## APPENDIX A

Number of Students:	Scotland	Hampton	Total
Outplaced/STEM:	7	6	13
Pre-K thru Grade 6- Total in Building:	103	72	175
Total In-District	110	78	188

#### Data used to calculate median & average:

#### All Reg. Ed. Certified Teacher Salaries Calculated at 1.0 FTE

Actual FTE	Actual Salary	Scotland (13	ppl total)	Hampton (10	opl total)	Actual FTE Actual Salar		
0.6	\$29,994	Music	49,990	\$49,879	Grade level	1.0	\$49,879	
1.0	\$55,963	Grade Level	55,963	\$59,038	Grade level	1.0	\$59,038	
1.0	\$58,122	Pre-K	58,122	\$67,580	PE/Health	1.0	\$67,580	
1.0	\$58,122	Grade Level	58,122	\$71,263	Grade level	1.0	\$71,263	
1.0	\$64,524	Grade Level	64,524	\$86,248	music	0.4	\$34,499	
0.4	\$29,647	Art	74,117	\$86,248	Pre-K	1.0	\$86,248	
1.0	\$75,850	Grade Level	75,850	\$86,248	Counselor	0.8	\$64,431	
1.0	\$83,911	Grade Level	83,911	\$86,248	Grade level	1.0	\$86,248	
1.0	\$83,911	Grade Level	83,911	\$89,989	Libr/Media	1.0	\$89,989	
1.0	\$83,911	Grade Level	83,911	\$89,989	Art	0.4	\$35,996	
0.8	\$67,129	PE/Health	83,911		TOTALS:	8.6	\$645,171	
1.0	\$50,167	Counselor	50,167					
0.4	\$33,565	Library/Techn.	83,911					
11.2	\$774,816	TOTAL	856,243	\$772,730	Average Comb	ined		
		Median:	74,984	\$86,248	\$80,616			
		Average:	71,354	\$77,273 \$74,314 Use \$74,314 a		as annual wage		
	0.6 1.0 1.0 1.0 0.4 1.0 1.0 1.0 1.0 1.0 0.8 1.0 0.4	0.6   \$29,994     1.0   \$55,963     1.0   \$58,122     1.0   \$58,122     1.0   \$58,122     1.0   \$58,122     1.0   \$58,122     1.0   \$64,524     0.4   \$29,647     1.0   \$75,850     1.0   \$83,911     1.0   \$83,911     1.0   \$83,911     0.8   \$67,129     1.0   \$50,167     0.4   \$33,565	0.6   \$29,994   Music     1.0   \$55,963   Grade Level     1.0   \$58,122   Pre-K     1.0   \$58,122   Grade Level     1.0   \$58,122   Grade Level     1.0   \$64,524   Grade Level     0.4   \$29,647   Art     1.0   \$75,850   Grade Level     1.0   \$83,911   Grade Level     0.8   \$67,129   PE/Health     1.0   \$50,167   Counselor     0.4   \$33,565   Library/Techn.     11.2   \$774,816   TOTAL	0.6   \$29,994   Music   49,990     1.0   \$55,963   Grade Level   55,963     1.0   \$58,122   Pre-K   58,122     1.0   \$58,122   Grade Level   64,524     0.4   \$29,647   Art   74,117     1.0   \$75,850   Grade Level   83,911     1.0   \$83,911   Grade Level   83,911     0.8   \$67,129   PE/Health   83,911     1.0   \$50,167   Counselor   50,167     0.4   \$33,565   Library/Techn.   