

Dickenson County School Board Meeting – Summary Minutes

January 23, 2019

I. ROLL CALL AND MEETING CALLED TO ORDER

- a. The meeting was called to order by Chairman, Susan Mullins followed by the Pledge of Allegiance and a Moment of Silence.
- b. **Members in Attendance:** Susan Mullins, Chairman; Rick Mullins, Vice-Chairman; Rocky Barton; Dr. Lurton Lyle; Shanghai Nickles; Haydee Robinson, Superintendent; Reba McCowan, Clerk and Scott Mullins, Board Attorney
- c. **Approval of Agenda**
Superintendent Robinson requested to add agenda item: "j. Approval of Authorized Signers on Scholarship Account".
Following a motion by Rocky Barton and second by Rick Mullins the agenda was approved with the addition as requested.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

II. PUBLIC COMMENT

1. Kathy Musick, VPE – Wished everyone a Happy New Year and stated she was excited about 2019 and the news out of Richmond. It's a lot more constant than it's been with a lot of monies that could positively impact Dickenson County Schools. The 5% raise for our teachers is awesome. They need that. I commend you for your hard work. It's still early and anything can happen but I'm excited. There are a lot of things that are out there and are positive. I hope it continues to be positive as it trickles down. The teachers and staff are the heart and soul of any school system.
2. Phyllis Mullins, DEA – I'm excited. I will be on my way to Richmond for Lobby Day. Two other members will be going with me; Chandra Mullins and Shawn Tiller. We are going to rally on the Capital's steps. We will be lobbying for the Governor's budget.
3. Laura Kelly, ASP – Addressed the Board informing them of the Appalachian Service Project and their service to the Appalachian area with volunteers helping with emergency home repairs. Our whole mission is to eradicate substandard housing in Appalachia. We would like to partner with Dickenson County Schools and that would mean having a space to put a cot or air mattress, cafeteria and showers. She provided the Board with pamphlets and information on the organization for their review and consideration.
4. Don Hill – Addressed the Board in support of Clinchco as the site for the new elementary school. He stated this was the best location when considering the safety of the children and taxpayers. He provided maps to show population of students in relation to the proposed school sites and stated that the Clinchco site was far superior to the Ridgeview site. He encouraged the Board to not be bullied; to stay strong, stand firm and make the decision based on facts. One other thing; it's come to my attention that \$600,000 for a bathroom and roof was appropriated to Ervinton Elementary and the money was spent elsewhere. You are repairing the roof for Clintwood Elementary but nothing for Ervinton Elementary. Is it your intention to re-appropriate money for a bathroom and roof for Ervinton Elementary in the upcoming budget? Thank you very much.

III. CONSENT AGENDA ITEMS

Following a motion by Rick Mullins and second by Shanghai Nickles the consent agenda items were approved.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

a. Approval of Minutes

- ❖ December 17, 2018 – Regular Meeting

b. Approval of Monthly Bills – School Operating Fund

Monthly Bills: Check # 879407 - Check #879481.....\$289,798.29

Monthly Payroll: Check #388732 – Check #388756.....\$1,655,186.41

c. School Activity Fund

- ❖ Informational Item

d. Field Trips

- ❖ Ridgeview High School

01/12 – Southwest Virginia Community College – 10th – 12th

02/01-02/04 – Atlee High School – Mechanicsville, VA – 10th – 12th

02/07 – Southwest Virginia Community College – 11th – 12th

02/14-02/17th – VA Senior BETA Convention – Hampton, VA – 9th – 12th

02/14-02-16th – Morehead State University – Morehead, KY – 8th – 11th

IV. INFORMATION FOR THE BOARD

- I. Virginia School Principals Appreciation Week, Jan. 20 – 26, 2019.
- II. School Board Clerk Appreciation Week, Feb. 18 – 22, 2019
- III. February School Board Appreciation Month: “Leading for Success”
- IV. VSBA Code of Conduct for School Board Members
- V. The Coalition of Small & Rural Schools of Virginia
 - Focus:
 - Teacher Recruitment and Retention
 - Enrollment
 - School Construction Funding
 - The Small N

Small, Rural school divisions across Virginia continue to face declining student enrollments, difficulty competing for high-quality teaches, inadequate facility and capital projects funding and pressure from mandates at both state and federal levels placing them at a significant disadvantage with large school divisions.

