

**Spencer County
Public Schools**



**Salary Proposal
May 23rd, 2022**

Salary Information

Cost of Certified Raises	
1.00%	\$118,500
1.25%	\$148,125
1.50%	\$177,750
1.75%	\$207,375
2.00%	\$237,000
2.25%	\$266,625
2.50%	\$296,250
2.75%	\$325,875
3.00%	\$355,500
3.25%	\$385,125
3.50%	\$414,750
3.75%	\$444,375
4.00%	\$474,000

Percent of Overall Budget	
2019	82.6%
2020	85.3%
2021	83.9%
2022	82.0% (Budgeted)

*Information from other Districts	
Anderson – 3.00%	Carroll – 2.00%
Grant – 2.00%	Henry – 2.00%
Shelby – 2.50%	Pulaski – 2.0%
Somerset – 1.00%	Corbin – 3.00%
Kenton – 5.00%	Scott – 2.00%
Owensboro - \$2000 one time	Daviess - \$1500 one time

*This information comes from the various news reports I have seen as well as what has been communicated to both Mr. Murphy and myself.

SALARY HISTORY

SCHOOL YEAR

2010-11	<u>INCREASE</u> no increase
2011-12	no increase
2012-13	.5% increase
2013-14	0-14 years experience: 1%; 15-24 years experience 1.5%; and 25 years and above 2%
2014-15	1% increase
2015-16	2% increase
2016-17	1.5% increase
2017-18	1% increase
2018-19	1.5% increase
2019-20	1.25% increase
2020-21	no increase

DECREASE IN CONTRACT DAYS

STAFF

Certified Staff	<u>2009-2010</u> 187 days	<u>2010-2011</u> 185 days
Child Care Workers	260 days	240 days
Instructional Assistants	185 days	180 days
Custodians	260 days	240 days
Maintenance	260 days	245 days
Bus Drivers	182 days	180 days
Cafeteria Staff	182 days	180 days
Office Staff	260 days	250-255 days

RECOMMENDED SALARY CHANGES

CERTIFIED

\$355,500	Recommended 3% increase to each cell on the 185-day salary scale
<u>\$10,000</u>	Expanding certified salary scale from a maximum of 27 years to 30 years
<u>\$365,500</u>	Total General Fund Impact-Certified

CLASSIFIED

\$246,500	Recommended revisions to classified salary scales
<u>\$3,000</u>	Expanding classified salary scales from a maximum of 27 years to 30 years
<u>\$249,500</u>	Total General Fund Impact -Classified

\$615,000 **GRAND TOTAL GENERAL FUND IMPACT (estimated)**

Other Recommended Changes

Substitute Teachers:

Certified Substitute Teacher – Rank I, II, and III – increase \$5/day

Certified Retired Substitute Teacher – Rank I, II, and III – add \$10/day premium pay

\$30 Certified Teacher Stipend – Summer School (*)

\$15 Substitute Teacher – Summer School (*) – must meet qualifications for substitute teacher

Instructional Assistant – Summer School (*)

\$10 Student Worker – Summer (*)

\$8.50 Student Worker – School Term -- increase from \$7.50

* “Summer” and “Summer School” are defined as the day after school ends through the day school begins, so there would be no change in pay on July 1st.

Paid regular hourly rate from the school year just ended.

FUNDS TO PAY FOR SALARY CHANGES

Funding additions in the General Fund:

\$176,000	Increased SEEK revenue due to higher Guaranteed Base funding (\$4,000 to \$4,100)
\$513,000	Increased SEEK revenue due to higher percentage of Transportation funding (50% to 69%)
\$8,000	Increased Vocational Transportation reimbursement
\$15,000	Increased Medicaid reimbursement due to changing Medicaid billing company in July
\$20,000	Increased National Board Certified Teacher stipend reimbursement
\$60,000	Increased interest income from higher rate (good possibility of being 3 times this much)
\$12,000	Increased income from rental of space at Early Learning Center
\$313,000	Increased indirect cost revenue from federal grants (mostly one-time revenue) **
<u>\$60,000</u>	Decreased expense due to reduction of 1 teacher-gifted & talented
<u>\$1,177,000</u>	Estimated additional revenue to cover salary changes and other expenses

** We expect this one-time revenue to be replaced with recurring revenue in subsequent years (FY24 and beyond) with the anticipated return of the SEEK formula to being based on the prior year's Average Daily Attendance or Average Daily Membership, which would likely restore **\$336,000** to recurring revenue.

2022/2023 PROJECTED Salary Scale
Applying 3% Increase

[illegible]

