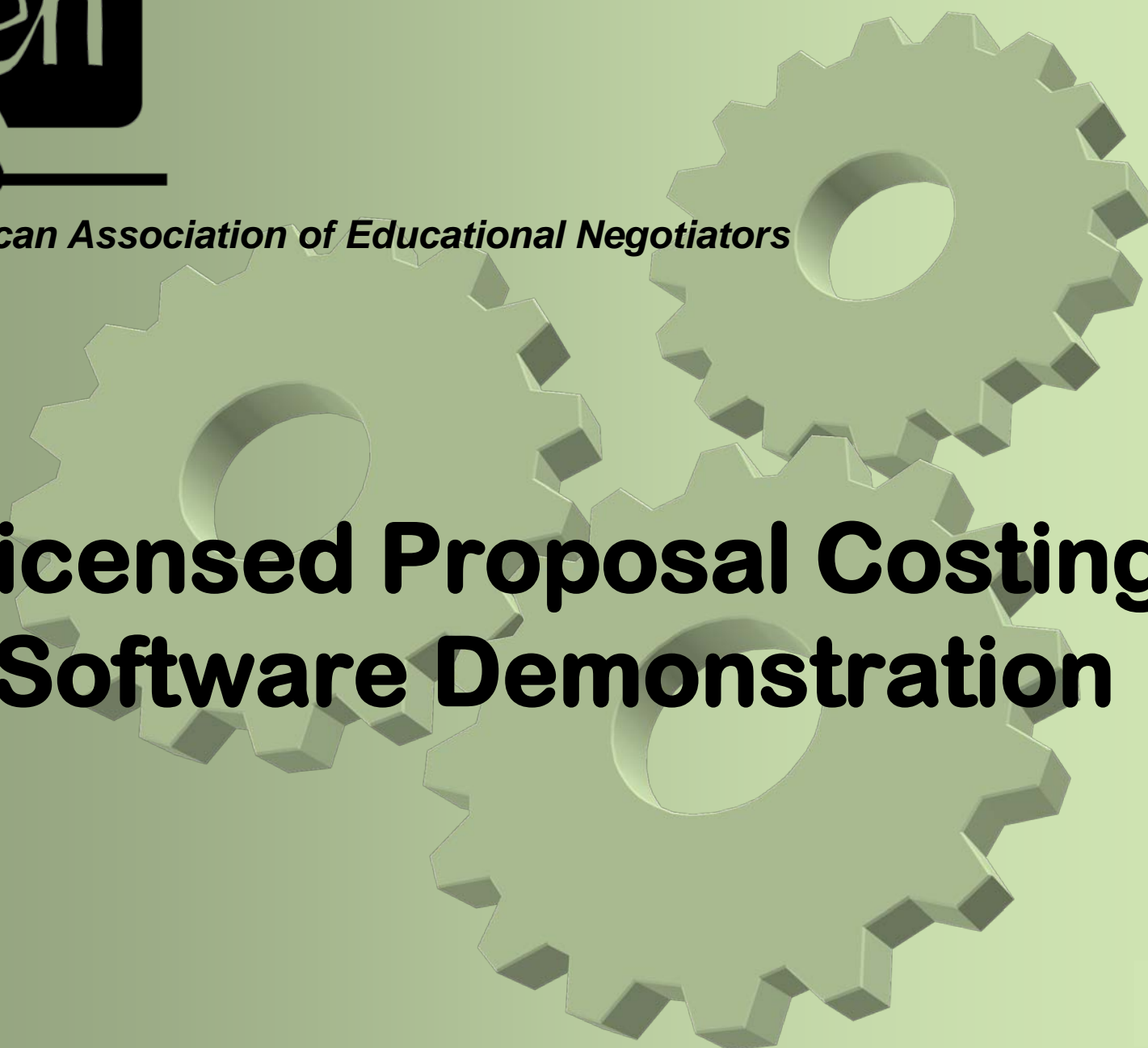


The logo for the North American Association of Educational Negotiators (naen) features the lowercase letters "naen" in a white, sans-serif font inside a dark blue rounded square. Below the square is a white line drawing of a hand pointing upwards.

naen

North American Association of Educational Negotiators

Three large, light gray, 3D-rendered interlocking gears are positioned in the background. One gear is at the top right, another at the bottom left, and a third at the bottom center. They are interlocked and appear to be rotating.

Licensed Proposal Costing Software Demonstration



What is it?

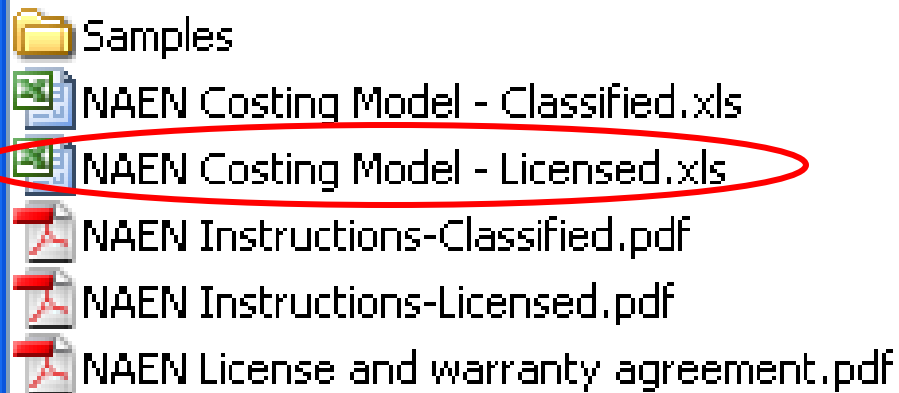
- Spreadsheet model
- Calculates total compensation over multiple years
- Create “What-If” scenarios




One CD with everything you need



Open the file



Accept the license



North American Association of
Educational Negotiators
Licensed Salary Costing Model

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Menu Button



Select the desired steps

Select the steps to complete by clicking the boxes next to the step.

