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TO: Board of Education

FROM: Dale Ellis

DATE: May 6, 2019

SUBJ: ACTION ITEM (Teacher Supplement)

Please find attached a proposed 2-year plan to increase our teacher supplement by roughly 25% on average. We have reached a point that it is imperative that we invest more in our teaching supplement. I am confident that with approaching economies of scale as it relates to consolidation, that we can accomplish this plan within existing budgets. In fact, it is my desire to reevaluate the plan at this time next year and increase it even more if possible. However, I wanted our teacher to know, during teacher appreciation month, that we care about them and we are making a sustained commitment to them by significantly increasing their supplement over the next couple of years.

I am available to answer any questions you might have.

Current Supplement

Years	Supplement
0 – 4	\$945
5 – 9	\$1,275
10 – 14	\$1,440
15 – 19	\$1,605
20 – 24	\$1,935
25+	\$2,485

Proposed Supplement 2019-2020

Years	Supplement	Difference from 18-19	Percentage increase from 18-19
0 – 4	\$1,050	\$105	11.11%
5 – 9	\$1,425	\$150	11.76%
10 – 14	\$1,600	\$160	11.11%
15 – 19	\$1,800	\$195	12.14%
20 – 24	\$2,200	\$265	13.69%
25+	\$2,800	\$315	12.67%
	Averages	\$194.16	12.08%

Proposed Supplement 2020-2021

Years	Supplement	Difference from 18-19	Percentage increase from 18-19
0 – 4	\$1,200	\$255	26.98%
5 – 9	\$1,600	\$325	25.49%
10 – 14	\$1,800	\$360	25.00%
15 – 19	\$2,000	\$395	24.61%
20 – 24	\$2,400	\$465	24.03%
25+	\$3,000	\$515	20.72%
	Averages	\$385.83	24.47%

Increase in supplements from over 20% to almost 27% over two years, based upon years of experience.