DISTRICT - RANK 1				DISTRICT - RANK 1 - PROPOSED 3% INCREASE									
	STEP 0	STEP 5	STEP 10	STEP 15	STEP 20	STEP 27		STEP 0	STEP 5	STEP 10	STEP 15	STEP 20	STEP 27
SPENCER	\$47,444	\$52,478	\$60,229	\$63,897	\$64,868	\$67,086	SPENCER	\$48,867	\$54,052	\$62,036	\$65,814	\$66,814	\$69,099
ANDERSON	\$45,076	\$49,420	\$53,761	\$58,105	\$62,445	\$68,527	ANDERSON	\$45,076	\$49,420	\$53,761	\$58,105	\$62,445	\$68,527
	\$2,368	\$3,058	\$6,468	\$5,792	\$2,423	-\$1,441		\$3,791	\$4,632	\$8,275	\$7,709	\$4,369	\$572
NELSON	\$47,245	\$51,525	\$56,195	\$60,538	\$65,216	\$69,921	NELSON	\$47,245	\$51,525	\$56,195	\$60,538	\$65,216	\$69,921
	\$199	\$953	\$4,034	\$3,359	-\$348	-\$2,835		\$1,622	\$2,527	\$5,841	\$5,276	\$1,598	-\$822
BULLITT	\$49,858	\$54,944	\$60,841	\$65,808	\$71,240	\$78,885	BULLITT	\$49,858	\$54,944	\$60,841	\$65,808	\$71,240	\$78,885
	-\$2,414	-\$2,466	-\$612	-\$1,911	-\$6,372	-\$1,799		-\$991	-\$892	\$1,195	\$6	-\$4,426	\$214
SHELBY	\$46,473	\$51,887	\$58,376	\$60,744	\$64,287	\$68,885	SHELBY	\$46,473	\$51,887	\$58,376	\$60,744	\$64,287	\$68,885
	\$971	\$591	\$1,853	\$3,153	\$581	-\$1,799		\$2,394	\$2,165	\$3,660	\$5,070	\$2,527	\$214
FRANKLIN	\$49,084	\$52,819	\$56,629	\$60,293	\$63,986	\$69,089	FRANKLIN	\$49,084	\$52,819	\$56,629	\$60,293	\$63,986	\$69,089
	-\$1,640	-\$341	\$3,600	\$3,604	\$882	-\$2,003		-\$217	\$1,233	\$5,407	\$5,521	\$2,828	\$10
GRANT	\$44,293	\$48,910	\$53,504	\$56,423	\$59,479	\$62,973	GRANT	\$44,293	\$48,910	\$53,504	\$56,423	\$59,479	\$62,973
	\$3,151	\$3,568	\$6,725	\$7,474	\$5,389	\$4,113		\$4,574	\$5,142	\$8,532	\$9,391	\$7,335	\$6,126
HENRY	\$44,821	\$50,820	\$56,111	\$59,388	\$60,797	\$62,939	HENRY	\$44,821	\$50,820	\$56,111	\$59,388	\$60,797	\$62,939
	\$2,623	\$1,658	\$4,118	\$4,509	\$4,071	\$4,147		\$4,046	\$3,232	\$5,925	\$6,426	\$6,017	\$6,160
OLDHAM	\$46,168	\$50,932	\$56,816	\$59,953	\$63,779	\$68,045	OLDHAM	\$46,168	\$50,932	\$56,816	\$59,953	\$63,779	\$68,045
	\$1,276	\$1,546	\$3,413	\$3,944	\$1,089	-\$959		\$2,699	\$3,120	\$5,220	\$5,861	\$3,035	\$1,054
OWEN	\$44,755	\$49,054	\$52,903	\$57,116	\$60,434	\$65,081	OWEN	\$44,755	\$49,054	\$52,903	\$57,116	\$60,434	\$65,081
	\$2,689	\$3,424	\$7,326	\$6,781	\$4,434	\$2,005		\$4,112	\$4,998	\$9,133	\$8,698	\$6,380	\$4,018
GALLATIN	\$46,184	\$50,686	\$56,193	\$57,903	\$58,720	\$60,749	GALLATIN	\$46,184	\$50,686	\$56,193	\$57,903	\$58,720	\$60,749
	\$1,260	\$1,792	\$4,036	\$5,994	\$6,148	\$6,337		\$2,683	\$3,366	\$5,843	\$7,911	\$8,094	\$8,350
CARROLL	\$48,808	\$53,638	\$58,559	\$63,689	\$67,628	\$71,269	CARROLL	\$48,808	\$53,638	\$58,559	\$63,689	\$67,628	\$71,269
	-\$1,364	-\$1,160	\$1,670	\$208	-\$2,760	-\$4,183		\$59	\$414	\$3,477	\$2,125	-\$814	-\$2,170

DISTRICT - RANK 2				DISTRICT - RANK 2 - PROPOSED 3% INCREASE											
	STEP 0	STEP 5	STEP 10	STEP 15	STEP 20	STEP 27		STEP 0	STEP 5	STEP 10	STEP 15	STEP 20	STEP 27		
SPENCER	\$43,095	\$48,732	\$55,838	\$58,990	\$59,962	\$62,154	SPENCER	\$44,388	\$50,194	\$57,513	\$60,760	\$61,761	\$64,019		
ANDERSON	\$41,268	\$45,048	\$48,832	\$52,614	\$56,394	\$61,691	ANDERSON	\$41,268	\$45,048	\$48,832	\$52,614	\$56,394	\$61,691		
	\$1,827	\$3,684	\$7,006	\$6,376	\$3,568	\$463		\$3,120	\$5,146	\$8,681	\$8,146	\$5,367	\$2,328		
NELSON	\$43,266	\$47,187	\$51,463	\$55,440	\$59,724	\$64,033	NELSON	\$43,266	\$47,187	\$51,463	\$55,440	\$59,724	\$64,033		
	-\$171	\$1,545	\$4,375	\$3,550	\$238	-\$1,879		\$1,122	\$3,007	\$6,050	\$5,320	\$2,037	-\$14		
BULLITT	\$45,173	\$50,153	\$55,966	\$60,665	\$65,567		BULLITT	\$45,173	\$50,153	\$55,966	\$60,665	\$65,567			
	-\$2,078	-\$1,421	-\$128	-\$1,675	-\$5,605			-\$785	\$41	\$1,547	\$95	-\$3,806			
SHELBY	\$42,183	\$47,400	\$53,846	\$56,218	\$59,758	\$64,356	SHELBY	\$42,183	\$47,400	\$53,846	\$56,218	\$59,758	\$64,356		
	\$912	\$1,332	\$1,992	\$2,772	\$204	-\$2,202		\$2,205	\$2,794	\$3,667	\$4,542	\$2,003	-\$337		
FRANKLIN	\$44,089	\$47,842	\$51,632	\$55,180	\$58,806	\$63,917	FRANKLIN	\$44,089	\$47,842	\$51,632	\$55,180	\$58,806	\$63,917		
	-\$994	\$890	\$4,206	\$3,810	\$1,156	-\$1,763		\$299	\$2,352	\$5,881	\$5,580	\$2,955	\$102		
GRANT	\$40,180	\$44,764	\$49,259	\$52,020	\$55,051	\$58,538	GRANT	\$40,180	\$44,764	\$49,259	\$52,020	\$55,051	\$58,538		
	\$2,915	\$3,968	\$6,579	\$6,970	\$4,911	\$3,616		\$4,208	\$5,430	\$8,254	\$8,740	\$6,710	\$5,481		
HENRY	\$40,633	\$46,027	\$51,623	\$54,781	\$56,143	\$58,245	HENRY	\$40,633	\$46,027	\$51,623	\$54,781	\$56,143	\$58,245		
	\$2,462	\$2,705	\$4,215	\$4,209	\$3,819	\$3,909		\$3,755	\$4,167	\$5,890	\$5,979	\$5,618	\$5,774		
OLDHAM	\$41,095	\$45,983	\$51,606	\$54,977	\$58,479	\$62,523	OLDHAM	\$41,095	\$45,983	\$51,606	\$54,977	\$58,479	\$62,523		
	\$2,000	\$2,749	\$4,232	\$4,013	\$1,483	-\$369		\$3,293	\$4,211	\$5,907	\$5,783	\$3,282	\$1,496		
OWEN	\$41,212	\$44,845	\$48,838	\$52,807	\$55,764	\$59,909	OWEN	\$41,212	\$44,845	\$48,838	\$52,807	\$55,764	\$59,909		
	\$1,883	\$3,887	\$7,000	\$6,183	\$4,198	\$2,245		\$3,176	\$5,349	\$8,675	\$7,953	\$5,997	\$4,110		
GALLATIN	\$41,868	\$46,343	\$51,761	\$53,422	\$54,228	\$56,253	GALLATIN	\$41,868	\$46,343	\$51,761	\$53,422	\$54,228	\$56,253		
	\$1,227	\$2,389	\$4,077	\$5,568	\$5,734	\$5,901		\$2,520	\$3,851	\$5,752	\$7,338	\$7,533	\$7,766		
CARROLL	\$43,468	\$47,986	\$51,996	\$57,008	\$60,984	\$64,100	CARROLL	\$43,468	\$47,986	\$51,996	\$57,008	\$60,984	\$64,100		
	-\$373	\$746	\$3,842	\$1,982	-\$1,022	-\$1,946		\$920	\$2,208	\$5,517	\$3,752	\$777	-\$81		