VI. VSBA Hot Top Conference – March 13, 2019 at Wytheville Meeting Center

V. SUPERINTENDENT ROBINSON

e. Good News from Our Schools

November, 2018 Enrollment and Attendance Report - Be Great with 8! Be a Hero: Here, Everyday, Ready, On-Time

The student enrollment on Wednesday, Dec. 19, 2018 was 1980. Congratulations to Clintwood Elementary School who has won the Attendance Banner with a 95.16% student attendance percentage for December. Sandlick Elementary came in second with 93.76%. Overall the attendance percentage for December was 92.63% and the yearly total is 94.21%

2018 – 2019 Attendance Percentage per School:

Clintwood Elementary: 94.47%
Ervinton Elementary School: 93.80%
Sandlick Elementary School: 94.52%
Ridgeview High School: 93.74%
Ridgeview Middle School: 94.39%

Eighty-nine students are enrolled in our Pre- K program.

Clintwood Elementary School: 29
Ervinton Elementary School: 18
Sandlick Elementary School: 42

f. Proposed 2019-2020 Teacher Salary Scale Presentation

The Salary Committee would like to present the proposed 2019 - 2020 Teacher Salary Scale to the School Board. Dr. Jesse Neece presented a PowerPoint presentation.

Background Information: Members of the Teacher Salary Scale Committee have been meeting since September/October to develop a revised proposed Teacher Salary Scale that meets the framework provided by teacher input and the perimeters provided by members of the Board of Supervisors and the County Administrator.

During this process, the Salary Committee has surveyed staff members, developed numerous proposed scales based on feedback from staff members, and board members, and held productive meeting and discussions to reach this consensus.

After reviewing the results of Staff Survey and sharing teacher concerns, on Jan. 10, 2019, the Teacher Salary Committee arrived at a consensus for a proposed Salary Scale to present to the School Board for its consideration and approval.

After this meeting, the Teacher Scale Committee on Tuesday, Jan. 29, 2019, will present the same proposed salary scale to the Board of Supervisors for its consideration in the budget process for 2019 – 2020.

The members serving on the Teacher Salary Committee are:

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Chandra Mullins - SES	Jesse Neece - SES	Susan McFall – EES
Lavada Muncy - CES	Scott Stanley – RMS	Adam Smith – RMS
Sherri Stanley – RHS	Shawn Tiller – RHS	Phyllis Mullins – DEA
Laura Deel Stanley – VPE	Ron Peters – BOS	David Yates – BOS
David Moore – BOS	Larry Barton - SBO	Mike Setser – SBO
Haydee Robinson – SBO	Dr. Lurton Lyle – School Board Member	

We recommend that the School Board would approve the proposed teacher salary scale as presented by the Teacher Salary Committee.

Attachment I: Proposed Teacher Salary Scales

Following a motion by Rocky Barton and second by Rick Mullins; Salary Scales were approved.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

g. Update on the New Elementary School

As per the Facility Development Agreement, the Chairs of each Board and their respective staff met on Friday, Jan. 11, 2019 to try to resolve issues that are related to the construction of the elementary school. Members of the Board of Supervisors, the Industrial Authority Board and the School Board along with the County Administrator, IDA Director, Division Superintendent and Board attorneys were present. The discussion focused on available construction funding, the three-school site model, potential site compromise, and a request for the Boards to reach a decision without the expense and ordeal of any litigation.

h. Request for a “Request for Proposal” for Health Insurance

In August, 2018, the Dickenson County Public Schools approved a Request for Proposal for a health insurance broker to work with our school division to advise the school division in providing the best health care for its employees.

