



North American Association of Educational Negotiators

Classified Proposal Costing Software Demonstration



What is it?

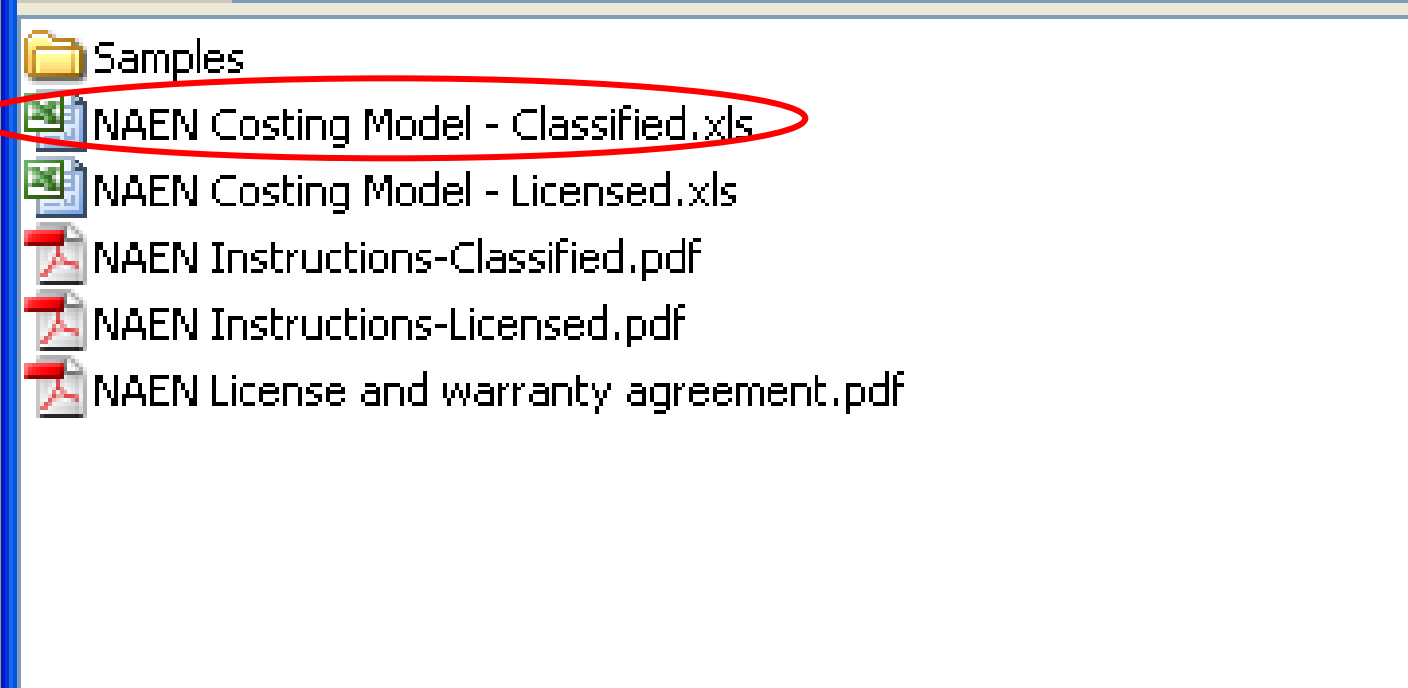


- Spreadsheet model
- Calculates total compensation over multiple years
- Create “What-If” scenarios