DISTRICT - RANK 3				DISTRICT - RANK 3 - PROPOSED 3% INCREASE									
	STEP 0	STEP 5	STEP 10	STEP 15	STEP 20	STEP 27		STEP 0	STEP 5	STEP 10	STEP 15	STEP 20	STEP 27
SPENCER	\$40,444	\$46,415	\$52,667	\$55,669	\$56,624	\$58,799		SPENCER	\$41,657	\$47,807	\$54,247	\$58,323	\$60,563
ANDERSON	\$37,457	\$40,679	\$43,901	\$47,122	\$50,343	\$54,855		ANDERSON	\$37,457	\$40,679	\$43,901	\$47,122	\$50,343
	\$2,987	\$3,736	\$8,766	\$8,547	\$6,281	\$3,944			\$4,200	\$7,128	\$10,346	\$10,217	\$5,708
NELSON	\$39,288	\$42,847	\$46,730	\$50,342	\$54,233	\$58,145		NELSON	\$39,288	\$42,847	\$46,730	\$50,342	\$58,145
	\$1,156	\$3,568	\$5,937	\$5,327	\$2,391	\$654			\$2,369	\$4,960	\$7,517	\$6,997	\$2,418
BULLITT	\$40,404	\$45,385	\$51,197	\$55,655	\$60,499			BULLITT	\$40,404	\$45,385	\$51,197	\$55,655	\$60,499
	\$40	\$1,030	\$1,470	\$14	-\$3,875				\$1,253	\$2,422	\$3,050	\$1,684	-\$2,176
SHELBY	\$37,861	\$43,016	\$49,293	\$51,650	\$55,198	\$59,800		SHELBY	\$37,861	\$43,016	\$49,293	\$51,650	\$59,800
	\$2,583	\$3,399	\$3,374	\$4,019	\$1,426	-\$1,001			\$3,796	\$4,791	\$4,954	\$5,689	\$763
FRANKLIN	\$39,340	\$44,458	\$49,882	\$53,306	\$56,202	\$60,329		FRANKLIN	\$39,340	\$44,458	\$49,882	\$53,306	\$60,329
	\$1,104	\$1,957	\$2,785	\$2,363	\$422	-\$1,530			\$2,317	\$3,349	\$4,365	\$4,033	\$234
GRANT	\$35,988	\$40,649	\$45,093	\$47,896	\$50,836	\$54,235		GRANT	\$35,988	\$40,649	\$45,093	\$47,896	\$54,235
	\$4,456	\$3,766	\$7,574	\$7,773	\$5,788	\$4,564			\$5,669	\$7,158	\$9,154	\$9,443	\$6,328
HENRY	\$36,513	\$41,714	\$47,262	\$50,199	\$51,485	\$53,528		HENRY	\$36,513	\$41,714	\$47,262	\$50,199	\$53,528
	\$3,931	\$4,701	\$5,405	\$5,470	\$5,139	\$5,271			\$5,144	\$6,093	\$6,985	\$7,140	\$7,035
OLDHAM	\$36,896	\$41,361	\$46,853	\$50,169	\$53,522	\$57,497		OLDHAM	\$36,896	\$41,361	\$46,853	\$50,169	\$57,497
	\$3,548	\$5,054	\$5,814	\$3,500	\$3,102	\$1,302			\$4,761	\$6,446	\$7,394	\$7,170	\$3,066
OWEN	\$37,013	\$40,654	\$44,985	\$47,625	\$49,718	\$52,675		OWEN	\$37,013	\$40,654	\$44,985	\$47,625	\$52,675
	\$3,431	\$5,761	\$7,682	\$8,044	\$6,906	\$6,124			\$4,644	\$7,153	\$9,262	\$9,714	\$7,888
GALLATIN	\$37,487	\$42,027	\$47,403	\$49,051	\$49,849	\$51,809		GALLATIN	\$37,487	\$42,027	\$47,403	\$49,051	\$51,809
	\$2,957	\$4,388	\$5,264	\$6,618	\$6,775	\$6,990			\$4,170	\$5,780	\$6,844	\$8,288	\$8,754
CARROLL	\$40,348	\$43,576	\$47,441	\$51,691	\$55,425	\$57,237		CARROLL	\$40,348	\$43,576	\$47,441	\$51,691	\$57,237
	\$96	\$2,839	\$5,226	\$3,978	\$1,199	\$1,562			\$1,309	\$4,231	\$6,806	\$5,648	\$3,326