During this process, the Insurance Committee interviewed three qualified proposers. After lengthy discussions and reflecting on the significance of the decision, the Insurance Committee did not reach a consensus as to which proposer to recommend to the School Board. Carefully analyzing the importance of this decision for all its employees, the Insurance Committee is now requesting the School Board’s approval to go out for a second RFP again to request the input of other interested providers.

The Insurance Committee believes that after going the RFP proposal process once, they are now more knowledgeable with the process and have the necessary experience to interview and recommend a broker which will provide excellent guidance to provide best health coverage for our employees and their families while addressing any budget issues.

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We recommend that the School Board approve a Request for Proposal again for a health insurance broker with the goal to present the name of a prospective health insurance broker to the School Board in February for its consideration and approval.

Following a motion by Rick Mullins and second Dr. Lurton Lyle; Request for Proposal for Health Insurance was approved.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

i. Update on the 2019-2020 State Budget

On December 18, 2018, the Dickenson County Public Schools received the Governor's Introduced Budget Amendments for 2019-2020 and the Caboose bill for the Projected FY-2019 payments. The good news is that our enrollment has maintained throughout this school year and we are not anticipating any decrease in funding for this current fiscal year, which is a positive change from recent years. We are still closely monitoring this and will provide better estimates as we get farther along into the semester.

The Proposed Governor's Amendments to the 2019-2020 Budget are very encouraging, there is an additional 2% increase in salaries for SOQ instructional and support positions which would bring the total raise to 5% beginning July 1, 2019. Also included in these proposed amendments is additional funding for At-Risk and Supplementary Lottery Funds. If all the Proposed Amendments were to be passed as they are written, this would give an additional \$264,253 to Dickenson County Public Schools for our current fiscal year, FY-19, and an additional \$608,083 for FY-20.

j. Approval of Authorized Signers on Scholarship Account

Larry Barton explained; we have a CD for the Janice Carter Cooley Memorial Fund at Wells Fargo Bank that has become inactive. This scholarship fund was set up for Dickenson County Career Center, with Brian Baker and April Mullins being the only ones listed as authorized signers. Both are no longer employed with Dickenson County Schools and are unable to perform their duties as signers. We request that the authorized signers be changed to Larry Barton, Rodney Compton and Dwayne Edwards.

Following a motion by Dr. Lurton Lyle and second by Rick Mullins authorized signers, Larry Barton, Rodney Compton and Dwayne Edwards were approved.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

VI. BOARD COMMENT

Dr. Lurton Lyle

- Commended the Salary Committee earlier and no further comment.

Rocky Barton

- Commended the Salary Committee on all the hard work. It seems very doable this time.

Rick Mullins

- Salary Committee; this is a big accomplishment. I think it was very good to bring in the Board of Supervisors.

Susan Mullins

- I agree; that's the only way it will work.

Shanghai Nickles

- Good job to the Salary Committee.
- Every year we talk budget and 3 years ago we spent three months, next year we spent four months and the next four months on getting the budget; so that's a year in three years we spent on the budget. We've spent 24 months on trying to get a new elementary school. We've listened to a lot of personal persecution. I think there have been a lot of unwarranted things happen. I think we talk about the Corps of Engineers can take our money at any time. They're trying to build a wall down in Texas and I talked to a guy from the Corps of Engineers and he said; when are you all going to build that school? I said I don't have that date right on hand for you and he said I think you all should get on it. All it takes is something like that for you to lose your money. I would hate to think we are going to sit here for 4 months and work on the budget, which we will and I don't mind it a bit. I would hate to think that 8 months will go away and we would be back like 3 years ago still asking the same question. That's just my personal opinion on that.
- I want to comment on the Band at the ballgames. That has been an absolute plus for our kids. I really think the Band and what they're doing has made a difference in the entire environment at that school. Thanks to Ms. Molinary and the group that helps with those kids. They are definitely a big plus for our school. They really are.