You can skip steps you don't need by leaving the box unmarked.

Click the [Ok] button to get started

Licensed Costing Model Control Menu

Model Creation Steps

☐ Select/Deselect All Steps

☒ 1 - Fill-in Name and Column Headings

☒ 2 - Create Salary Schedule

Select creation method

☒ Type in Schedule Data

☐ Copy existing Schedule

☐ Create a Structured Schedule

☒ 3 - Fill-in Insurance Cost Information

☐ 4 - Fill-in Extra-duty Schedule

☒ 5 - Fill-in Staff Data

Select creation method

☒ Type in Staff List

☐ Copy existing Staff List

Ok Cancel

Step 1 – Fill in model information

Fill in the description for the model (appears on each sheet) and other requested information

The 'Model Information' dialog box contains the following fields and controls:

- Model Description:** Initial Proposal
- Number of Contract Days:** 190
- Other Personnel Expense (OPE) Factor:** 0.28
- First Step Number is:** ☒ Zero (0) ☐ One (1)
- Column Headings and Number of Last Step on Column:**

	Column Headings	Number of Last Step on Column
1	BA	9
2	BA+24	11
3	BA+45	13
4	MA	15
5	MA+30	17
6		
7		
8		
9		
10		
11		
12		

At the bottom of the dialog are **Ok** and **Cancel** buttons. The 'Ok' button is circled in red.

Fill in the column headings and the number of the last step on the column

Click the [Ok] button to continue

Step 2 – Create Salary Schedule

Step 2 gives you three methods for creating a salary schedule:

Type in allows you to type each salary in using an *Excel* data form

Copy allows you to copy the entire schedule from an existing *Excel* file

Create a structured schedule creates the schedule from a base salary, the column increment and the step increment



2 - Create Salary Schedule

Select creation method

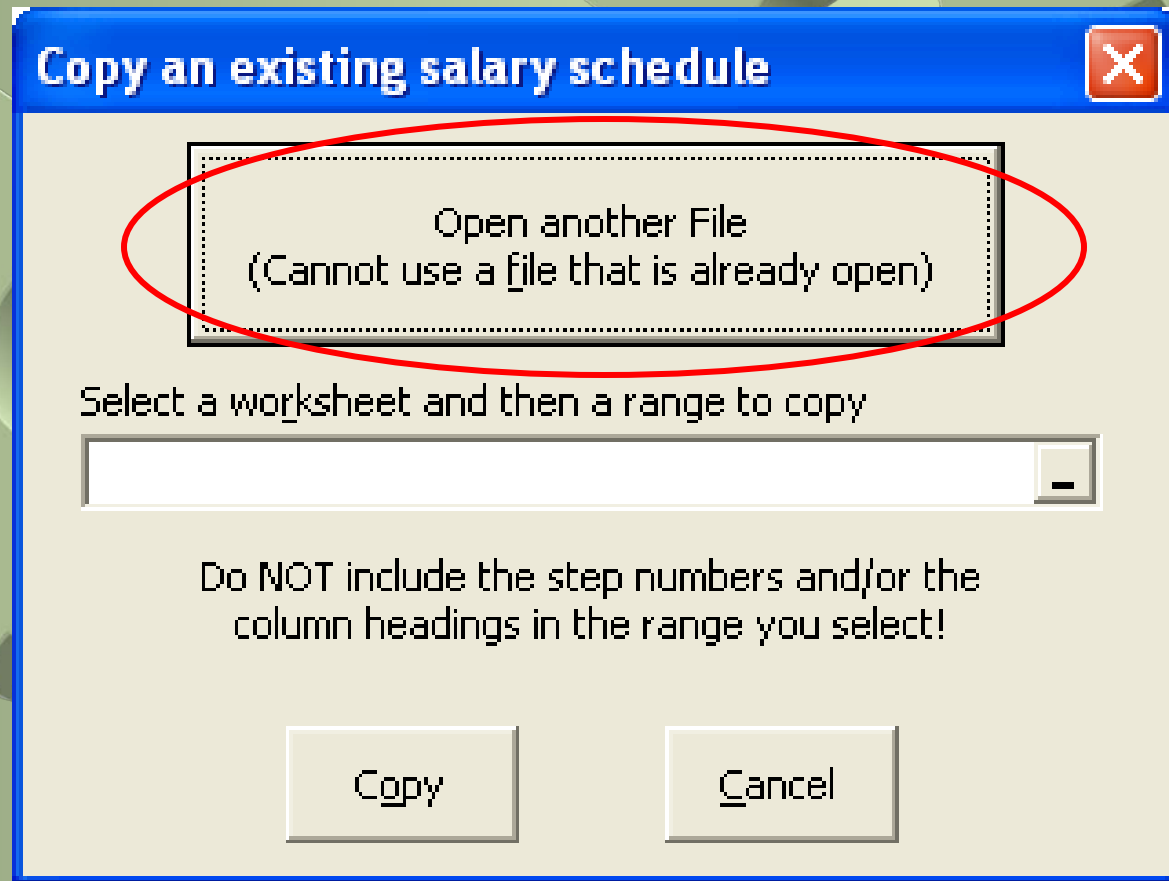
- ☐ Type in Schedule Data
- ☒ Copy existing Schedule
- ☐ Create a Structured Schedule

The most common method is to copy the schedule, so we'll choose this option.