SUBSTITUTE TEACHER			PROPOSED SUBSTITUTE TEACHER		
RANK 1			(\$10.00 increase per day for retired substitute teachers)		
DISTRICT		DAILY RATE			
Spencer		\$115.00			
Anderson		0-3 yrs \$115.00 4-9 yrs \$125.00 10+ yrs \$130.00			
Bardstown Independent					
Bullitt		\$115.25	RANK	DAILY RATE	
Carroll		\$114.00	1	\$120.00	
Eminence Independent		0-3 yrs \$105.00 4-9 yrs \$109.00 10+ yrs \$115.00	2	\$115.00	
Frankfort Independent		0-10 yrs \$115.00 - \$125.00	3	\$110.00	
Gallatin		0-3 yrs \$111.00 4-9 yrs \$113.00 10+ yrs \$116.00	4 (Degree)	\$100.00	
Grant			4 (96+ hours)	\$95.00	
Henry			5	\$85.00	
Nelson		Certified - \$120.00, Retired - \$140.00			
Oldham		\$115.52			
Owen		no scale			
Shelby		\$120.00			
RANK 2					
DISTRICT		DAILY RATE			
Spencer		\$110.00			
Anderson		0-3 yrs \$110.00 4-9 yrs \$117.00 10+ yrs \$125.00			
Bullitt		\$110.25			
Carroll		\$107.00			
Eminence Independent		0-3 yrs \$102.00 4-9 yrs \$105.00 10+ yrs \$109.00			
Frankfort Independent		0-10 yrs \$112.00 - \$122.00			
Gallatin		0-3 yrs \$106.00 4-9 yrs \$108.00 10+ yrs \$110.00			
Grant					
Henry					
Nelson		Certified - \$120.00, Retired - \$140.00			
Oldham		\$109.80			
Owen		no scale			
Shelby		\$110.00			
RANK 3					
DISTRICT		DAILY RATE			
Spencer		\$105.00			
Anderson		0-3 yrs \$105.00 4-9 yrs \$112.00 10+ yrs \$117.00			
Bullitt		\$105.25			
Carroll		\$102.00			
Eminence Independent		0-3 yrs \$99.00 4-9 yrs \$102.00 10+ yrs \$105.00			
Frankfort Independent		0-10 yrs \$109.00 - \$119.00			
Gallatin		0-3 yrs \$101.00 4-9 yrs \$101.00 10+ yrs \$101.00			
Grant					
Henry					
Nelson		Certified - \$120.00, Retired - \$140.00			
Oldham		\$101.79			
Owen		\$130.00			
Shelby		\$100.00			
RANK 4			RANK 4		
DISTRICT		DAILY RATE	DISTRICT		DAILY RATE
Spencer	w/degree	\$95.00	Spencer	4 (96+ hours)	\$90.00
Anderson		0-3 yrs \$92.00 4-9 yrs \$95.00 10+ yrs \$100.00	Anderson		0-3 yrs \$92.00 4-9 yrs \$95.00 10+ yrs \$100.00
Bardstown Independent			Bardstown Independent		
Bullitt		\$99.35	Bullitt		\$99.35
Carroll		\$90	Carroll		no scale
Eminence Independent		0-3 yrs \$92.00 4-9 yrs \$92.00 10+ yrs \$92.00	Eminence Independent		0-3 yrs \$85.00 4-9 yrs \$85.00 10+ yrs \$85.00
Frankfort Independent		0-10 yrs \$89.00 - \$99.00	Frankfort Independent		no scale
Gallatin		0-3 yrs \$96.00 4-9 yrs \$96.00 10+ yrs \$96.00	Gallatin		0-3 yrs \$91.00 4-9 yrs \$91.00 10+ yrs \$91.00
Grant			Grant		
Henry			Henry		
Nelson		\$100.00	Nelson		\$100.00
Oldham		\$99.51	Oldham		\$99.51
Owen		\$115.00	Owen		\$100.00
Shelby		\$90.00	Shelby		\$90.00
RANK 5					
DISTRICT		DAILY RATE			
Spencer	4 (64 up to 95 hours)	\$80.00			
Anderson		0-3 yrs \$92.00 4-9 yrs \$95.00 10+ yrs \$100.00			
Bardstown Independent					
Bullitt		\$88.90			
Eminence Independent		0-3 yrs \$85.00 4-9 yrs \$85.00 10+ yrs \$85.00			
Frankfort Independent		0-10 yrs \$84.00 - \$94.00			
Gallatin		0-3 yrs \$91.00 4-9 yrs \$91.00 10+ yrs \$91.00			
Grant					
Henry					
Nelson		\$100.00			
Oldham		\$97.21			
Owen		\$100.00			
Shelby		\$90.00			

ACCOUNTS PAYABLE/ACCOUNTS CLERK					PROPOSED ACCOUNTS PAYABLE/PAYROLL ASST.						
DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	0-9 yrs	\$2.00 per hr
Spencer	\$15.66	\$16.44	\$18.01	\$19.04	Spencer	\$17.66	\$18.44	\$20.51	\$22.04	10-19 yrs	\$2.50 per hr
										20+ yrs	\$3.00 per hr
Anderson	\$15.37	\$17.44	\$20.39	\$22.43	Anderson	\$15.37	\$17.44	\$20.39	\$22.43		
	\$0.29	(\$1.00)	(\$2.38)	(\$3.39)		\$2.29	\$1.00	\$0.12	(\$0.39)		
Bullitt	\$14.59	\$16.30	\$19.63	\$22.08	Bullitt	\$14.59	\$16.30	\$19.63	\$22.08		
	\$1.07	\$0.14	(\$1.62)	(\$3.04)		\$3.07	\$2.14	\$0.88	(\$0.04)		
Carroll	\$19.49	\$20.54	\$22.97	\$25.95	Carroll	\$19.49	\$20.54	\$22.97	\$25.95		
	(\$3.83)	(\$4.10)	(\$4.96)	(\$6.91)		(\$1.83)	(\$2.10)	(\$2.46)	(\$3.91)		
Eminence	\$18.69	\$19.37	\$20.75	\$22.74	Eminence	\$18.69	\$19.37	\$20.75	\$22.74		
	(\$3.03)	(\$2.93)	(\$2.74)	(\$3.70)		(\$1.03)	(\$0.93)	(\$0.24)	(\$0.70)		
Gallatin	\$23.09	\$24.08	\$26.10	\$28.67	Gallatin	\$23.09	\$24.08	\$26.10	\$28.67		
	(\$7.43)	(\$7.64)	(\$8.09)	(\$9.63)		(\$5.43)	(\$5.64)	(\$5.59)	(\$6.63)		
Grant	\$15.02	\$16.32	\$18.90	\$21.63	Grant	\$15.02	\$16.32	\$18.90	\$21.63		
	\$0.64	\$0.12	(\$0.89)	(\$2.59)		\$2.64	\$2.12	\$1.61	\$0.41		
Henry	\$14.38	\$15.79	\$17.31	\$19.26	Henry	\$14.38	\$15.79	\$17.31	\$19.26		
	\$1.28	\$0.65	\$0.70	(\$0.22)		\$3.28	\$2.65	\$3.20	\$2.78		
Nelson	\$21.17	\$23.09	\$27.13	\$31.33	Nelson	\$21.17	\$23.09	\$27.13	\$31.33		
	(\$5.51)	(\$6.65)	(\$9.12)	(\$12.29)		(\$3.51)	(\$4.65)	(\$6.62)	(\$9.29)		
Oldham	\$15.50	\$17.22	\$20.27	\$23.76	Oldham	\$15.50	\$17.22	\$20.27	\$23.76		
	\$0.16	(\$0.78)	(\$2.26)	(\$4.72)		\$2.16	\$1.22	\$0.24	(\$1.72)		
Owen	\$16.05	\$17.40	\$20.17	\$25.32	Owen	\$16.05	\$17.40	\$20.17	\$25.32		
	(\$0.39)	(\$0.96)	(\$2.16)	(\$6.28)		\$1.61	\$1.04	\$0.34	(\$3.28)		
Shelby	\$15.57	\$16.84	\$18.14	\$19.55	Shelby	\$15.57	\$16.84	\$18.14	\$19.55		
	\$0.09	(\$0.40)	(\$0.13)	(\$0.51)		\$2.09	\$1.60	\$2.37	\$2.49		
Trimble	\$13.37	\$14.26	\$17.07	\$19.62	Trimble	\$13.37	\$14.26	\$17.07	\$19.62		
	\$2.29	\$2.18	\$0.94	(\$0.58)		\$4.29	\$4.18	\$3.44	\$2.42		