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VII. CLOSED SESSION, PURSUANT TO Section 2.2-3711, Paragraph A of the Code of Virginia, there will be a closed meeting for the purpose of discussing: (1. Employment issues relating to resignation, employment recommendations, substitutes and (2. to consult with legal counsel pursuant to Virginia Code Section 2.2-3711 (A) (1) and (7).

Following a motion by Susan Mullins and second by Shanghai Nickles the Board convened in closed session.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Following a motion by Shanghai Nickles and second Dr. Lurton Lyle; the Board returned to open session.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Pursuant to Section 2.2-3712(a) of the Code of Virginia, I certify and second by Dr. Lurton Lyle; that during the closed meeting just concluded the Dickenson County School Board discussed only matters lawfully exempt from the open meeting requirements under Section 2.2-3711 of the Code and identified in the motion convening the closed meeting.

Certification of Closed Session

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	

VIII. BOARD ACTION

Following a motion by Susan Mullins and second by Rocky Barton; resignation of Michelle Mullins, Bookkeeper – Ridgeview High School was accepted.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Following a motion by Susan Mullins and second by Dr. Lurton Lyle; employment recommendations were approved: Employment: Natasha Gardner, PK-6 Teacher – SES, Michelle Edwards, Cook – Ridgeview Cafeteria, Delois Stanley, Part-time Cook – Ridgeview Cafeteria.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

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Following a motion by Susan Mullins and second by Dr. Lurton Lyle; post/advertisements for School Secretary and a Part-time Special Education Teacher was approved.

Sub Approved: Katy Mullins - Teacher.

Vote Results

Aye:	4	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Shanghai Nickles
No:	0	
Abstain:	1	Susan Mullins
Not Cast:	0	

Following a motion by Susan Mullins and second by Shanghai Nickles; substitutes were approved pending meeting all requirements.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Approved: Brittany Branham – Teacher/Janitor; Randall Carter – Janitor; Patricia Keith – Janitor; Cheri Meadowlark – Teacher; Michael Rose – Teacher/Cook/Janitor/Bus Driver

IX. RECESS: 9:00 p.m.

Following a motion by Susan Mullins and second by Shanghai Nickles the meeting was recessed until Monday, January 28th at 9:00 a.m. All votes aye.

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X. MEETING RECONVENED: 9:00 a.m. – January 28, 2019

- a. The meeting was called to order from the recessed January 23, 2019 meeting by Chairman, Susan Mullins.
- b. **Members in Attendance:** Susan Mullins, Chairman; Rick Mullins, Vice-Chairman; Dr. Lurton Lyle; Shanghai Nickles; Haydee Robinson, Superintendent; Reba McCowan, Clerk and Scott Mullins, Board Attorney
Member Absent: Rocky Barton

XI. CLOSED SESSION, PURSUANT TO Section 2.2-3711, Paragraph A of the Code of Virginia, there will be a closed meeting for the purpose of discussing: (1. retiree issue and to consult with legal counsel pursuant to Virginia Code Section 2.2-3711 (A) (1) and (7).

Following a motion by Susan Mullins and second by Dr. Lurton Lyle the Board convened in closed session.

Vote Results

Aye:	4	Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Following a motion by Susan Mullins and second Dr. Lurton Lyle; the Board returned to open session.

Vote Results

Aye:	4	Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Pursuant to Section 2.2-3712(a) of the Code of Virginia, I certify and second by Dr. Lurton Lyle; that during the closed meeting just concluded the Dickenson County School Board discussed only matters lawfully exempt from the open meeting requirements under Section 2.2-3711 of the Code and identified in the motion convening the closed meeting.

Certification of Closed Session

Aye:	4	Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	

XII. RECESS: 10:15 a.m.

Following a motion by Susan Mullins and second by Dr. Lurton Lyle the meeting was recessed for employment Monday, February 4th at 4:00 p.m. All votes aye.

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XIII. MEETING RECONVENED: 4:00 p.m. – February 4, 2019

- a. The meeting was called to order from the recessed January 28, 2019 meeting by Superintendent Haydee Robinson and noted for the record Chairman, Susan Mullins was ill and Vice-Chairman, Rick Mullins was out of town on personal business and wished to participate via phone.

