10	\$2,979,944	
	13	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base				63939	70699	78358	83402	87188		
TIME (7 days)				2473	2734	3030	3225	3372		
				66412	73433	81388	86627	90560		
Total				66412	73433	81388	86627	90560		
# Staff	0.00	0.00	0.00	5.00	10.50	7.00	13.50	36.00	\$3,050,688	
	14	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base				63939	70699	80832	86036	89852		
TIME (7 days)				2473	2734	3126	3327	3475		
				66412	73433	83958	89363	93327		
Total				66412	73433	83958	89363	93327		
# Staff	0.00	0.00	0.00	1.00	2.60	4.60	31.00	39.20	\$3,595,931	
	15	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base				63939	70699	82933	88270	92192		
TIME (7 days)				2473	2734	3207	3414	3565		
				66412	73433	86140	91684	95757		
Total				66412	73433	86140	91684	95757		

# Staff	0.00	0.00	0.00	0.00	4.60	7.00	18.67	30.27	\$2,825,815
16-17	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base			63926	71379	86996	92594	93636		
TIME (7 days)			2486	2776	3383	3601	3641		
Salary Enhancement			0	0	0	0	3189		
Total			66412	74155	90379	96195	100466		
# Staff	0.00	0.00	4.00	3.50	36.20	22.38	84.79	150.87	\$14,468,304
18 +	BA	BA + 15	BA + 30	BA + 45	MA	MA + 45	MA+90/PHD		
Base				72728	88675	93636	93636		
TIME (7 days)				2828	3448	3641	3641		
Salary Enhancement				0	0	774	5129		
Total	0	0	0	75556	92123	98051	102406		
# Staff	0.00	0.00	0.00	3.00	40.40	29.58	212.15	285.13	\$28,574,335
							0.00	1212.05	\$97,079,833
								AVE	\$80,096
	117.65	54.00	32.30	66.46	258.59	215.74	467.31		
							1212.05		

This salary proposal is the exact PSD schedule Years 1-15, the RSD schedule Years 16-17, and the RSD schedule Year 18 + .5%+ This schedule makes KSD equal to PSD in Years 1-15, equal to RSD in Years 16-17, and with highest Tri-Cities salary in Year 18. Contingent on a two-year deal with Year 2 at 3% or the IPD (whichever is higher). This gets the KSD to a point where teachers at Year 18 achieve the top salary, rather than at Year 25. Topping out the schedule at Year 18, rather than Year 25, has a significant cost to the District. Does not include Medical Pool money (removed from Attract and Retain) which will be paid as VEBA. This proposal moves Attract and Retain to total salary schedule which costs more since it is not a stipend. Moving Attract and Retain to the salary schedule increases the per diem rate. (MA+90 at 16-18 still gets Attract due to state limitations on top base salaries.)