83,911     11.2   \$774,816	0.6   \$29,994   Music   49,990   \$49,879     1.0   \$55,963   Grade Level   55,963   \$59,038     1.0   \$58,122   Pre-K   58,122   \$67,580     1.0   \$58,122   Grade Level   58,122   \$71,263     1.0   \$58,122   Grade Level   58,122   \$71,263     1.0   \$64,524   Grade Level   64,524   \$86,248     0.4   \$29,647   Art   74,117   \$86,248     1.0   \$75,850   Grade Level   75,850   \$86,248     1.0   \$83,911   Grade Level   83,911   \$89,989     1.0   \$83,911   Grade Level   83,911   \$89,989     0.8   \$67,129   PE/Health <b>83,911</b> \$89,989     0.4   \$33,565	0.6   \$29,994   Music   49,990   \$49,879   Grade level     1.0   \$55,963   Grade Level   55,963   \$59,038   Grade level     1.0   \$58,122   Pre-K   58,122   \$67,580   PE/Health     1.0   \$58,122   Grade Level   58,122   \$71,263   Grade level     1.0   \$58,122   Grade Level   58,122   \$71,263   Grade level     1.0   \$58,122   Grade Level   58,122   \$71,263   Grade level     1.0   \$64,524   Grade Level   64,524   \$86,248   music     0.4   \$29,647   Art   74,117   \$86,248   Counselor     1.0   \$75,850   Grade Level   83,911   \$86,248   Grade level     1.0   \$83,911   Grade Level   83,911   \$86,248   Grade level     1.0   \$83,911   Grade Level   83,911   \$89,989   Libr/Media     1.0   \$83,911   Grade Level   83,911   \$89,989   Art <t< th=""><th>0.6   \$29,994   Music   49,990   \$49,879   Grade level   1.0     1.0   \$55,963   Grade Level   55,963   \$59,038   Grade level   1.0     1.0   \$58,122   Pre-K   58,122   \$67,580   PE/Health   1.0     1.0   \$58,122   Grade Level   58,122   \$71,263   Grade level   1.0     1.0   \$58,122   Grade Level   64,524   \$86,248   music   0.4     1.0   \$64,524   Grade Level   64,524   \$86,248   pre-K   1.0     1.0   \$64,524   Grade Level   75,850   Grade Level   76,850   0.4     1.0   \$75,850   Grade Level   83,911   \$86,248   Counselor   0.8     1.0   \$83,911   Grade Level   83,911   \$86,248   Grade level   1.0     1.0   \$83,911   Grade Level   83,911   \$89,989   Libr/Media   1.0     1.0   \$83,911   Grade Level   83,911   \$89,989   <td< th=""></td<></th></t<>	0.6   \$29,994   Music   49,990   \$49,879   Grade level   1.0     1.0   \$55,963   Grade Level   55,963   \$59,038   Grade level   1.0     1.0   \$58,122   Pre-K   58,122   \$67,580   PE/Health   1.0     1.0   \$58,122   Grade Level   58,122   \$71,263   Grade level   1.0     1.0   \$58,122   Grade Level   64,524   \$86,248   music   0.4     1.0   \$64,524   Grade Level   64,524   \$86,248   pre-K   1.0     1.0   \$64,524   Grade Level   75,850   Grade Level   76,850   0.4     1.0   \$75,850   Grade Level   83,911   \$86,248   Counselor   0.8     1.0   \$83,911   Grade Level   83,911   \$86,248   Grade level   1.0     1.0   \$83,911   Grade Level   83,911   \$89,989   Libr/Media   1.0     1.0   \$83,911   Grade Level   83,911   \$89,989 <td< th=""></td<>	