Following a motion by Shanghai Nickles and second Dr. Lurton Lyle; phone participation in the meeting for Rick Mullins was approved.

Vote Results

Aye:	4	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

- b. **Members in Attendance:** Rick Mullins, Vice-Chairman; Dr. Lurton Lyle; Shanghai Nickles; Haydee Robinson, Superintendent; Reba McCowan, Clerk and Scott Mullins, Board Attorney

Member Absent: Susan Mullins, Chairman

XIV. ADJOURNMENT: 4:10 p.m.

Following a motion by Rocky Barton and a second by Dr. Lurton Lyle the meeting was adjourned. All votes aye.

Susan Mullins

Chairman, Susan Mullins

Approved: February 27, 2019

Reba McCowan

Reba McCowan, Clerk

450K Proposed BA Teacher Salary Scales (A)-1

2019-2020 Worksheet

[Max. \$55,000 @ Step 27]

YEARS SERVICE	Current Scale	# of Teachers	Current Cost	Proposed Scale	Adjusted Cost	Raise Amount	Step Amount	Year 2 Cost
0	\$35,173		\$0	\$35,173	\$0	\$0	\$0	\$0
1	\$35,173	5	\$175,865	\$35,373	\$176,865	\$200	\$200	\$0
2	\$35,173	4	\$140,692	\$35,573	\$142,292	\$400	\$200	\$177,865
3	\$35,173	4	\$140,692	\$35,773	\$143,092	\$600	\$200	\$143,092
4	\$35,173	8	\$281,384	\$35,973	\$287,784	\$800	\$200	\$143,892
5	\$35,173	4	\$140,692	\$36,473	\$145,892	\$1,300	\$500	\$291,784
6	\$35,173	6	\$211,038	\$36,673	\$220,038	\$1,500	\$200	\$146,692
7	\$35,596	2	\$71,192	\$36,873	\$73,746	\$1,277	\$200	\$221,238
8	\$35,596	6	\$213,577	\$37,073	\$222,438	\$1,477	\$200	\$74,146
9	\$35,596	8	\$284,770	\$37,273	\$298,184	\$1,677	\$200	\$223,638
10	\$35,596	5	\$177,981	\$38,023	\$190,115	\$2,427	\$750	\$304,184
11	\$35,596	3	\$106,789	\$38,223	\$114,669	\$2,627	\$200	\$191,115
12	\$36,642	4	\$146,569	\$38,423	\$153,692	\$1,781	\$200	\$115,269
13	\$37,497	7	\$262,476	\$38,623	\$270,361	\$1,126	\$200	\$154,492
14	\$37,662	11	\$414,279	\$38,823	\$427,053	\$1,161	\$200	\$271,761
15	\$38,072	1	\$38,072	\$39,823	\$39,823	\$1,751	\$1,000	\$438,053
16	\$38,487	7	\$269,412	\$40,023	\$280,161	\$1,536	\$200	\$40,023
17	\$39,038	2	\$78,076	\$40,223	\$80,446	\$1,185	\$200	\$281,561
18	\$39,589	2	\$79,179	\$40,423	\$80,846	\$834	\$200	\$80,846
19	\$40,139	4	\$160,555	\$40,623	\$162,492	\$484	\$200	\$81,246
20	\$40,692	5	\$203,458	\$42,873	\$214,365	\$2,181	\$2,250	\$171,492
21	\$41,514	6	\$249,084	\$43,073	\$258,438	\$1,559	\$200	\$215,365
22	\$42,066	3	\$126,197	\$43,273	\$129,819	\$1,207	\$200	\$259,638
23	\$42,616	4	\$170,464	\$43,473	\$173,892	\$857	\$200	\$130,419
24	\$43,167	1	\$43,167	\$43,673	\$43,673	\$506	\$200	\$174,692
25	\$43,444		\$0	\$46,173	\$0	\$2,729	\$2,500	\$46,173
26	\$44,818	1	\$44,818	\$46,373	\$46,373	\$1,555	\$200	\$0
27	\$45,367	1	\$45,367	\$55,000	\$55,000	\$9,633	\$8,627	\$55,000
28	\$45,918	4	\$183,672	\$55,000	\$220,000	\$9,082	\$0	\$55,000
29	\$46,469	4	\$185,878	\$55,000	\$220,000	\$8,531	\$0	\$220,000
30	\$47,020	5	\$235,100	\$55,000	\$275,000	\$7,980	\$0	\$220,000
31	\$48,121	1	\$48,121	\$55,000	\$55,000	\$6,879	\$0	\$275,000
32	\$48,671	2	\$97,343	\$55,000	\$110,000	\$6,329	\$0	\$55,000
33	\$49,222	1	\$49,222	\$55,000	\$55,000	\$5,778	\$0	\$110,000
34	\$49,772	1	\$49,772	\$55,000	\$55,000	\$5,228	\$0	\$55,000
35	\$50,322		\$0	\$55,000	\$0	\$4,678	\$0	\$55,000
36	\$51,424		\$0	\$55,000	\$0	\$3,576	\$55,000	\$0
37	\$51,926	1	\$51,926	\$55,000	\$55,000	\$3,074	\$0	\$0