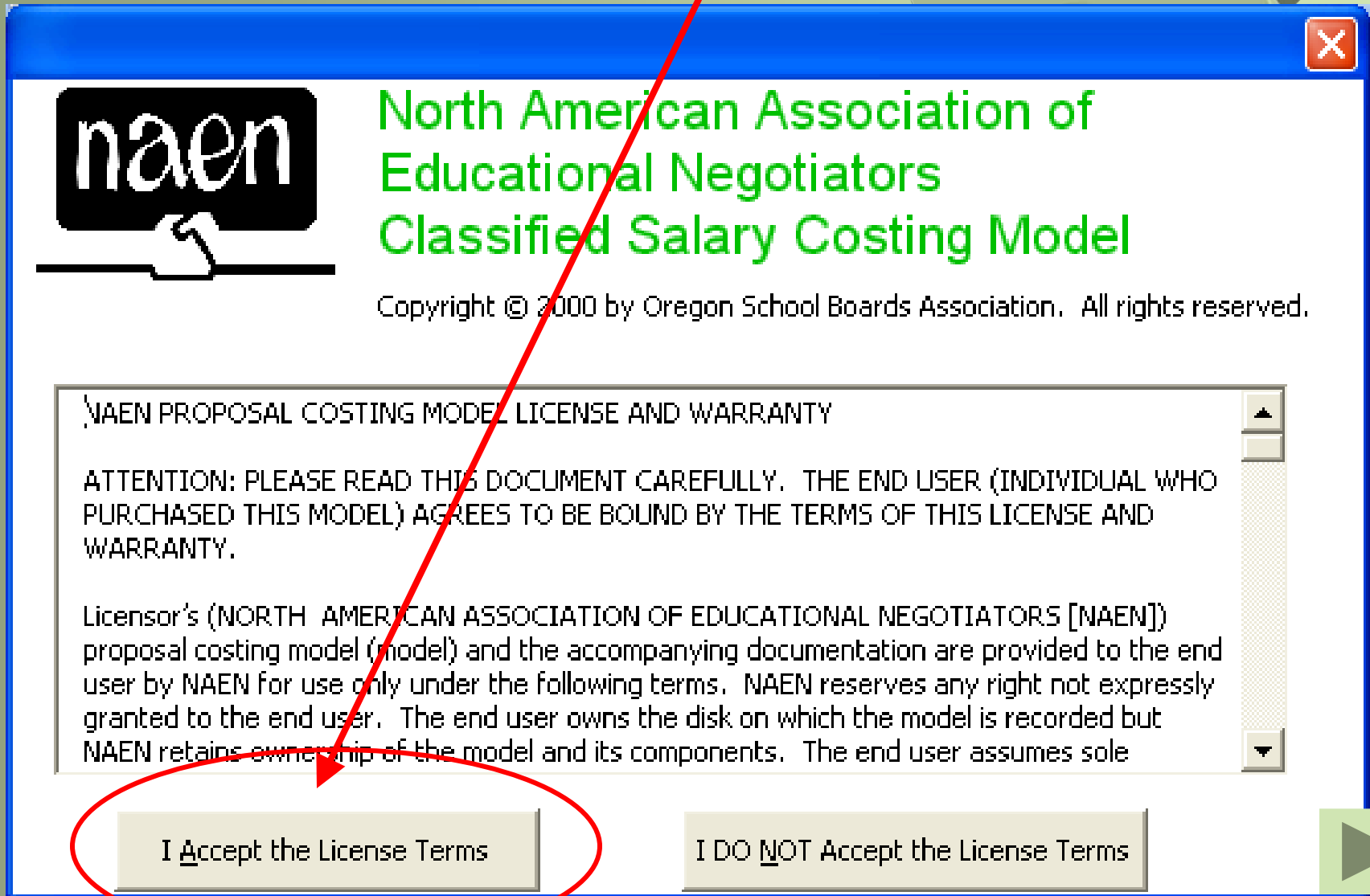
One CD with everything you need




Open the file

- 
- Samples
 - NAEN Costing Model - Classified.xls
 - NAEN Costing Model - Licensed.xls
 - NAEN Instructions-Classified.pdf
 - NAEN Instructions-Licensed.pdf
 - NAEN License and warranty agreement.pdf