BENEFITS COORDINATOR/PERSONNEL ADMIN ASST					PROPOSED BENEFITS COORDINATOR/PERSONNEL ADMIN ASST						
DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	0-9 yrs	\$2.00 per hr
Spencer	\$14.82	\$15.60	\$17.17	\$18.17	Spencer	\$16.82	\$17.60	\$19.67	\$21.17	10-19 yrs	\$2.50 per hr
										20+ yrs	\$3.00 per hr
Anderson	\$14.62	\$15.67	\$17.42	\$18.57	Anderson	\$14.62	\$15.67	\$17.42	\$18.57		
	\$0.20	(\$0.07)	(\$0.25)	(\$0.40)		\$2.20	\$1.93	\$2.25	\$2.60		
Bullitt	\$14.59	\$16.30	\$19.63	\$22.08	Bullitt	\$14.59	\$16.30	\$19.63	\$22.08		
	\$0.23	(\$0.70)	(\$2.46)	(\$3.91)		\$2.23	\$1.30	\$0.04	(\$0.91)		
Carroll	\$16.42	\$18.50	\$21.54	\$23.52	Carroll	\$16.42	\$18.50	\$21.54	\$23.52		
	(\$1.60)	(\$2.90)	(\$4.37)	(\$5.35)		\$0.40	(\$0.90)	(\$1.87)	(\$2.35)		
Nelson	\$21.17	\$23.09	\$27.13	\$31.33	Nelson	\$21.17	\$23.09	\$27.13	\$31.33		
	(\$6.35)	(\$7.49)	(\$9.96)	(\$13.16)		(\$4.35)	(\$5.49)	(\$7.46)	(\$10.16)		
Oldham	\$18.86	\$20.60	\$23.66	\$27.48	Oldham	\$18.86	\$20.60	\$23.66	\$27.48		
	(\$4.04)	(\$5.00)	(\$6.49)	(\$9.31)		(\$2.04)	(\$3.00)	(\$3.99)	(\$6.31)		
Shelby	\$15.57	\$16.84	\$18.14	\$19.55	Shelby	\$15.57	\$16.84	\$18.14	\$19.55		
	(\$0.75)	(\$1.24)	(\$0.97)	(\$1.38)		\$1.25	\$0.76	\$1.53	\$1.62		

CAFETERIA MONITOR					PROPOSED CAFETERIA MONITOR						
DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	0-9 yrs	\$1.50 per hr
Spencer	\$11.05	\$11.83	\$13.36	\$14.38	Spencer	\$11.55	\$12.33	\$14.36	\$15.88	10-19 yrs	\$1.00 per hr
Henry	\$9.99	\$10.90	\$11.94	\$13.25	Henry	\$9.99	\$10.90	\$11.94	\$13.25	20+ yrs	\$1.50 per hr
	\$1.06	\$0.93	\$1.42	\$1.13		\$1.56	\$1.43	\$2.42	\$2.63		
Oldham	\$10.61	\$11.94	\$13.99	\$15.45	Oldham	\$10.61	\$11.94	\$13.99	\$15.45		
	\$0.44	(\$0.11)	(\$0.63)	(\$1.07)		\$0.94	\$0.39	\$0.37	\$0.43		
Shelby	\$11.74	\$12.91	\$14.31	\$16.57	Shelby	\$11.74	\$12.91	\$14.31	\$16.57		
	(\$0.69)	(\$1.08)	(\$0.95)	(\$2.19)		(\$0.19)	(\$0.58)	\$0.05	(\$0.69)		

DATA (STUDENT) MANAGER						PROPOSED DATA (STUDENT) MANAGER						
DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp		DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	0-9 yrs	\$4.00 per hr
Spencer	\$18.13	\$18.90	\$20.32	\$21.37		Spencer	\$22.13	\$22.90	\$24.82	\$26.37	10-19 yrs	\$4.50 per hr
											20+ yrs	\$5.00 per hr
Bullitt	\$24.52 (\$6.39)	\$25.76 (\$6.86)	\$28.55 (\$8.23)	\$31.95 (\$10.58)		Bullitt	\$24.52 (\$2.39)	\$25.76 (\$2.86)	\$28.55 (\$3.73)	\$31.95 (\$5.58)		
Nelson	\$21.17 (\$3.04)	\$23.90 (\$5.00)	\$27.13 (\$6.81)	\$31.33 (\$9.96)		Nelson	\$21.17 \$0.96	\$23.90 (\$1.00)	\$27.13 (\$2.31)	\$31.33 (\$4.96)		
Shelby	\$19.71 (\$1.58)	\$21.09 (\$2.19)	\$22.63 (\$2.31)	\$24.40 (\$3.03)		Shelby	\$19.71 \$2.42	\$21.09 \$1.81	\$22.63 \$2.19	\$24.40 \$1.97		

