

What do we do with all this financial information?

1. Review **Budget Projections** with superintendent
 - a. For **Current** Year
 - Discuss MSTA factors used for Prop C, Formula, Local Assessed Value
 - Work to get consensus with the superintendent
 - b. For **Next** Year
 - Discuss MSTA factors used for Prop C, Formula, Local Assessed Value
 - Work to get consensus with superintendent

2. Discuss with superintendent **Potential Savings & Costs** for **Next** Year
 - a. New Staff Cost – projected amount used per employee (i.e. 2 staff at \$45,000). Use an amount that includes salary, benefits and retirement.
 - b. Staff Reduction Savings – amount determined based on actual staff or a projected amount
 - c. Insurance Cost or Savings – Any expected increase (or decrease) in district insurance cost.
 - d. Retirement Cost – Increase based on step amount
 - e. Extra Duty Cost
 - f. Balance Gain or Loss Considerations
 - g. Administrative Schedule Cost
 - h. Any other Long-Range Issues, Facilities, etc.

3. Complete the **Salary Discussion Proposal Worksheet** on the back of this handout. You will use the above figures to determine money available to pay step and any other salary improvements.

4. If no money is available, consider other possibilities – calendar changes, reimbursement for unused sick days, etc.

5. If financial projections are delayed or uncertain to materialize, consider making contingency proposals – possibly stipend if money becomes available.

Salary Discussion Proposal Worksheet

New Money Agreed Upon after review of Financial Analysis with Supt

Projected Savings

Staff Reductions

Retiree Savings

Other (Benefit, etc)

Total Projected Savings

Projected Costs

Salary Vertical Step(Experience)

Salary Horizontal Step(Education)

Insurance Benefits

PSRS Increase Costs

Extra Duty Costs

Other (Stipends, etc)

Total Projected Costs

**Total Money Available for changes to Salary Schedule
or for other (insurance benefits, leave benefits, stipends)**

Cost for proposed changes to the schedule (i.e. add \$100 to Base)