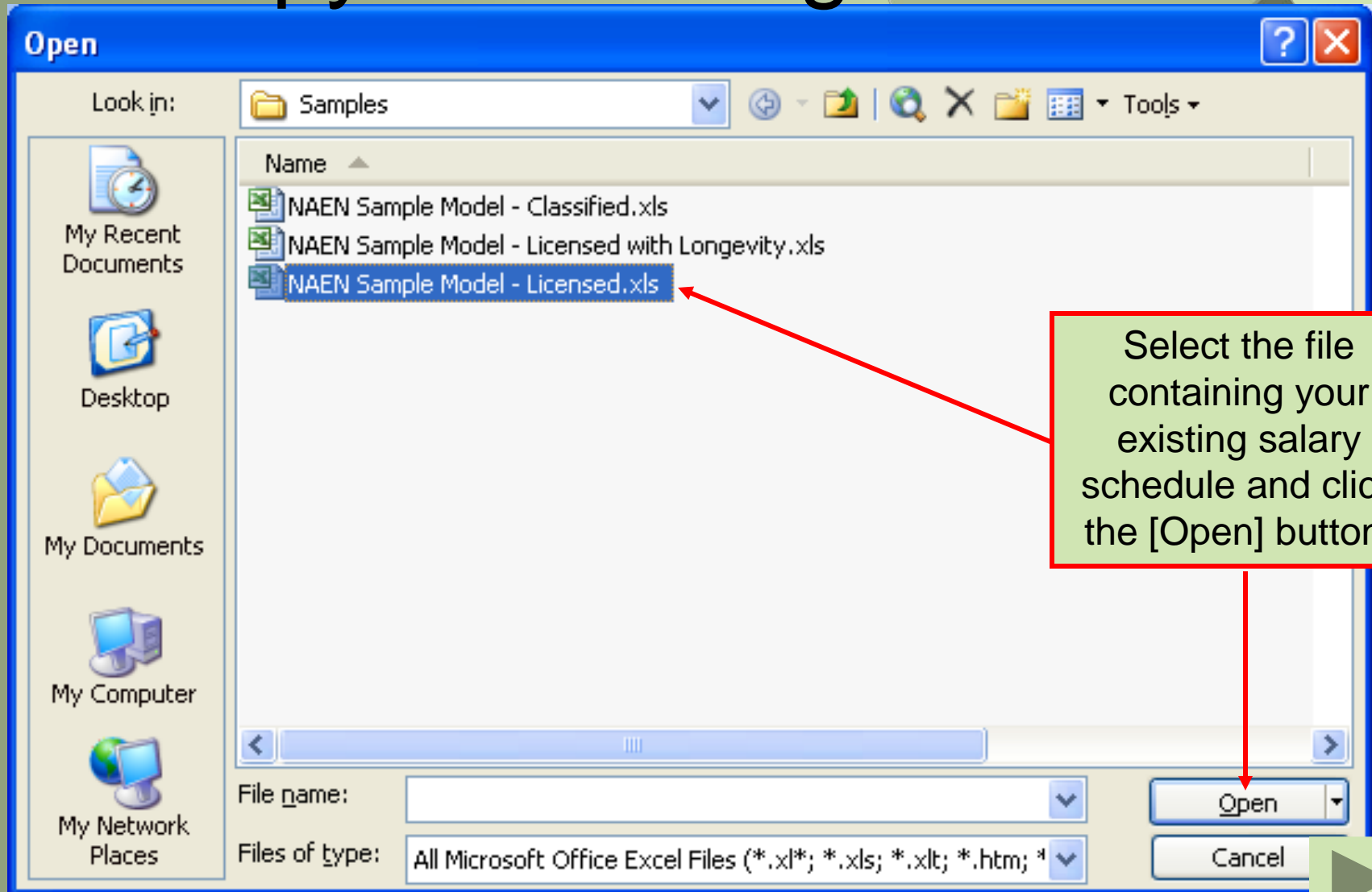


Copy existing schedule

Click the open file
button



Copy an existing schedule



Copy an existing schedule

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	Mocksville School District 2005-2006 Licensed Salary Schedule												
2													
3	Step	BA	BA+24	BA+45	MA BA+60	MA+30 BA+90							
4	0	\$27,559	\$28,608	\$29,657	\$30,706	\$31,755							
5	1	\$28,608	\$29,657	\$30,706	\$31,755	\$32,804							
6	2	\$29,657	\$30,706	\$31,755	\$32,804	\$33,853							
7	3	\$30,706	\$31,755	\$32,804	\$33,853	\$34,902							
8	4	\$31,755	\$32,804	\$33,853	\$34,902	\$35,951							
9	5	\$32,804	\$33,853	\$34,902	\$35,951	\$37,000							
10	6	\$33,853	\$34,902	\$35,951	\$37,000	\$38,049							
11	7	\$34,902	\$35,951	\$37,000	\$38,049	\$39,098							
12	8	\$35,951	\$37,000	\$38,049	\$39,098	\$40,147							
13	9	\$37,000	\$38,049	\$39,098	\$40,147	\$41,196							
14	10		\$39,224	\$40,273	\$41,322	\$42,371							
15	11		\$40,399	\$41,448	\$42,497	\$43,546							
16	12			\$42,750	\$43,799	\$44,848							
17	13			\$44,052	\$45,101	\$46,150							
18	14				\$46,529	\$47,578							
19	15				\$47,957	\$49,006							
20	16					\$50,434							
21	17					\$51,862							
22	18												
23													
24													