YSC FAMILY ADVOCATE					PROPOSED - combine YSC Family Advocate w/Family/Youth Advocate				
<u>DISTRICT</u>	<u>0 yrs exp</u>	<u>5 yrs exp</u>	<u>15 yrs exp</u>	<u>Max yrs exp</u>	<u>DISTRICT</u>	<u>0 yrs exp</u>	<u>5 yrs exp</u>	<u>15 yrs exp</u>	<u>Max yrs exp</u>
Spencer	\$13.24	\$14.03	\$15.60	\$16.60	Spencer	\$14.94	\$15.64	\$17.05	\$17.91
Anderson	\$11.44	\$12.09	\$13.72	\$15.64	Anderson	\$11.44	\$12.09	\$13.72	\$15.64
	\$1.80	\$1.94	\$1.88	\$0.96		\$3.50	\$3.55	\$3.33	\$2.27
Gallatin	\$14.73	\$15.17	\$17.12	\$18.08	Gallatin	\$14.73	\$15.17	\$17.12	\$18.08
	(\$1.49)	(\$1.14)	(\$1.52)	(\$1.48)		\$0.21	\$0.47	(\$0.07)	(\$0.17)
Nelson	\$16.14	\$17.63	\$20.82	\$24.21	Nelson	\$16.14	\$17.63	\$20.82	\$24.21
	(\$2.90)	(\$3.60)	(\$5.22)	(\$7.61)		(\$1.20)	(\$1.99)	(\$3.77)	(\$6.30)
Trimble	\$18.40	\$19.15	\$21.15	\$24.32	Trimble	\$18.40	\$19.15	\$21.15	\$24.32
	(\$5.16)	(\$5.12)	(\$5.55)	(\$7.72)		(\$3.46)	(\$3.51)	(\$4.10)	(\$6.41)

INSTRUCTIONAL ASSISTANT					PROPOSED INSTRUCTIONAL ASSISTANT (Increases also apply to the Technology Resource Instructor)									
					(All Instructional Assistants contracted 7 hrs per day/Bachelor degree - add \$1.00 per hour)									
DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	0-9 yrs	\$2.00 per hr			
Spencer	\$11.30	\$12.08	\$13.61	\$14.64	Spencer	\$13.30	\$14.08	\$16.11	\$17.64	10-19 yrs	\$2.50 per hr			
										20+ yrs	\$3.00 per hr			
Anderson	\$12.63	\$13.26	\$14.88	\$16.78	Anderson	\$12.63	\$13.26	\$14.88	\$16.78					
	(\$1.33)	(\$1.18)	(\$1.27)	(\$2.14)		\$0.67	\$0.82	\$1.23	\$0.86					
Bullitt	\$12.29	\$13.97	\$17.27	\$19.61	Bullitt	\$12.29	\$13.97	\$17.27	\$19.61					
	(\$0.99)	(\$1.89)	(\$3.66)	(\$4.97)		\$1.01	\$0.11	(\$1.16)	(\$1.97)					
Carroll	\$9.53	\$10.85	\$14.31	\$17.37	Carroll	\$9.53	\$10.85	\$14.31	\$17.37					
	\$1.77	\$1.23	(\$0.70)	(\$2.73)		\$3.77	\$3.23	\$1.80	\$0.27					
Eminence	\$10.23	\$10.89	\$12.27	\$14.25	Eminence	\$10.23	\$10.89	\$12.27	\$14.25					
	\$1.07	\$1.19	\$1.34	\$0.39		\$3.07	\$3.19	\$3.84	\$3.39					
Gallatin	\$11.35	\$13.00	\$15.48	\$18.00	Gallatin	\$11.35	\$13.00	\$15.48	\$18.00					
	(\$0.05)	(\$0.92)	(\$1.87)	(\$3.36)		\$1.95	\$1.08	\$0.63	(\$0.36)					
Henry	\$10.91	\$11.91	\$13.04	\$14.56	Henry	\$10.91	\$11.91	\$13.04	\$14.56					
	\$0.39	\$0.17	\$0.57	\$0.08		\$2.39	\$2.17	\$3.07	\$3.08					
Nelson	\$12.86	\$14.05	\$16.60	\$19.30	Nelson	\$12.86	\$14.05	\$16.60	\$19.30					
	(\$1.56)	(\$1.97)	(\$2.99)	(\$4.66)		\$0.44	\$0.03	(\$0.49)	(\$1.66)					
Oldham	\$10.29	\$11.61	\$14.02	\$16.53	Oldham	\$10.29	\$11.61	\$14.02	\$16.53					
	\$1.01	\$0.47	(\$0.41)	(\$1.89)		\$3.01	\$2.47	\$2.09	\$1.11					
Owen	\$10.27	\$11.23	\$13.13	\$15.94	Owen	\$10.27	\$11.23	\$13.13	\$15.94					
	\$1.03	\$0.85	\$0.48	(\$1.30)		\$3.03	\$2.85	\$2.98	\$1.70					
Shelby	\$11.74	\$12.91	\$14.31	\$16.57	Shelby	\$11.74	\$12.91	\$14.31	\$16.57					
	(\$0.44)	(\$0.83)	(\$0.70)	(\$1.93)		\$1.56	\$1.17	\$1.80	\$1.07					
Trimble	\$8.67	\$9.48	\$11.57	\$13.75	Trimble	\$8.67	\$9.48	\$11.57	\$13.75					
	\$2.63	\$2.60	\$2.04	\$0.89		\$4.63	\$4.60	\$4.54	\$3.89					

