

Evergreen Analysis

Raytown Quality Schools



Table of Contents

- Current Salary Schedules
- Evergreen Salary Schedules
- Evergreen Placement Process
- Evergreen Placement Considerations

Background Information

Certificated Teacher Schedule

- 6 columns with 35 steps
 - Column 1 (BS) Step 1 vs. Column 6 (MS + 48) Step 22
 - Flat dollar amounts between steps (\$1177 and \$1256)
 - Varying percentage increase between columns (5% - 7%)
- Applies to librarians, counselors, admin interns, and social workers.

Background Information

Classified Salary Schedule

- 38 Columns with 32 Steps
 - Steps are 1.5% increase
 - Moving to 2% increases
 - Columns are 3.0% increase
 - Hourly Rates, annualized at the employee's work record.

Background Information

Administrator Salary Schedules

- 20 columns with varying steps
 - Between 11 and 35 steps per column
 - Varying Steps Increases
 - Some are flat dollar amounts and others are percentages.
 - Salaries are annualized based on the number of days worked.

Evergreen Salary Schedules

Certificated Teacher Schedule

- 6 columns with varying steps
 - BS - 14 ... MS +48 - 25
 - Hourly Rates
 - Would be annualized when advertised on our website.
 - Same percentage increase between columns (5% - 7%)
 - **Varying step percent increase (2.0% - 2.6%)**
 - Salaries represented hourly
 - **Masters or Masters + 15 would need to be fixed before being implemented.**

Evergreen Salary Schedules

| Teacher | | Teacher/Certified Adjustment Key | | | | 0% |
|---------|------------------|----------------------------------|------------------|--------------|-------------------|------------------|
| Grade | Proposed Minimum | Proposed Midpoint | Proposed Maximum | Range Spread | Grade Progression | Step Progression |
| 201 | \$28.44 | \$34.07 | \$39.71 | 40% | | 2.600% |
| 202 | \$29.86 | \$36.40 | \$42.94 | 44% | 6.8% | 2.450% |
| 203 | \$31.85 | \$41.39 | \$50.92 | 60% | 13.7% | 2.500% |
| 204 | \$33.85 | \$43.39 | \$52.94 | 56% | 4.8% | 2.150% |
| 205 | \$35.84 | \$46.82 | \$57.80 | 61% | 7.9% | 2.100% |
| 206 | \$37.83 | \$49.33 | \$60.84 | 61% | 5.4% | 2.000% |

Evergreen Salary Schedules

| | 201 | 202 | 203 | 204 | 205 | 206 |
|----|-------------|----------|----------|----------|----------|----------|
| 1 | 28.44202899 | 29.86377 | 31.85435 | 33.84638 | 35.83696 | 37.82754 |
| 2 | 29.18152174 | 30.59543 | 32.65071 | 34.57407 | 36.58953 | 38.58409 |
| 3 | 29.9402413 | 31.34502 | 33.46697 | 35.31742 | 37.35791 | 39.35577 |
| 4 | 30.71868758 | 32.11297 | 34.30365 | 36.07674 | 38.14243 | 40.14288 |
| 5 | 31.51737346 | 32.89974 | 35.16124 | 36.85239 | 38.94342 | 40.94574 |
| 6 | 32.33682517 | 33.70578 | 36.04027 | 37.64472 | 39.76123 | 41.76466 |
| 7 | 33.17758262 | 34.53157 | 36.94128 | 38.45408 | 40.59622 | 42.59995 |
| 8 | 34.04019977 | 35.3776 | 37.86481 | 39.28084 | 41.44874 | 43.45195 |
| 9 | 34.92524496 | 36.24435 | 38.81143 | 40.12538 | 42.31916 | 44.32099 |
| 10 | 35.83330133 | 37.13234 | 39.78172 | 40.98808 | 43.20786 | 45.20741 |
| 11 | 36.76496717 | 38.04208 | 40.77626 | 41.86932 | 44.11523 | 46.11156 |
| 12 | 37.72085631 | 38.97411 | 41.79566 | 42.76951 | 45.04165 | 47.03379 |
| 13 | 38.70159858 | 39.92897 | 42.84056 | 43.68905 | 45.98752 | 47.97446 |
| 14 | 39.70784014 | 40.90723 | 43.91157 | 44.62837 | 46.95326 | 48.93395 |
| 15 | | 41.90946 | 45.00936 | 45.58788 | 47.93928 | 49.91263 |
| 16 | | 42.93624 | 46.13459 | 46.56802 | 48.94601 | 50.91088 |
| 17 | | | 47.28796 | 47.56923 | 49.97387 | 51.9291 |
| 18 | | | 48.47016 | 48.59197 | 51.02332 | 52.96768 |
| 19 | | | 49.68191 | 49.6367 | 52.09481 | 54.02704 |
| 20 | | | 50.92396 | 50.70388 | 53.1888 | 55.10758 |
| 21 | | | | 51.79402 | 54.30577 | 56.20973 |
| 22 | | | | 52.90759 | 55.44619 | 57.33392 |