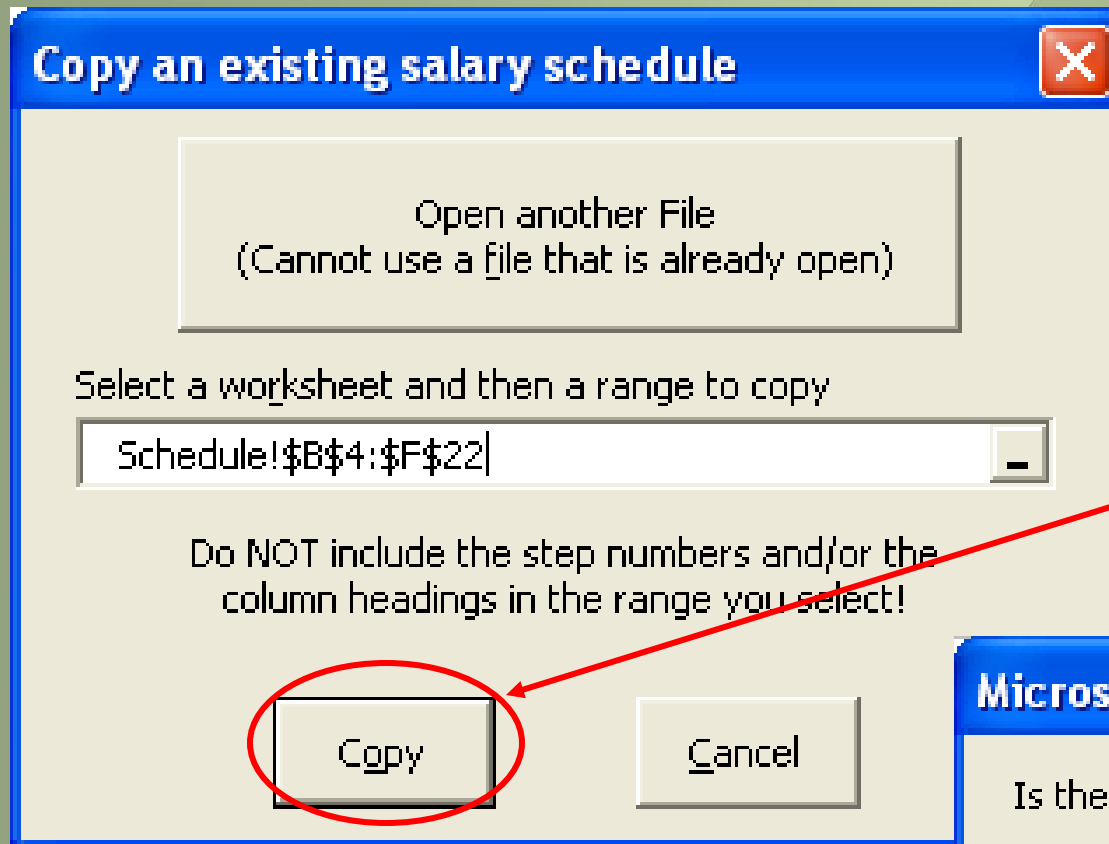
Copy an existing salary schedule

Schedule!\$B\$4:\$F\$22

Select the salaries
to be copied

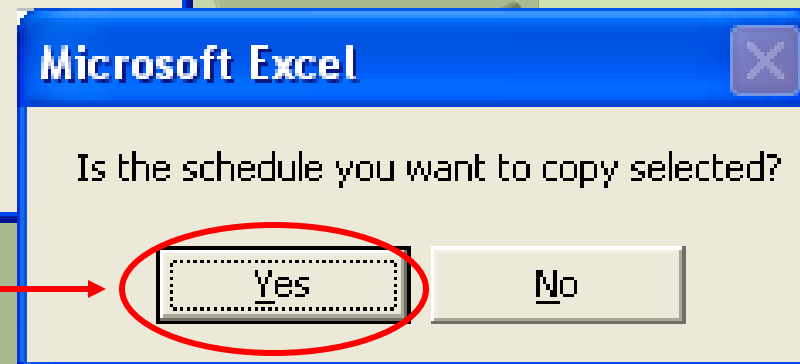
Click here to finish

Copy an existing schedule



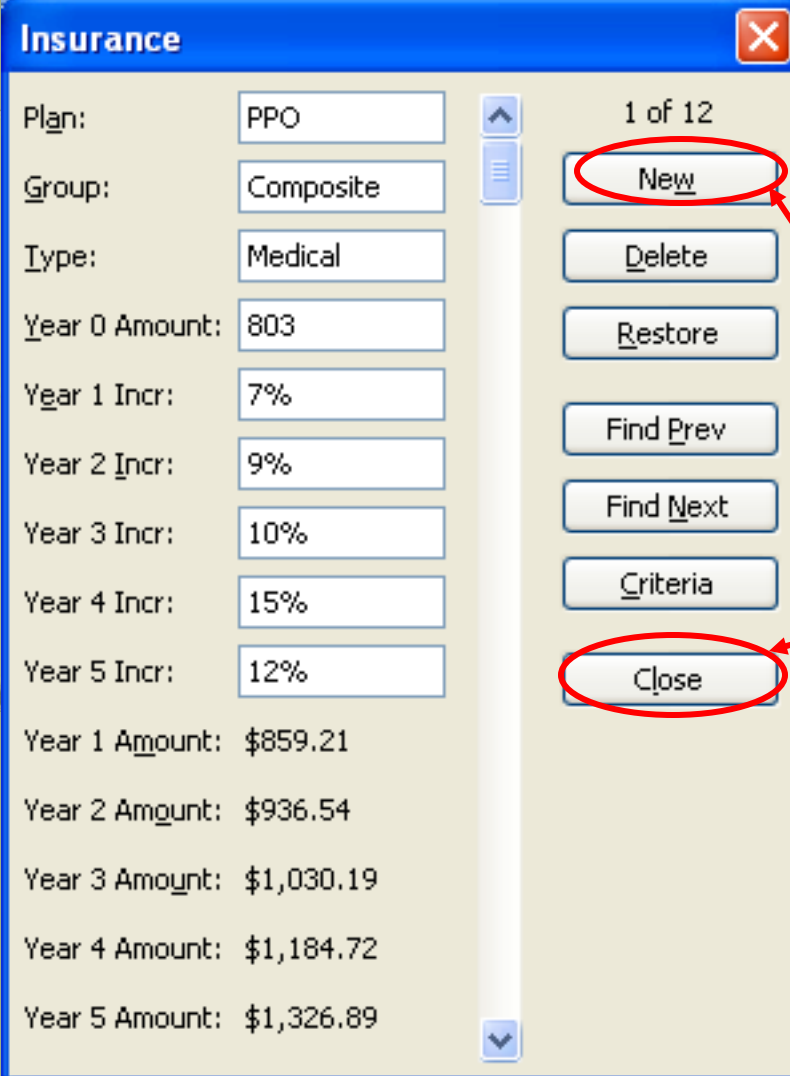
Click the [Copy] button to copy the salaries into the model