38	\$54,239		\$0	\$55,000	\$0	\$761	\$0	\$55,000
39	\$56,550		\$0	\$56,550	\$0	\$0	\$1,550	\$0
40	\$58,862	1	\$58,862	\$58,862	\$58,862	\$0	\$0	\$0
41	\$61,174	2	\$122,348	\$61,174	\$122,348	\$0	\$0	\$61,174
42	\$61,174		\$0	\$61,174	\$0	\$0	\$0	\$122,348
43	\$61,174		\$0	\$61,174	\$0	\$0	\$0	\$0
44	\$61,174		\$0	\$61,174	\$0	\$0	\$0	\$0
45-51	\$62,275		\$0	\$62,275	\$0	\$0	\$1,101	\$0
52+	\$63,377		\$0	\$63,377	\$0	\$0	\$1,102	\$0

Totals:	136	\$5,358,087		\$5,657,759				\$5,717,198
Cost of Raise:				\$299,672				\$59,439
Overall Percentage:				5.59%				1.05%
FICA:				\$22,925				\$4,547
VRS:				\$46,989				\$9,320
Group Life:				\$3,926				\$779
Retiree Health Insurance Credit				\$3,596				\$713
Total Cost of Raise, Including Benefits:				\$377,108				\$74,798

**450K Proposed MA Teacher Salary Scales
2019-2020 Worksheet
[BA \$55,000 Max. + \$2,000 MA Stipend]**

YEARS SERVICE	Current Scale	# of Teachers	Current Cost	Proposed Scale	Adjusted Cost	Raise Amount	Step Amount	Year 2 Cost
0	\$36,638		\$0	\$37,173	\$0	\$535	\$0	\$0
1	\$36,638		\$0	\$37,373	\$0	\$735	\$200	\$0
2	\$36,638	1	\$36,638	\$37,573	\$37,573	\$935	\$200	\$0
3	\$36,638		\$0	\$37,773	\$0	\$1,135	\$200	\$37,773
4	\$36,638	1	\$36,638	\$37,973	\$37,973	\$1,335	\$200	\$0
5	\$36,638	1	\$36,638	\$38,473	\$38,473	\$1,835	\$500	\$38,473
6	\$36,638		\$0	\$38,673	\$0	\$2,035	\$200	\$38,673
7	\$37,062		\$0	\$38,873	\$0	\$1,811	\$200	\$0
8	\$37,062	1	\$37,062	\$39,073	\$39,073	\$2,011	\$200	\$0
9	\$37,062		\$0	\$39,273	\$0	\$2,211	\$200	\$39,273
10	\$37,062	5	\$185,308	\$40,023	\$200,115	\$2,961	\$750	\$0
11	\$37,062	1	\$37,062	\$40,223	\$40,223	\$3,161	\$200	\$201,115
12	\$38,107	1	\$38,107	\$40,423	\$40,423	\$2,316	\$200	\$40,423
13	\$38,962		\$0	\$40,623	\$0	\$1,661	\$200	\$40,623
14	\$39,127	3	\$117,381	\$40,823	\$122,469	\$1,696	\$200	\$0
15	\$39,538		\$0	\$41,823	\$0	\$2,285	\$1,000	\$125,469
16	\$39,953	1	\$39,953	\$42,023	\$42,023	\$2,070	\$200	\$0