Evergreen Salary Schedules

Classified Salary Schedule

- 27 Columns with 30 Steps
 - Steps are 2.0% increase
 - Columns are 4.5% increase
 - Hourly Rates

Evergreen Salary Schedules

| Classified | | Classified Adjustment Key | | | | 0% |
|------------|------------------|---------------------------|------------------|--------------|-------------------|------------------|
| Grade | Proposed Minimum | Proposed Midpoint | Proposed Maximum | Range Spread | Grade Progression | Step Progression |
| 101 | \$ 12.50 | \$17.35 | \$22.20 | 77.6% | | 2.0% |
| 102 | \$13.06 | \$18.13 | \$23.20 | 77.6% | 4.5% | 2.0% |
| 103 | \$13.65 | \$18.95 | \$24.24 | 77.6% | 4.5% | 2.0% |
| 104 | \$14.26 | \$19.80 | \$25.33 | 77.6% | 4.5% | 2.0% |
| 105 | \$14.91 | \$20.69 | \$26.47 | 77.6% | 4.5% | 2.0% |
| 106 | \$15.58 | \$21.62 | \$27.67 | 77.6% | 4.5% | 2.0% |
| 107 | \$16.28 | \$22.59 | \$28.91 | 77.6% | 4.5% | 2.0% |
| 108 | \$17.01 | \$23.61 | \$30.21 | 77.6% | 4.5% | 2.0% |
| 109 | \$17.78 | \$24.67 | \$31.57 | 77.6% | 4.5% | 2.0% |
| 110 | \$18.58 | \$25.78 | \$32.99 | 77.6% | 4.5% | 2.0% |
| 111 | \$19.41 | \$26.94 | \$34.48 | 77.6% | 4.5% | 2.0% |
| 112 | \$20.29 | \$28.16 | \$36.03 | 77.6% | 4.5% | 2.0% |
| 113 | \$21.20 | \$29.42 | \$37.65 | 77.6% | 4.5% | 2.0% |
| 114 | \$22.15 | \$30.75 | \$39.34 | 77.6% | 4.5% | 2.0% |
| 115 | \$23.15 | \$32.13 | \$41.11 | 77.6% | 4.5% | 2.0% |
| 116 | \$24.19 | \$33.58 | \$42.96 | 77.6% | 4.5% | 2.0% |
| 117 | \$25.28 | \$35.09 | \$44.90 | 77.6% | 4.5% | 2.0% |
| 118 | \$26.42 | \$36.67 | \$46.92 | 77.6% | 4.5% | 2.0% |
| 119 | \$27.61 | \$38.32 | \$49.03 | 77.6% | 4.5% | 2.0% |
| 120 | \$28.85 | \$40.04 | \$51.23 | 77.6% | 4.5% | 2.0% |
| 121 | \$30.15 | \$41.84 | \$53.54 | 77.6% | 4.5% | 2.0% |
| 122 | \$31.50 | \$43.73 | \$55.95 | 77.6% | 4.5% | 2.0% |
| 123 | \$32.92 | \$45.69 | \$58.47 | 77.6% | 4.5% | 2.0% |
| 124 | \$34.40 | \$47.75 | \$61.10 | 77.6% | 4.5% | 2.0% |
| 125 | \$35.95 | \$49.90 | \$63.85 | 77.6% | 4.5% | 2.0% |
| 126 | \$37.57 | \$52.14 | \$66.72 | 77.6% | 4.5% | 2.0% |
| 127 | \$39.26 | \$54.49 | \$69.72 | 77.6% | 4.5% | 2.0% |

Evergreen Salary Schedules

Administrator Salary Schedules

- 20 columns with 30 steps
 - Steps are 2.0% increase
 - Columns are 5.0% increase
 - Hourly Rates
 - Would be annualized when advertised on our website.