PAYROLL/ACCOUNTING CENTRAL OFFICE					PROPOSED PAYROLL/ACCOUNTING CENTRAL OFFICE						
DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	0-9 yrs	\$3.50 per hr
Spencer	\$18.64	\$19.42	\$20.83	\$21.89	Spencer	\$22.14	\$22.92	\$24.83	\$26.39	10-19 yrs	\$4.00 per hr
Anderson	\$15.37	\$17.44	\$20.39	\$22.43	Anderson	\$15.37	\$17.44	\$20.39	\$22.43	20+ yrs	\$4.50 per hr
	\$3.27	\$1.98	\$0.44	(\$0.54)		\$6.77	\$5.48	\$4.44	\$3.96		
Bullitt	\$14.81	\$16.55	\$19.93	\$22.63	Bullitt	\$14.81	\$16.55	\$19.93	\$22.63		
	\$3.83	\$2.87	\$0.90	(\$0.74)		\$7.33	\$6.37	\$4.90	\$3.76		
Carroll	\$20.59	\$22.63	\$25.64	\$27.44	Carroll	\$20.59	\$22.63	\$25.64	\$27.44		
	(\$1.95)	(\$3.21)	(\$4.81)	(\$5.55)		\$1.55	\$0.29	(\$0.81)	(\$1.05)		
Eminence	\$18.69	\$19.37	\$20.75	\$22.74	Eminence	\$18.69	\$19.37	\$20.75	\$22.74		
	(\$0.05)	\$0.05	\$0.08	(\$0.85)		\$3.45	\$3.55	\$4.08	\$3.65		
Gallatin	\$26.36	\$27.95	\$30.29	\$32.61	Gallatin	\$26.36	\$27.95	\$30.29	\$32.61		
	(\$7.72)	(\$8.53)	(\$9.46)	(\$10.72)		(\$4.22)	(\$5.03)	(\$5.46)	(\$6.22)		
Grant	\$18.43	\$20.03	\$23.21	\$26.57	Grant	\$18.43	\$20.03	\$23.21	\$26.57		
	\$0.21	(\$0.61)	(\$2.38)	(\$4.68)		\$3.71	\$2.89	\$1.62	(\$0.18)		
Henry	\$19.90	\$21.88	\$24.12	\$26.95	Henry	\$19.90	\$21.88	\$24.12	\$26.95		
	(\$1.26)	(\$2.46)	(\$3.29)	(\$5.06)		\$2.24	\$1.04	\$0.71	(\$0.56)		
Nelson	\$23.86	\$26.02	\$30.58	\$35.31	Nelson	\$23.86	\$26.02	\$30.58	\$35.31		
	(\$5.22)	(\$6.60)	(\$9.75)	(\$13.42)		(\$1.72)	(\$3.10)	(\$5.75)	(\$8.92)		
Oldham	\$22.48	\$24.63	\$28.38	\$32.99	Oldham	\$22.48	\$24.63	\$28.38	\$32.99		
	(\$3.84)	(\$5.21)	(\$7.55)	(\$11.10)		(\$0.34)	(\$1.71)	(\$3.55)	(\$6.60)		
Owen	\$16.91	\$18.37	\$21.30	\$26.65	Owen	\$16.91	\$18.37	\$21.30	\$26.65		
	\$1.73	\$1.05	(\$0.47)	(\$4.76)		\$5.23	\$4.55	\$3.53	(\$0.26)		
Shelby	\$22.72	\$24.33	\$26.07	\$28.30	Shelby	\$22.72	\$24.33	\$26.07	\$28.30		
	(\$4.08)	(\$4.91)	(\$5.24)	(\$6.41)		(\$0.58)	(\$1.41)	(\$1.24)	(\$1.91)		
Trimble	\$18.30	\$19.13	\$20.87	\$23.25	Trimble	\$18.30	\$19.13	\$20.87	\$23.25		
	\$0.34	\$0.29	(\$0.04)	(\$1.36)		\$3.84	\$3.79	\$3.96	\$3.14		

PERSONNEL DIRECTOR					PROPOSED PERSONNEL DIRECTOR					
DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	
Spencer	\$42,453.00	\$43,826.00	\$46,758.00	\$50,274.00	Spencer	\$67,453.00	\$68,826.00	\$71,758.00	\$75,274.00	\$25,000 per yr
Bullitt	\$72,374.00	\$78,881.00	\$92,566.00	\$101,276.00	Bullitt	\$72,374.00	\$78,881.00	\$92,566.00	\$101,276.00	
	(\$29,921.00)	(\$35,055.00)	(\$45,808.00)	(\$51,002.00)		(\$4,921.00)	(\$10,055.00)	(\$20,808.00)	(\$26,002.00)	
Carroll			\$101,873.00	\$116,269.00	Carroll			\$101,873.00	\$116,269.00	
			(\$55,115.00)	(\$65,995.00)				(\$30,115.00)	(\$40,995.00)	
Nelson	\$81,454.00	\$87,475.00	\$100,150.00	\$113,347.00	Nelson	\$81,454.00	\$87,475.00	\$100,150.00	\$113,347.00	
	(\$39,001.00)	(\$43,649.00)	(\$53,392.00)	(\$63,073.00)		(\$14,001.00)	(\$18,649.00)	(\$28,392.00)	(\$38,073.00)	
Oldham	\$92,000.00	\$96,674.00	\$106,848.00	\$123,978.00	Oldham	\$92,000.00	\$96,674.00	\$106,848.00	\$123,978.00	
	(\$49,547.00)	(\$52,848.00)	(\$60,090.00)	(\$73,704.00)		(\$24,547.00)	(\$27,848.00)	(\$35,090.00)	(\$48,704.00)	
Shelby	\$82,344.00	\$89,169.60	\$100,548.00	\$113,966.40	Shelby	\$82,344.00	\$89,169.60	\$100,548.00	\$113,966.40	
	(\$39,891.00)	(\$45,343.60)	(\$53,790.00)	(\$63,692.40)		(\$14,891.00)	(\$20,343.60)	(\$28,790.00)	(\$38,692.40)	
Trimble	\$74,796.00	\$80,698.00	\$90,083.00	\$98,595.00	Trimble	\$74,796.00	\$80,698.00	\$90,083.00	\$98,595.00	
	(\$32,343.00)	(\$36,872.00)	(\$43,325.00)	(\$48,321.00)		(\$7,343.00)	(\$11,872.00)	(\$18,325.00)	(\$23,321.00)	