17	\$40,503	1	\$40,503	\$42,223	\$42,223	\$1,720	\$200	\$42,223
18	\$41,055	4	\$164,218	\$42,423	\$169,692	\$1,368	\$200	\$42,423
19	\$41,604	2	\$83,208	\$42,623	\$85,246	\$1,019	\$200	\$170,492
20	\$42,157		\$0	\$44,873	\$0	\$2,716	\$2,250	\$89,746
21	\$42,979	1	\$42,979	\$45,073	\$45,073	\$2,094	\$200	\$0
22	\$43,531		\$0	\$45,273	\$0	\$1,742	\$200	\$45,273
23	\$44,081		\$0	\$45,473	\$0	\$1,392	\$200	\$0
24	\$44,632		\$0	\$45,673	\$0	\$1,041	\$200	\$0
25	\$44,909	1	\$44,909	\$48,173	\$48,173	\$3,264	\$2,500	\$0
26	\$46,283		\$0	\$48,373	\$0	\$2,090	\$200	\$48,373
27	\$46,833		\$0	\$57,000	\$0	\$10,167	\$8,627	\$0
28	\$47,383	2	\$94,767	\$57,000	\$114,000	\$9,617	\$0	\$0
29	\$47,935		\$0	\$57,000	\$0	\$9,065	\$0	\$114,000
30	\$48,485		\$0	\$57,000	\$0	\$8,515	\$0	\$0
31	\$49,586		\$0	\$57,000	\$0	\$7,414	\$0	\$0
32	\$50,137		\$0	\$57,000	\$0	\$6,863	\$0	\$0
33	\$50,687		\$0	\$57,000	\$0	\$6,313	\$0	\$0
34	\$51,238		\$0	\$57,000	\$0	\$5,762	\$0	\$0
35	\$51,787		\$0	\$57,000	\$0	\$5,213	\$0	\$0
36	\$52,889		\$0	\$57,000	\$0	\$4,111	\$57,000	\$0
37	\$53,391		\$0	\$57,000	\$0	\$3,609	\$0	\$0

38	\$55,704		\$0	\$57,000	\$0	\$1,296	\$0	\$0
39	\$58,015		\$0	\$57,000	\$0	-\$1,015	\$0	\$0
40	\$60,327		\$0	\$57,000	\$0	-\$3,327	\$0	\$0
41	\$62,639		\$0	\$57,000	\$0	-\$5,639	\$0	\$0
42	\$62,639		\$0	\$57,000	\$0	-\$5,639	\$0	\$0
43	\$62,639		\$0	\$57,000	\$0	-\$5,639	\$0	\$0
44	\$62,639		\$0	\$57,000	\$0	-\$5,639	\$0	\$0
45-51	\$63,740	1	\$63,740	\$63,740	\$63,740	\$0	\$6,740	\$0
52+	\$64,842		\$0	\$63,740	\$0	-\$1,102	\$0	\$63,740

Totals:	27	\$1,099,112		\$1,166,492		\$1,178,092
Cost of Raise:				\$67,380		\$11,600
Overall Percentage:				6.13%		0.99%
FICA:				\$5,155		\$887
VRS:				\$10,565		\$1,819
Group Life:				\$883		\$152
Retiree Health Insurance Credit				\$809		\$139
Total Cost of Raise, including Benefits:				\$84,791		\$14,597
Total Cost of Bachelor & Master's Teacher Scales:				\$461,898		\$89,396