Accept the license



 **North American Association of Educational Negotiators
Classified Salary Costing Model**

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Click the Model Menu Button

naen		Sample Classified 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							
	Maximum Increase	NA	2.00%	1.00%	1.00%	1.00%	1.00%
	Maximum Steps Given	NA	1	1	1	1	1
	FTE	15.08	15.08	15.08	15.08	15.08	15.08
Salary Cost Summary							
	Schedule Increase Cost	NA	\$3,143	\$2,910	\$2,982	\$3,070	\$750
	Step Cost	NA	\$6,690	\$5,746	\$5,114	\$3,288	\$1,774
	Total Salary	\$279,408	\$289,241	\$297,898	\$305,994	\$312,351	\$314,875
	Yearly Increase	NA	\$9,833	\$8,657	\$8,096	\$6,358	\$2,524
	Yearly % Increase	NA	3.52%	2.99%	2.72%	2.08%	0.81%
	Cum. Incr. from Base Year	NA	\$9,833	\$18,490	\$26,586	\$32,943	\$35,467
	Cum. % Incr. from Base Year	NA	3.52%	6.62%	9.51%	11.79%	12.69%
	Additional Salary Cost	0	0	0	0	0	0
	Other Personnel Expenses	\$78,234	\$80,987	\$83,411	\$85,678	\$87,458	\$88,165
	(PERS, FICA, etc.)	0.28					
Benefits Summary							
		NA	5.00%	5.00%	5.00%	5.00%	5.00%

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

The screenshot shows a dialog box titled "Classified Costing Model Control Menu" with a close button (X) in the top right corner. The dialog is divided into sections for "Model Creation Steps".

- Model Creation Steps**
 - Select/Deselect All Steps
 - 1 - Fill-in Model Information
 - Model Description:
 - Other Personnel Expense (OPE) Factor:
 - 2 - Create Salary Schedule
 - Select creation method
 - Type in Schedule Data
 - Copy existing Schedule
 - Create a Structured Schedule
 - Last step on each class
 - 3 - Fill-in Insurance Cost Information
 - 4 - Fill-in Staff Data
 - Select creation method
 - Copy existing Staff Listing
 - Type in Staff List

At the bottom of the dialog are two buttons: "Ok" and "Cancel". The "Ok" button is circled in red, and a red arrow points to it from the text box below.



Step 1 – Fill in model information

Fill in the description for the model (appears on each sheet)

Fill in multiplication factor to calculate other personnel expenses (FICA, Workers' Comp, PERS)