Click the [Yes] button to confirm



Step 3 – Fill in Insurance Costs

Type in the
requested
information



The 'Insurance' dialog box is shown with the following fields and buttons:

Field	Value
Plan:	PPO
Group:	Composite
Type:	Medical
Year 0 Amount:	803
Year 1 Incr:	7%
Year 2 Incr:	9%
Year 3 Incr:	10%
Year 4 Incr:	15%
Year 5 Incr:	12%
Year 1 Amount:	\$859.21
Year 2 Amount:	\$936.54
Year 3 Amount:	\$1,030.19
Year 4 Amount:	\$1,184.72
Year 5 Amount:	\$1,326.89

Buttons on the right side of the dialog box:

- 1 of 12
- New (circled in red)
- Delete
- Restore
- Find Prev
- Find Next
- Criteria
- Close (circled in red)

Click the [New]
button to enter
more insurance
premium data

or click the
[Close] button to
finish data entry

Information

Step 4 – Fill in extra-duty schedule

Type in the
requested
information

The screenshot shows the 'ExtraDuty' dialog box with the following fields and values:

Field	Value
Lookup:	-
Position:	Head Football
Step:	1
Base Year % of Base or Set Amount:	10%
Year 1 % of Base or Set Amount:	10%
Year 2 % of Base or Set Amount:	10%
Year 3 % of Base or Set Amount:	10%
Year 4 % of Base or Set Amount:	10%
Year 5 % of Base or Set Amount:	10%
Base Year Amount:	\$0
Year 1 Amount:	\$0
Year 2 Amount:	\$0
Year 3 Amount:	\$0
Year 4 Amount:	\$0
Year 5 Amount:	\$0

On the right side of the dialog, there are buttons for 'New', 'Delete', 'Restore', and 'Close'. The 'New' button is circled in red, and a red arrow points to it from a text box. The 'Close' button is also circled in red, and a red arrow points to it from another text box. A red box on the left contains the text 'Type in the requested information'.

Click the [New]
button to enter
more extra-duty
schedule data

or click the
[Close] button to
finish data entry

Completed Extra-Duty Information

Microsoft Excel - NAEN Sample Model - Licensed.xls

Sample Extra-Duty Salaries											
Lookup	Position	Step	Base Year % of Base or Set Amount	Year 1 % of Base or Set Amount	Year 2 % of Base or Set Amount	Year 3 % of Base or Set Amount	Year 4 % of Base or Set Amount	Year 5 % of Base or Set Amount	Base Year Amount	Year 1 Amount	Year 2 Amount
Head Football-1	Head Football	1	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	\$2,756	\$2,784	\$2,818
Head Football-2	Head Football	2	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	\$3,031	\$3,062	\$3,100
Head Football-3	Head Football	3	12.00%	12.00%	12.00%	12.00%	12.00%	12.00%	\$3,307	\$3,340	\$3,382
Head Football-4	Head Football	4	13.00%	13.00%	13.00%	13.00%	13.00%	13.00%	\$3,583	\$3,619	\$3,664
Asst Football-1	Asst Football	1	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%	\$1,929	\$1,948	\$1,973
Asst Football-2	Asst Football	2	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	\$2,205	\$2,227	\$2,255
Asst Football-3	Asst Football	3	9.00%	9.00%	9.00%	9.00%	9.00%	9.00%	\$2,480	\$2,505	\$2,536
Asst Football-4	Asst Football	4	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	\$2,756	\$2,784	\$2,818

Step 5 – Fill in Staff Data

Step 5 gives you two methods for adding staff data to the model:

Type in allows you to type each staff person's information directly on the {Staff List} worksheet.

Copy allows you to copy the staff information from an existing *Excel* file. (The file must have the same 11 columns as the first 11 columns on the {Staff List} worksheet.)



5 - Fill-in Staff Data

Select creation method



Type in Staff List



Copy existing Staff List

When you choose **Type in**, the system displays the {Staff List} worksheet as shown next...