Evergreen Salary Schedules

| Administrative | | Administrative Adjustment Key | | | | 0% |
|----------------|------------------|-------------------------------|------------------|--------------|-------------------|------------------|
| Grade | Proposed Minimum | Proposed Midpoint | Proposed Maximum | Range Spread | Grade Progression | Step Progression |
| 301 | \$ 32.00 | \$44.42 | \$56.83 | 77.6% | - | 2.0% |
| 302 | \$33.60 | \$46.64 | \$59.67 | 77.6% | 5.0% | 2.0% |
| 303 | \$35.28 | \$48.97 | \$62.66 | 77.6% | 5.0% | 2.0% |
| 304 | \$37.04 | \$51.42 | \$65.79 | 77.6% | 5.0% | 2.0% |
| 305 | \$38.90 | \$53.99 | \$69.08 | 77.6% | 5.0% | 2.0% |
| 306 | \$40.84 | \$56.69 | \$72.53 | 77.6% | 5.0% | 2.0% |
| 307 | \$42.88 | \$59.52 | \$76.16 | 77.6% | 5.0% | 2.0% |
| 308 | \$45.03 | \$62.50 | \$79.97 | 77.6% | 5.0% | 2.0% |
| 309 | \$47.28 | \$65.62 | \$83.97 | 77.6% | 5.0% | 2.0% |
| 310 | \$49.64 | \$68.90 | \$88.17 | 77.6% | 5.0% | 2.0% |
| 311 | \$52.12 | \$72.35 | \$92.57 | 77.6% | 5.0% | 2.0% |
| 312 | \$54.73 | \$75.97 | \$97.20 | 77.6% | 5.0% | 2.0% |
| 313 | \$57.47 | \$79.76 | \$102.06 | 77.6% | 5.0% | 2.0% |
| 314 | \$60.34 | \$83.75 | \$107.17 | 77.6% | 5.0% | 2.0% |
| 315 | \$63.36 | \$87.94 | \$112.52 | 77.6% | 5.0% | 2.0% |
| 316 | \$66.53 | \$92.34 | \$118.15 | 77.6% | 5.0% | 2.0% |
| 317 | \$69.85 | \$96.95 | \$124.06 | 77.6% | 5.0% | 2.0% |
| 318 | \$73.34 | \$101.80 | \$130.26 | 77.6% | 5.0% | 2.0% |
| 319 | \$77.01 | \$106.89 | \$136.77 | 77.6% | 5.0% | 2.0% |
| 320 | \$80.86 | \$112.24 | \$143.61 | 77.6% | 5.0% | 2.0% |

Evergreen Comparisons

- Certificated
- Evergreen is recommending ceilings on the salary schedule (reducing the number of steps on all columns).
- 72.7% of the steps will be lower than the current salary schedule (88 out of 121).
 - Average \$252.00 lower than the current.
 - \$1501.00 is the biggest reduction.
 - \$3946.00 is the biggest increase.

Evergreen Comparisons

- Classified Salary Schedule
- Difficult to compare one schedule to the other.
- This was compared to salary schedules with 1.5% steps.
- 36.5% of job duties will have a higher Step 1 (38 out of 104).
- 100% of job duties will have a higher top step.
 - The difference at the top of schedules is noticeable
 - Step 1 max increase \$4.10 vs. max decrease \$2.54
 - Top Step max increase \$11.09 vs. smallest increase \$0.55

Evergreen Comparisons

- Administrator Salary Schedules
- Difficult to compare one schedule to the other.
- 66.7% of job duties will have a higher Step 1 (24 out of 36).
- 66.7% of job duties will have a higher top step (24 out of 36).
 - Some differences are quite striking
 - Step 1 max increase \$12.14 vs. max decrease \$1.25
 - Top Step max increase \$39.14 vs. max decrease \$2.69

Evergreen Placement Process

- Step Plus 1 Process decoded
 - Employee stayed on their step.
 - Employee was granted an additional step.
 - Checked employee new rate versus their old rate.
 - If greater than or equal to, employee stayed at that step.
 - If less than, employee would receive steps till it was greater than or equal to.
 - If step did not exist, employee was assumed to keep their current salary.