Click the [Ok] button to continue

Classified Costing Model Control Menu

Model Creation Steps

Select/Deselect All Steps

1 - Fill-in Model Information

Model Description:
Sample

Other Personnel Expense (OPE) Factor:
.28

2 - Create Salary Schedule

Select creation method

Type in Schedule Data
 Copy existing Schedule
 Create a Structured Schedule

Last step on each class

3 - Fill-in Insurance Cost Information

4 - Fill-in Staff Data

Select creation method

Copy existing Staff Listing
 Type in Staff List

Ok Cancel



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

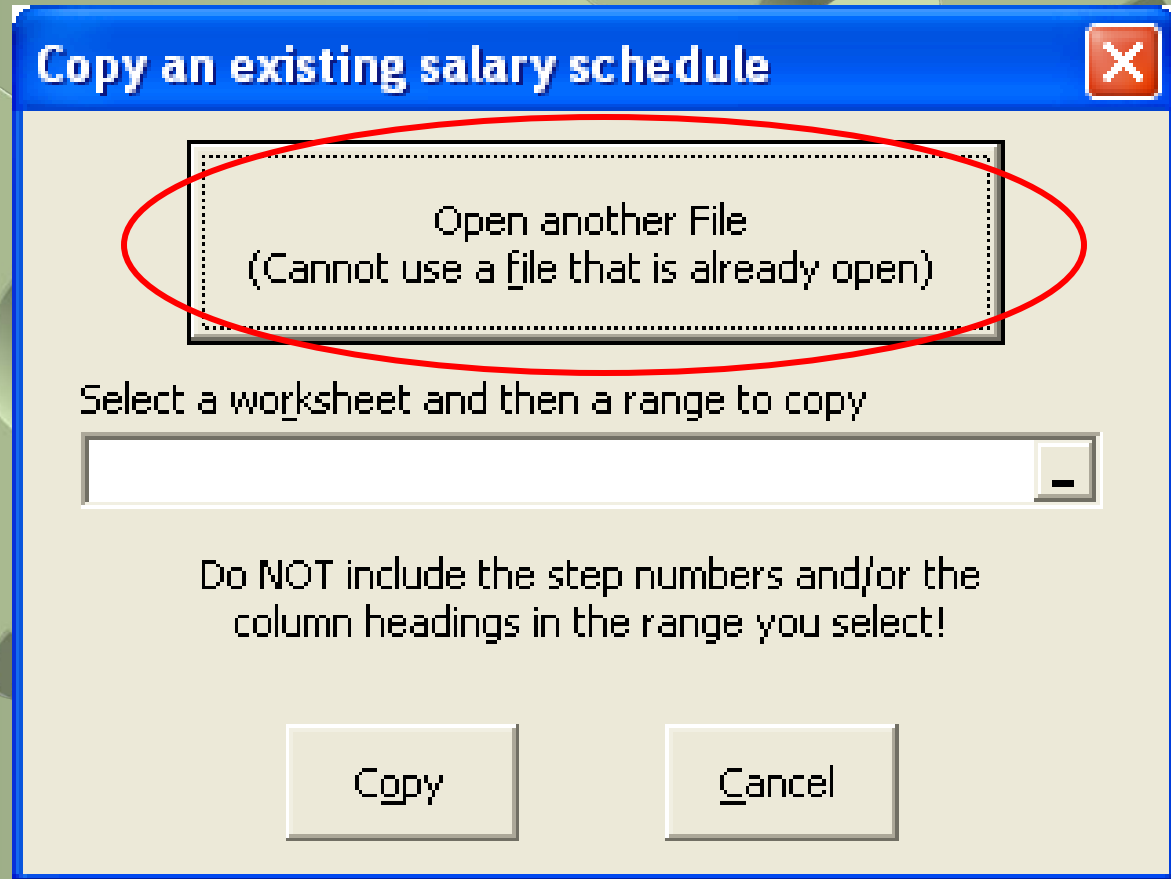
Last step on each class

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

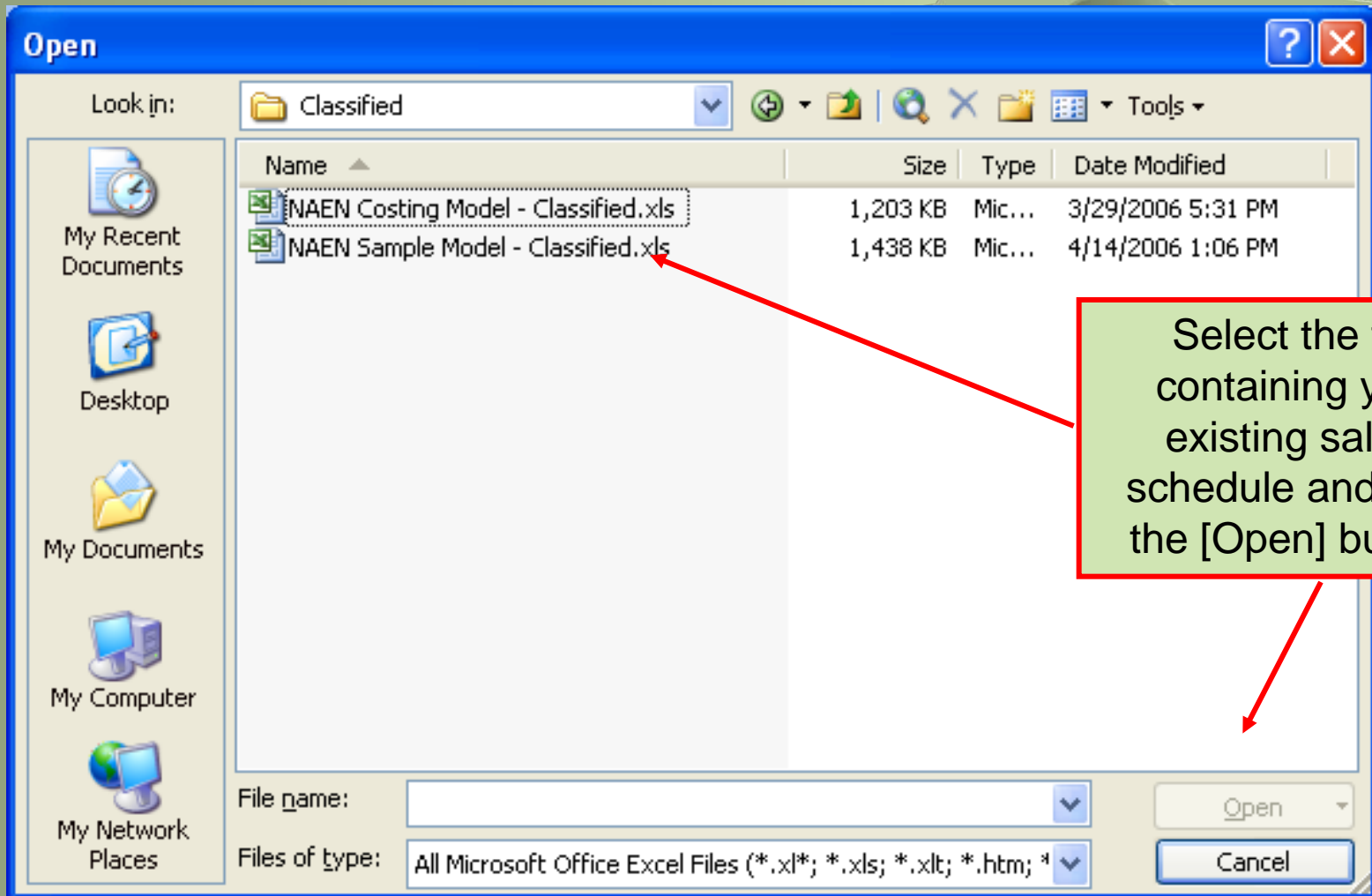


Copy existing schedule

Click the open file
button



Copy an existing schedule



Select the file containing your existing salary schedule and click the [Open] button.



Copy an existing schedule

Sample Classification Information

Classification	Year 1 Steps Given	Year 2 Steps Given	Year 3 Steps Given	Year 4 Steps Given	Year 5 Steps Given	Year 1 Base Increase	Year 2 Base Increase	Year 3 Base Increase	Year 4 Base Increase	Year 5 Base Increase	Step 1 Salary	Step 2 Salary	Step 3 Salary
Custodian I	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$7.00	\$7.10	\$7.20
Custodian II	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$7.25	\$7.35	\$7.45
Custodian III	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$7.50	\$7.75	\$8.00
Head Custodian	1	1	1	1	1	1.50%	1.00%	1.00%	1.00%	1.00%	\$7.75	\$8.00	\$8.25
Food Service Asst I	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$7.50	\$7.75	\$8.00
Food Service Asst II	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$7.75	\$8.00	\$8.25
Cook	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$8.00	\$8.25	\$8.50
Head Cook	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$8.25	\$8.50	\$8.75
Instructional Asst	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$8.50	\$8.75	\$9.00
Accounts Payable Clerk	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$8.75	\$9.00	\$9.25
Secretary	1	1	1	1	1	2.00%	1.00%	1.00%	1.00%	1.00%	\$9.00	\$9.25	\$9.50
Office Manager	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$9.25	\$9.50	\$9.75
School-To-Work Facil.	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$9.50	\$9.75	\$10.00
ARIC Case Manager	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	\$9.75	\$10.00	\$10.25