Type in staff data

Microsoft Excel - x.xls

File Edit View Insert Format Tools Data Window Help OSBA Adobe PDF

Times New Roman 10 B I U

CopyStaffStart Staff Name

	A	B	C	D	E	F	G	H	I	J	K	L
1	Initial Proposal Staff Listing											
2	Copy Formulas											
3	Staff Name	Budget Code	Annual Differential Amount	Base Year Extra-duty Position	Base Year Extra-duty Step	Base Year Insurance Plan	Base Year Insurance Group	Base Year Employer Contribution Percentage	Base Year FTE	Base Year Column	Base Year Step	Base Year Salary
4	Witt, Katarina					PPO	Single	100%	1.0	2	3	
5												
6												
7												
8												
9												
10												
11												
12												
16												
17												

Click the [Ok] button

Begin typing the requested information for each employee

Microsoft Excel

After typing the information, click the Copy Formulas Button

OK

Type in staff data

Microsoft Excel - NAEN Sample Model - Licensed.xls

File Edit View Insert Format Tools Data Window Help OSBA Adobe PDF

Type a question for help


Times New Roman 10

FormulaCol =Ib1Y0&" Salary"

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	Sample Staff Listing													
2	Copy Formulas													
3	Staff Name	Budget Code	Annual Differential Amount	Base Year Extra-duty Position	Base Year Extra-duty Step	Base Year Insurance Plan	Base Year Insurance Group	Base Year Employer Contribution Percentage	Base Year FTE	Base Year Column	Base Year Step	Base Year Salary	Base Year Salary * FTE	Base Year Employer Insurance Contribution
4	Witt, Katarina	1100				PPO	Single	100.00%	1.0	1	5	\$32,804	\$32,804	\$800.0
5	Elliott, David	1100		Head Football	2	PPO	Family	100.00%	1.0	1	1	\$28,608	\$28,608	\$800.0
6	Thatcher, Margaret	1110		Drama	1	Traditional	Family	100.00%	1.0	1	9	\$37,000	\$37,000	\$800.0
7	Lincoln, Abraham	1110				PPO	Two-Party	100.00%	1.0	2	15	\$40,399	\$40,399	\$800.0
8	Young, Vince	1100		Asst Football	1	PPO	Family	100.00%	1.0	2	5	\$33,853	\$33,853	\$800.0
9	Groban, Josh	1100		Choir	1	PPO	Family	100.00%	1.0	3	10	\$40,273	\$40,273	\$800.0
10	Browning, Kurt	1100				PPO	Family	100.00%	1.0	3	13	\$44,052	\$44,052	\$800.0
11	Sale, Jamie	1100				Traditional	Family	100.00%	1.0	3	11	\$41,448	\$41,448	\$800.0
12	Cohen, Sasha	1100				PPO	Family	50.00%	0.5	4	4	\$34,902	\$17,451	\$494.0
13	Windsor, Elizabeth	1100				PPO	Family	100.00%	1.0	4	15	\$47,957	\$47,957	\$800.0
14	Disney, Walt	1100				PPO	Family	100.00%	1.0	4	6	\$37,000	\$37,000	\$800.0
15	Bell, Catherine	1100				PPO	Single	100.00%	1.0	4	15	\$47,957	\$47,957	\$800.0
16	Drexler, Clyde	1100		Head Basketball	3	PPO	Family	100.00%	1.0	4	3	\$33,853	\$33,853	\$800.0
17	Howard, Terrance	1100				PPO	Family	100.00%	1.0	4	0	\$30,706	\$30,706	\$800.0
18	Cable, Clark	1100				PPO	Family	100.00%	1.0	4	5	\$35,951	\$35,951	\$800.0
19	Hatcher, Teri	1100				PPO	Family	100.00%	1.0	5	12	\$44,848	\$44,848	\$800.0
20	Ainge, Danny	1100		Asst Basketball	1	PPO	Family	100.00%	1.0	5	4	\$35,951	\$35,951	\$800.0
21														
22														


Click
button after entering all
your staff information

Model Complete!


		Sample Licensed Summary					
Model Menu							
		Base Year	Year 1	Year 2	Year 3	Year 4	Year 5
		2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Schedule Summary							
	Base % Incr	NA	0.00%	0.00%	0.00%	0.00%	0.00%
	Base	\$27,559	\$27,559	\$27,559	\$27,559	\$27,559	\$27,559
	Top	\$51,862	\$51,862	\$51,862	\$51,862	\$51,862	\$51,862
	Schedule Index	1.8800	1.8800	1.8800	1.8800	1.8800	1.8800
	Average Teacher Salary	\$38,189	\$38,958	\$39,743	\$40,449	\$41,083	\$41,669
	FTE	16.50	16.50	16.50	16.50	16.50	16.50
	No. of Contract Days	190	190	190	190	190	190
	Step Placement Year		2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
	No. of Steps Given		1	1	1	1	1
Salary Cost Summary							
	Schedule Increase Cost	NA	NA	NA	NA	NA	NA
	Step Cost	NA	\$14,395	\$13,473	\$12,171	\$10,995	\$10,198
Summary Sheet / Staff List / Year0 / Year1 / Year2 / Year3 / Year4 / Year5 / Insurance / ExtraDuty / Scot0 /							

Click on the {Summary Sheet}
tab to start using the model

Adjust the Base % Increase

		Sample Licensed Summary					
Model Menu							
		Base Year 2005-2006	Year 1 2006-2007	Year 2 2007-2008	Year 3 2008-2009	Year 4 2009-2010	Year 5 2010-2011
Schedule Summary							
	Base % Incr	NA	1.00%	1.25%	1.50%	2.00%	2.00%
	Base	\$27,559	\$27,835	\$28,183	\$28,606	\$29,178	\$29,762
	Top	\$51,862	\$52,381	\$53,036	\$53,832	\$54,908	\$56,007
	Schedule Index	1.8800	1.8800	1.8800	1.8800	1.8800	1.8800
	Average Teacher Salary	\$38,189	\$39,348	\$40,643	\$41,985	\$43,497	\$45,000
	FTE	16.50	16.50	16.50	16.50	16.50	16.50
	No. of Contract Days	190	190	190	190	190	190
	Step Placement Year		2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
	No. of Steps Given		1	1	1	1	1
Salary Cost Summary							
	Schedule Increase Cost	NA	\$4,596	\$7,580	\$9,521	\$13,296	\$13,798
	Step Cost	NA	\$14,539	\$13,779	\$12,632	\$11,641	\$11,012
Summary Sheet / Staff List / Year0 / Year1 / Year2 / Year3 / Year4 / Year5 / Insurance / ExtraDuty / Scat0 /							