Evergreen Placement Considerations

Certificated

| Percent Raise with Step | Count |
|-------------------------|-------|
| 0% - 1% | 158 |
| 1% - 2% | 218 |
| 2% - 4% | 309 |
| 4% - 6% | 39 |
| 6% - 8% | 29 |
| 8% - 10% | 0 |
| >10% | 0 |
| 0% | 21 |
| Total | 774 |

Classified

| Percent Raise with Step | Count |
|-------------------------|-------|
| 0% - 1% | 97 |
| 1% - 2% | 128 |
| 2% - 4% | 106 |
| 4% - 6% | 45 |
| 6% - 8% | 51 |
| 8% - 10% | 37 |
| >10% | 125 |
| 0% | 0 |
| Total | 589 |

Administrator

| Percent Raise with Step | Count |
|-------------------------|-------|
| 0% - 1% | 20 |
| 1% - 2% | 25 |
| 2% - 4% | 7 |
| 4% - 6% | 1 |
| 6% - 8% | 3 |
| 8% - 10% | 2 |
| >10% | 5 |
| 0% | 0 |
| Total | 63 |

Evergreen Placement Considerations

- Five year comparison
 - Completed on the teacher salary schedule.
 - Reviewed 121 possible placements on the new Evergreen Salary Schedule.
 - Took every placement and added the next five steps.
 - For salaries at the top, took the top salary for every step above the top.
 - 93 of the 121 possible placements would make less money over the next five years if steps were given each year (and top steps maintained).

| Five Year Comparison | | | | | | |
|-----------------------|--------|--------|--------|--------|--------|--------|
| Evergreen vs. Current | BS | BS+16 | MS | MS+15 | MS+30 | MS+48 |
| 1 | -1811 | -2012 | -616 | -3333 | -2813 | -2755 |
| 2 | -2183 | -2468 | -582 | -4258 | -3564 | -3493 |
| 3 | -2412 | -2792 | -400 | -5069 | -4200 | -4120 |
| 4 | -2494 | -2978 | -68 | -5762 | -4716 | -4632 |
| 5 | -2424 | -3024 | 420 | -6334 | -5111 | -5031 |
| 6 | -2198 | -2927 | 1066 | -6784 | -5382 | -5313 |
| 7 | -1812 | -2684 | 1877 | -7109 | -5528 | -5475 |
| 8 | -1266 | -2293 | 2856 | -7304 | -5544 | -5514 |
| 9 | -551 | -1747 | 4006 | -7370 | -5429 | -5428 |
| 10 | -1091 | -1045 | 5333 | -7303 | -5179 | -5216 |
| 11 | -2917 | -179 | 6841 | -7098 | -4793 | -4874 |
| 12 | -6063 | -600 | 8535 | -6754 | -4266 | -4397 |
| 13 | -10561 | -2337 | 10420 | -6269 | -3596 | -3787 |
| 14 | -16448 | -5425 | 12498 | -5638 | -2780 | -3039 |
| 15 | -22334 | -9895 | 14775 | -4859 | -1816 | -2149 |
| 16 | -28221 | -15784 | 15498 | -3929 | -698 | -1117 |
| 17 | -34107 | -21671 | 14630 | -2844 | 574 | 62 |
| 18 | -39994 | -27559 | 12129 | -3170 | 2004 | 1391 |
| 19 | -45881 | -33446 | 7957 | -4938 | 3597 | 2871 |
| 20 | -51769 | -39334 | 2070 | -8178 | 3680 | 4510 |
| 21 | -57655 | -45221 | -3816 | -12923 | 2221 | 4626 |
| 22 | -63542 | -51109 | -9704 | -19204 | -811 | 3189 |
| 23 | -69428 | -56996 | -15590 | -25485 | -5450 | 172 |
| 24 | -75315 | -62884 | -21477 | -31765 | -11730 | -4459 |
| 25 | -81201 | -68771 | -27363 | -38046 | -18010 | -10740 |