✕
Copy an existing salary schedule

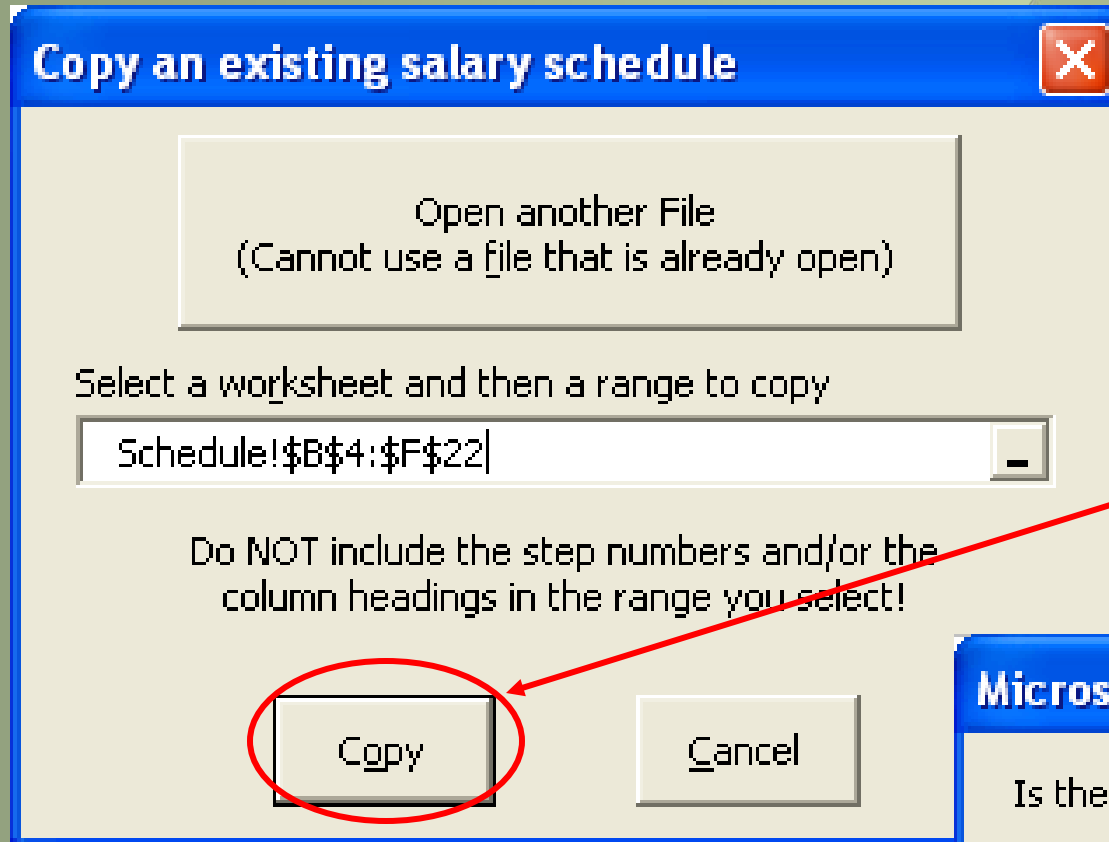
'Summary Sheet'!\$M\$5:\$AE\$18|

Select the salaries to be copied

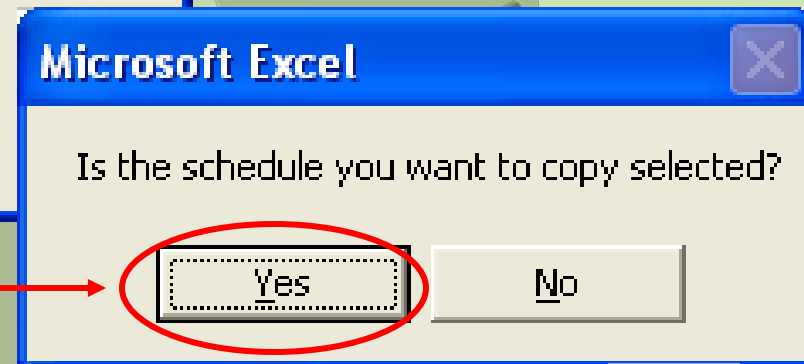
Click here to finish



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

Insurance

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

1 of 12

New

Delete

Restore

Find Prev

Find Next

Criteria

Close

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

or click the [Close] button to finish data entry



Completed Insurance Information

A5 PPO

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	Sample Insurance Premium Rates Summary													
2	Refresh Totals													
3	Plan	Group	Type	Year 0 Amount	Year 1 Incr	Year 2 Incr	Year 3 Incr	Year 4 Incr	Year 5 Incr	Year 1 Amount	Year 2 Amount	Year 3 Amount	Year 4 Amount	Year 5 Amount
4	PPO	Single	Medical	803	7%	9%	10%	15%	12%	\$859.21	\$936.54	\$1,030.19	\$1,184.72	\$1,326.89
5	PPO	Two-party	Medical	879	7%	9%	10%	15%	12%	\$940.53	\$1,025.18	\$1,127.70	\$1,296.85	\$1,452.47
6	PPO	Family	Medical	968	7%	9%	10%	15%	12%	\$1,035.76	\$1,128.98	\$1,241.88	\$1,428.16	\$1,599.54
7	PPO	Single	Dental	20	5%	5%	5%	5%	5%	\$21.00	\$22.05	\$23.15	\$24.31	\$25.53
8	PPO	Two-party	Dental	20	5%	5%	5%	5%	5%	\$21.00	\$22.05	\$23.15	\$24.31	\$25.53
9	PPO	Family	Dental	20	5%	5%	5%	5%	5%	\$21.00	\$22.05	\$23.15	\$24.31	\$25.53
10	Traditions	Single	Medical	872	7%	9%	10%	15%	12%	\$933.04	\$1,017.01	\$1,118.71	\$1,286.52	\$1,440.90
11	Traditions	Two-party	Medical	946	7%	9%	10%	15%	12%	\$1,012.22	\$1,103.32	\$1,213.65	\$1,395.70	\$1,563.18
12	Traditions	Family	Medical	998	7%	9%	10%	15%	12%	\$1,067.86	\$1,163.97	\$1,280.36	\$1,472.42	\$1,649.11
13	Traditions	Single	Dental	20	5%	5%	5%	5%	5%	\$21.00	\$22.05	\$23.15	\$24.31	\$25.53
14	Traditions	Two-party	Dental	20	5%	5%	5%	5%	5%	\$21.00	\$22.05	\$23.15	\$24.31	\$25.53
15	Traditions	Family	Dental	20	5%	5%	5%	5%	5%	\$21.00	\$22.05	\$23.15	\$24.31	\$25.53
16														
17														



Step 4 – Fill in Staff Data

Step 4 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 10 columns as the first 10 columns on the {Staff List} worksheet.)

4 - Fill-in Staff Data

Select creation method

Copy existing Staff Listing

Type in Staff List