Adjust the Insurance Cap

		Sample Licensed Summary					
Model Menu							
		Base Year	Year 1	Year 2	Year 3	Year 4	Year 5
		2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Other Personnel Expenses (PERS, FICA, etc.)		\$176,431	\$181,789	\$187,769	\$193,972	\$200,954	\$207,901
Benefits Summary							
Employer Cap % Increase		NA	5.00%	5.00%	5.00%	5.00%	5.00%
Employer Insurance Cap		\$800	\$840	\$882	\$926	\$972	\$1,021
Lowest Employee Contribution		\$23	\$40	\$77	\$127	\$237	\$331
Highest Employee Contribution		\$218	\$249	\$304	\$377	\$524	\$654
Total Employer Contribution		\$159,528	\$167,621	\$176,250	\$185,401	\$195,417	\$205,787
Yearly Increase		NA	\$8,093	\$8,630	\$9,151	\$10,015	\$10,371
Yearly % Increase		NA	5.07%	5.15%	5.19%	5.40%	5.31%
Total Salary & Benefits							
Grand Total		\$979,022	\$1,013,408	\$1,050,969	\$1,089,866	\$1,132,155	\$1,174,644
Yearly Increase		NA	\$34,386	\$37,561	\$38,897	\$42,289	\$42,489
Yearly % Increase		NA	3.51%	3.71%	3.70%	3.88%	3.75%
Summary Sheet / Staff List / Year0 / Year1 / Year2 / Year3 / Year4 / Year5 / Insurance / ExtraDuty / Scot0							

What you get – Salary Costs

See the top and bottom of your schedule at a glance.

Sample Licensed Summary

2							
3	Model Menu						
4		Base Year 2005-2006	Year 1 2006-2007	Year 2 2007-2008	Year 3 2008-2009	Year 4	Year 5
5	Schedule Summary						
6	Base % Incr	NA	1.00%	1.25%			
7	Base	\$27,559	\$27,835	\$28,183	\$28,531		
8	Top	\$51,862	\$52,381	\$52,936	\$53,832	\$54,908	\$56,007
9	Schedule Index	1.8800	1.8800	1.8800	1.8800	1.8800	1.8800
10	Average Teacher Salary	\$38,189	\$39,348	\$40,643	\$41,985	\$43,497	\$45,000
11	FTE	16.50	16.50	16.50	16.50	16.50	16.50
12	No. of Contract Days	190	190	190	190	190	190
13	Step Placement Year		2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
14	No. of Steps Given		1	1	1	1	
15	Salary Cost Summary						
16	Schedule Increase Cost	NA	\$4,596	\$7,580	\$9,922		
17	Step Cost	NA	\$14,539	\$13,779	\$12,857		
18							
19	Total Salary	\$630,111	\$649,246	\$670,604	\$692,222		
20							
21	Yearly Increase	NA	\$19,135	\$21,359	\$22,857		
22	Yearly % Increase	NA	3.04%	3.29%	3.58%	3.88%	4.17%
23							
24	Cum. Incr. from Base Year	NA	\$19,135	\$40,493	\$62,646	\$87,583	\$112,393
25	Cum. % Incr. from Base Year	NA	3.04%	6.43%	9.94%	13.90%	17.84%
26	Extra-Duty Cost						
Summary Sheet / Staff List / Year0 / Year1 / Year2 / Year3 / Year4 / Year5 / Insurance / ExtraDuty / Scat0 /							

See the average teacher salary and the total FTE.

See the cost of increasing the base salary, the cost of giving a step and the total salary cost

What you get – Other costs

See the total for extra-duty pay and the percent increase over the previous year's costs

Sample Licensed Summary

See the total cost for additional employer benefits such as FICA, retirement and Worker's Compensation

See the lowest employee contribution, the highest employee contribution and the total employer contribution

		Base Year 2005-2006	Year 1 2006-2007	Year 2 2007-2008	Year 3 2008-2009	Year 4	Year 5
28	No. of Steps Given	NA	1	1			
29							
30	Total Salary	\$12,952	\$14,753	\$16,346	\$17,939		
31							
32	Yearly Increase	NA	\$1,801	\$1,583	\$1,583		
33	Yearly % Increase	NA	14%	11%	11%		
34	Additional Salary Cost	0	0	0	0	0	0
35	Other Personnel Expenses (PERS, FICA, etc.)	\$176,431	\$181,789	\$187,769	\$193,972	\$200,954	\$207,901
36		0.28					
37	Benefits Summary						
38	Employer Cap % Increase	NA	5.00%	5.00%	5.00%	5.00%	5.00%
39	Employer Insurance Cap	\$800	\$840	\$882	\$924		
40	Lowest Employee Contribution	\$23	\$40	\$77	\$127		
41	Highest Employee Contribution	\$218	\$249	\$304	\$377		
42							
43	Total Employer Contribution	\$159,528	\$167,621	\$176,250	\$185,401		
44	Yearly Increase	NA	\$8,093	\$8,630	\$9,167		
45	Yearly % Increase	NA	5.07%	5.15%	5.19%		
46	Total Salary & Benefits						
47	Grand Total	\$670,022	\$1,013,408	\$1,050,960	\$1,088,866		
48	Summary Sheet	Staff List	Year0	Year1	Year2	Year3	Year4