SECRETARY TO SUPERINTENDENT					PROPOSED SECRETARY (EXECUTIVE ASSIST.) TO SUPERINTENDENT						
DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	0-9 yrs	\$1.50 per hr
Spencer	\$18.13	\$18.90	\$20.32	\$21.37	Spencer	\$19.63	\$20.40	\$22.32	\$23.87	10-19 yrs	\$2.00 per hr
Anderson	\$15.37	\$17.44	\$20.39	\$22.43	Anderson	\$15.37	\$17.44	\$20.39	\$22.43	20+ yrs	\$2.50 per hr
	\$2.76	\$1.46	(\$0.07)	(\$1.06)		\$4.26	\$2.96	\$1.93	\$1.44		
Bullitt	\$15.46	\$17.20	\$20.65	\$23.40	Bullitt	\$15.46	\$17.20	\$20.65	\$23.40		
	\$2.67	\$1.70	(\$0.33)	(\$2.03)		\$4.17	\$3.20	\$1.67	\$0.47		
Carroll	\$19.49	\$20.54	\$22.97	\$25.95	Carroll	\$19.49	\$20.54	\$22.97	\$25.95		
	(\$1.36)	(\$1.64)	(\$2.65)	(\$4.58)		\$0.14	(\$0.14)	(\$0.65)	(\$2.08)		
Eminence	\$18.50	\$19.37	\$24.98	\$26.97	Eminence	\$18.50	\$19.37	\$24.98	\$26.97		
	(\$0.37)	(\$0.47)	(\$4.66)	(\$5.60)		\$1.13	\$1.03	(\$2.66)	(\$3.10)		
Gallatin	\$15.71	\$17.10	\$19.07	\$21.55	Gallatin	\$15.71	\$17.10	\$19.07	\$21.55		
	\$2.42	\$1.80	\$1.25	(\$0.18)		\$3.92	\$3.30	\$3.25	\$2.32		
Henry	\$15.75	\$17.30	\$18.93	\$21.10	Henry	\$15.75	\$17.30	\$18.93	\$21.10		
	\$2.38	\$1.60	\$1.39	\$0.27		\$3.88	\$3.10	\$3.39	\$2.77		
Oldham	\$17.71	\$19.07	\$21.37	\$24.63	Oldham	\$17.71	\$19.07	\$21.37	\$24.63		
	\$0.42	(\$0.17)	(\$1.05)	(\$3.26)		\$1.92	\$1.33	\$0.95	(\$0.76)		
Shelby	\$18.36	\$19.56	\$20.88	\$22.60	Shelby	\$18.36	\$19.56	\$20.88	\$22.60		
	(\$0.23)	(\$0.66)	(\$0.56)	(\$1.23)		\$1.27	\$0.84	\$1.44	\$1.27		
Trimble	\$13.37	\$14.26	\$17.07	\$19.62	Trimble	\$13.37	\$14.26	\$17.07	\$19.62		
	\$4.76	\$4.64	\$3.25	\$1.75		\$6.26	\$6.14	\$5.25	\$4.25		

TECHNOLOGY DIRECTOR					PROPOSED TECHNOLOGY DIRECTOR					
DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	DISTRICT	0 yrs exp	5 yrs exp	15 yrs exp	Max yrs exp	
Spencer	\$55,494.00	\$57,013.00	\$59,883.00	\$62,005.00	Spencer	\$75,494.00	\$77,013.00	\$79,883.00	\$82,005.00	\$20,000 per yr
Bullitt	\$66,223.00	\$72,688.00	\$86,010.00	\$95,752.00	Bullitt	\$66,223.00	\$72,688.00	\$86,010.00	\$95,752.00	
	(\$10,729.00)	(\$15,675.00)	(\$26,127.00)	(\$33,747.00)		\$9,271.00	\$4,325.00	(\$6,127.00)	(\$13,747.00)	
Carroll	\$70,818.00	\$77,084.00	\$90,123.00	\$104,663.00	Carroll	\$70,818.00	\$77,084.00	\$90,123.00	\$104,663.00	
	(\$15,324.00)	(\$20,071.00)	(\$30,240.00)	(\$42,658.00)		\$4,676.00	(\$71.00)	(\$10,240.00)	(\$22,658.00)	
Gallatin	\$71,768.74	\$78,764.26	\$89,836.94	\$94,402.35	Gallatin	\$71,768.74	\$78,764.26	\$89,836.94	\$94,402.35	
	(\$16,274.74)	(\$21,751.26)	(\$29,953.94)	(\$32,397.35)		\$3,725.26	(\$1,751.26)	(\$9,953.94)	(\$12,397.35)	
Henry	\$66,957.00	\$74,738.00	\$85,854.00	\$93,614.00	Henry	\$66,957.00	\$74,738.00	\$85,854.00	\$93,614.00	
	(\$11,463.00)	(\$17,725.00)	(\$25,971.00)	(\$31,609.00)		\$8,537.00	\$2,275.00	(\$5,971.00)	(\$11,609.00)	
Nelson	\$76,291.00	\$81,845.00	\$93,537.00	\$105,710.00	Nelson	\$76,291.00	\$81,845.00	\$93,537.00	\$105,710.00	
	(\$20,797.00)	(\$24,832.00)	(\$33,654.00)	(\$43,705.00)		(\$797.00)	(\$4,832.00)	(\$13,654.00)	(\$23,705.00)	
Oldham	\$84,396.00	\$87,873.00	\$94,164.00	\$98,552.00	Oldham	\$84,396.00	\$87,873.00	\$94,164.00	\$98,552.00	
	(\$28,902.00)	(\$30,860.00)	(\$34,281.00)	(\$36,547.00)		(\$8,902.00)	(\$10,860.00)	(\$14,281.00)	(\$16,547.00)	
Owen	\$66,214.00	\$72,574.00	\$84,501.00	\$99,206.00	Owen	\$66,214.00	\$72,574.00	\$84,501.00	\$99,206.00	
	(\$10,720.00)	(\$15,561.00)	(\$24,618.00)	(\$37,201.00)		\$9,280.00	\$4,439.00	(\$4,618.00)	(\$17,201.00)	
Shelby	\$75,896.00	\$82,722.00	\$94,100.00	\$107,519.00	Shelby	\$75,896.00	\$82,722.00	\$94,100.00	\$107,519.00	
	(\$20,402.00)	(\$25,709.00)	(\$34,217.00)	(\$45,514.00)		(\$402.00)	(\$5,709.00)	(\$14,217.00)	(\$25,514.00)	