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



Type in staff data

Initial Proposal Staff Listing										
Staff Name	Budget Code	Annual Differential Amount	Hours per Day	Days per Year	Base Year Insurance Plan	Base Year Insurance Group	Base Year Employer Contribution Percentage	Base Year Classification	Base Year Step	
Witt, Katarina			7	210	PPO	Composite	100%	Secretary	2	

Copy Formulas

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



FormulaBar: =IbIY0&" Salary"

	A	B	C	D	E	F	G	H	I	J	K	L	M
	Sample Staff Listing												
	Staff Name	Budget Code	Annual Differential Amount	Hours per Day	Days per Year	Base Year Insurance Plan	Base Year Insurance Group	Base Year Employer Contribution Percentage	Base Year Classification	Base Year Step	Base Year Salary	Base Year Annual Salary	Base Year Employer Insurance Contribution
4	Witt, Katarina	1200		8	210	PPO	Single	100.00%	Instructional Ass	5	\$9.00	15,120	\$800.00
5	Elliott, David	1200		8	260	PPO	Family	100.00%	Head Custodian	1	\$7.45	15,496	\$800.00
6	Thatcher, Margaret	1210		8	210	Traditional	Family	100.00%	Cook	9	\$9.50	15,960	\$800.00
7	Lincoln, Abraham	1210		8	210	PPO	Two-Party	100.00%	Food Service Ass	2	\$7.35	12,348	\$800.00
8	Young, Vince	1200		8	210	PPO	Family	100.00%	Instructional Ass	5	\$9.00	15,120	\$800.00
9	Groban, Josh	1200		8	260	PPO	Family	100.00%	Custodian II	3	\$7.55	15,704	\$800.00
10	Browning, Kurt	1200		8	210	PPO	Family	100.00%	ARIC Case Mana	4	\$11.75	19,740	\$800.00
11	Sale, Jamie	1200		8	260	Traditional	Family	100.00%	Secretary	6	\$10.25	21,320	\$800.00
12	Cohen, Sasha	1200		8	260	PPO	Family	50.00%	Accounts Payabl	4	\$7.80	16,224	\$494.00
13	Windsor, Elizabeth	1200		8	210	PPO	Family	100.00%	Head Cook	5	\$9.00	15,120	\$800.00
14	Disney, Walt	1200		8	260	PPO	Family	100.00%	Custodian I	6	\$7.50	15,600	\$800.00
15	Patt, Catherine	1200		8	260	PPO	Single	100.00%	Office Manager	7	\$13.00	27,040	\$800.00
16	I			8	260	PPO	Family	100.00%	Custodian I	3	\$7.20	14,976	\$800.00
17	F			8	210	PPO	Family	100.00%	Food Service Ass	1	\$7.50	12,600	\$800.00
18	C			8	210	PPO	Family	100.00%	Food Service Ass	5	\$8.50	14,280	\$800.00
19	F			8	210	PPO	Family	100.00%	School-To-Work	4	\$10.75	18,060	\$800.00
20	A			8	210	PPO	Family	100.00%	Instructional Ass	4	\$8.75	14,700	\$800.00