Total Costs



What you get – Staff detail

Copy Formulas	Annual Differential Amount	Base Year Extra-duty Position	Base Year Extra-duty Step	Base Year Insurance Plan	Base Year Insurance Group	Base Year Employer Contribution Percentage	Base Year FTE	Base Year Column	Base Year Step	Base Year Salary	Base Year Salary
Staff Name											
Witt, Katarina				PPO	Single	100.00%	1.0	1	5	\$32,804	
Elliott, David		Head Football	2	PPO	Family	100.00%	1.0	1	1	\$28,608	
Thatcher, Margaret		Drama	1	Traditional	Family	100.00%	1.0	1	9	\$37,000	

Type in an employee's current information

Copy Formulas	Year 1 Extra-duty Position	Year 1 Extra-duty Step	Year 1 Insurance Plan	Year 1 Insurance Group	Year 1 Employer Contribution Percentage	Year 1 FTE	Year 1 Column	Year 1 Step	Year 1 Salary	Year 1 Salary * FTE	Year 1 Cost	Year 1 % Incr	Year 1 Employer Contribution	Year 1 Employee Insurance Contribution	Year 1 Extra-duty Pay
Staff Name															
Witt, Katarina			PPO	Single	100.00%	1.0	1	5	\$35,038	\$35,038	\$1,085	6.81%	\$840.00	\$40.21	
Elliott, David	Head Football	3	PPO	Family	100.00%	1.0	1	2	\$30,695	\$30,695	\$1,085	7.30%	\$840.00	\$216.76	\$3,423

See the employee's salary, step cost, total percent increase, insurance contributions and extra-duty pay for each year

What you get – Salary Schedules for each year

	A	B	C	D	E	F
2	Sample 2006-2007 Licensed Salary Schedule					
3						

4	Step	BA	2	A	B	2	A	B
5	0	\$27,835	2	Sample 2007-2008 Licensed Salary Schedule		3		
6	1	\$28,895	3			4	Step	BA
7	2	\$29,954	4	Step	BA	5	0	\$28,183
8	3	\$31,014	5	0	\$28,183	6	1	\$29,256
9	4	\$32,073	6	1	\$29,256	7	2	\$30,328
10	5	\$33,133	7	2	\$30,328	8	3	\$31,402
11	6	\$34,192	8	3	\$31,402	9	4	\$32,474
12	7	\$35,252	9	4	\$32,474	10	5	\$33,547
13	8	\$36,311	10	5	\$33,547	11	6	\$34,619
14	9	\$37,371	11	6	\$34,619	12	7	\$35,693
15	10		12	7	\$35,693	13	8	\$36,765
16	11		13	8	\$36,765	14	9	\$37,838
17	12		14	9	\$37,838	15	10	
18	13		15	10		16	11	
19	14		16	11		17	12	
20	15		17	12		18	13	
21	16		18	13		19	14	
22	17		19	14		20	15	
23	18		20	15		21	16	
24	19		21	16		22	17	
25	20		22	17		23	18	
26	21		23	18		24	19	
27	22		24	19		25	20	
			25	20		26	21	
			26	21		27	22	

	A	B	C	D	E	F
2	Sample 2009-2010 Licensed Salary Schedule					
3						
4	Step	BA	BA+24	BA+45	MA BA+60	MA+30 BA+90

5	0	\$29,178				
6	1	\$30,289				
7	2	\$31,399				
8	3	\$32,510				
9	4	\$33,620				
10	5	\$34,732				
11	6	\$35,842				
12	7	\$36,953				
13	8	\$38,063				
14	9	\$39,174				
15	10					
16	11					
17	12					
18	13					
19	14					
20	15					
21	16					
22	17					
23	18					
24	19					
25	20					

2	A	B	C	D	E	F
3						
4	Step	BA	BA+24	BA+45	MA BA+60	MA+30 BA+90
5	0	\$29,762	\$30,895	\$32,027	\$33,161	\$34,293
6	1	\$30,895	\$32,027	\$33,161	\$34,293	\$35,427
7	2	\$32,027	\$33,161	\$34,293	\$35,427	\$36,559
8	3	\$33,161	\$34,293	\$35,427	\$36,559	\$37,693
9	4	\$34,293	\$35,427	\$36,559	\$37,693	\$38,825
10	5	\$35,427	\$36,559	\$37,693	\$38,825	\$39,958
11	6	\$36,559	\$37,693	\$38,825	\$39,958	\$41,090
12	7	\$37,693	\$38,825	\$39,958	\$41,090	\$42,225
13	8	\$38,825	\$39,958	\$41,090	\$42,225	\$43,356
14	9	\$39,958	\$41,090	\$42,225	\$43,356	\$44,489
15	10		\$42,359	\$43,492	\$44,626	\$45,757
16	11		\$43,629	\$44,760	\$45,895	\$47,027
17	12			\$46,167	\$47,300	\$48,432
18	13			\$47,572	\$48,707	\$49,839
19	14				\$50,249	\$51,380
20	15				\$51,790	\$52,923
21	16					\$54,466
22	17					\$56,007
23	18					
24	19					
25	20					



“What if” scenarios

3	Model Menu		Base Year	Year 1	Year 1
4			2005-2006	2006-2007	2006-2007
5	Schedule Summary				
6		Base % Incr	NA	2.00%	3.50%
7		Base	\$27,559	\$28,110	\$28,524
8		Top	\$51,862	\$52,899	\$53,678
9		Schedule Index	1.8800	1.8800	1.8800
46	Total Salary & Benefits				
47		Grand Total	\$832,788	\$868,115	\$880,689
48					
49					\$47,900
50					5.75%
51					
52					\$47,900
53					5.75%
54					

Enter your initial proposal's base percent increase

Enter the base percent increase offered by your opponent

See your total

See the cost of the new figure

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