\*\* Full FTE used for calculation purposes only.

See "Actual Salary" for actual annual pay

Recommended Number of Certified Teachers, with FTE, at Average Salary Range & Totals							
Staff Description:	# Staff	Average Salary	FTE	Total			
Certified Teacher-General Instruction	7	74,314	7.0	520,198			
Pre-Kindergarten	2	74,314	2.0	148,628			
Art	1	74,314	0.4	29,726			
Music	1	74,314	0.6	44,588			
PE/Health	1	74,314	1.0	74,314			
Library/Media	1	74,314	0.4	29,726			
Technology	1	74,314	0.3	22,294			
TOTALS	14		11.7	869,474			
Minus Pre-K: represented in Pre-K Dept.	-2	-74,314	-2.0	-\$148,628			
REVISED TOTALS	12		9.7	\$720,846			

#### Recommended Number of Certified Teachers, with FTE, at Average Salary Range & Totals

All Paraprofessional annual	pay rates calculated at 1.0 FTE
On a them of /4.4 must the tail)	Hammian (O multatel)

Data used to calculate median & average:

Scotland	d (11 ppl total)	Hampton (9 ppl total)		
Annual				
Hours:	Annual Wages:	Annual Wages:	Annual Hours	Pay Rate:
1242	21,611	20,654	1242	<u>16.63</u>
1242	22,120	20,977	1242	<u>16.89</u>
1242	22,654	20,977	1242	<u>16.89</u>
1242	22,654	26,219	1242	<u>21.11</u>
1242	22,865	26,877	1242	<u>21.64</u>
1242	23,238	26,877	1242	<u>21.64</u>
1242	23,238	26,877	1242	<u>21.64</u>
1242	23,238			
1242	23,238			
1242	23,238			
1242	23,238			
TOTAL	251,332	\$169,458	Average Com	nbined
Median:	23,238	\$26,219	\$24,729	
Average:	22,848	\$24,208	\$23,528	
			Use \$23,528 a	s annual wage
	Annual Hours: 1242 1242 1242 1242 1242 1242 1242 124	Hours:Annual Wages:124221,611124222,120124222,654124222,654124222,865124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238124223,238	Annual Hours: Annual Wages: Annual Wages:   1242 21,611 20,654   1242 22,120 20,977   1242 22,654 20,977   1242 22,654 26,219   1242 22,865 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877   1242 23,238 26,877	Annual Hours: Annual Wages: Annual Wages: Annual Hours   1242 21,611 20,654 1242   1242 22,120 20,977 1242   1242 22,654 20,977 1242   1242 22,654 26,219 1242   1242 22,865 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238 26,877 1242   1242 23,238<

\*\*Estimated combined budget proposes 14 total paraprofessionals

	FTE Annual Salary 1.0 FTE Salary		1.0 FTE Salary rate
Scotland Superintendent	0.4	57,219	\$143,048
Hampton Superintendent	0.4	61,585	\$153,963
Salaries added together:			\$297,011
Salary divided by 2 for average:			\$148,506
Recommended FTE and salary for position	0.5		\$74,253

### Superintendent current & recommended pay rate

### Special Ed Director current & recommended pay rate

	FTE	Annual Salary	1.0 FTE Salary rate		
Scotland Special Ed Director	0.4	41,494	\$103,735		
Hampton Special Ed Director	0.2	21,318	\$106,590		
Salaries added together:			\$210,325		
Salary divided by 2 for average:			\$105,163		
Recommended FTE and salary for position	0.6		\$63,098		

	Principal current & recommended pay rate				
	FTE	FTE Annual Salary 1.0 FTE Salary rate			
Scotland Principal	1.0	96,962	\$96,962		
Hampton Principal	1.0	103,049	\$103,049		
Salaries added together:			\$200,011		
Salary divided by 2 for average:			\$100,006		
Recommended FTE & salary for position	1.0 \$115,000				

\*\*Note: Committee discussion indicated desire to increase Principal salary utilizing range of \$110K-\$120K, based on DRG comparisons (DRG-District Reference Groups classification system)

Insurance Costs for 21-22 FY	Types of Insurance:				
	Group	Health	Life	Other	
Scotland	158,825			19,230	
Hampton		175,889	1,412	19,708	
Total Group Insurance Cost	158,825	177,301			
Group: 15% increase for 2022-23 FY	**23,824	**26,595			
Group: Total expected cost for 2022-23 FY					
(assuming all enrollments remain					
unchanged)	**182,649	**203	3,896		
Average cost for "Other" insurance:				\$19,469	

\*\*These #s are for illustrative purposes only

NOTES: REGARDING ITEMS THAT ARE HISTORICALLY FULL OR PARTIALLY GRANT FUNDED TEACHER STIPENDS

FICA TAXES FIGURED: MEDICARE 1.4% + SOCIAL SECURITY 6.25%= 7.65% FICA