Click the [Copy Formulas] button after entering all your staff information



Model Complete!

		Sample Classified 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							
Maximum Increase		NA	2.00%	1.00%	1.00%	1.00%	1.00%
Maximum Steps Given		NA	1	1	1	1	1
FTE		15.08	15.08	15.08	15.08	15.08	15.08
Salary Cost Summary							
Schedule Increase Cost		NA	\$3,143	\$2,910	\$2,982	\$3,070	\$750
Step Cost		NA	\$6,690	\$5,746	\$5,114	\$3,288	\$1,774
Total Salary		\$279,408	\$289,241	\$297,898	\$305,994	\$312,351	\$314,875
Yearly Increase		NA	\$9,833	\$8,657	\$8,096	\$6,358	\$2,524
Yearly % Increase		NA	3.52%	2.99%	2.72%	2.08%	0.81%
Cum. Incr. from Base Year		NA	\$9,833	\$18,490	\$26,586	\$32,943	\$35,467
Cum. % Incr. from Base Year		NA	3.52%	6.62%	9.51%	11.79%	12.69%
Additional Salary Cost		0	0	0	0	0	0
Other Personnel Expenses (PERS, FICA, etc.)	0.28	\$78,234	\$80,987	\$83,411	\$85,678	\$87,458	\$88,165
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
							

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




Adjust the Base % Increase

Sample Classification Information												
1												
4	Classification	Year 1 Steps Given	Year 2 Steps Given	Year 3 Steps Given	Year 4 Steps Given	Year 5 Steps Given	Year 1 Base Increase	Year 2 Base Increase	Year 3 Base Increase	Year 4 Base Increase	Year 5 Base Increase	
5	Custodian I	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	
6	Custodian II	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	
7	Custodian III	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	1.00%	
8	Head Custodian	1	1	1	1	1	1.50%	1.00%	1.00%	1.00%	0.01	
9	Food Service Asst I	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	0.01	
10	Food Service Asst II	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	0.01	
11	Cook	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	0.01	
12	Head Cook	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	0.01	
13	Instructional Asst	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	0.01	
14	Accounts Payable Clerk	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	0.01	
15	Secretary	1	1	1	1	1	2.00%	1.00%	1.00%	1.00%	0.01	
16	Office Manager	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	0.01	
17	School-To-Work Facil.	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	0.01	
18	ARIC Case Manager	1	1	1	1	1	1.00%	1.00%	1.00%	1.00%	0.01	
19												
20												
21												
22												
23												
24												
25												
26												
27												

You can apply different base increases for each classification



Adjust the Insurance Cap

		Sample Classified Summary					
Other Personnel Expenses (PERS, FICA, etc.)	0.28	\$78,234	\$80,987	\$83,411	\$85,678	\$87,458	\$88,165
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 Insurance		\$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		\$517,170	\$537,849	\$557,559	\$577,073	\$595,226	\$608,827
Yearly Increase		NA	\$20,679	\$19,710	\$19,514	\$18,153	\$13,601
Yearly % Increase		NA	4.00%	3.66%	3.50%	3.15%	2.29%
Cum. Incr. from Base Year		NA	\$20,679	\$40,389	\$59,903	\$78,056	\$91,657
Cum. % Incr. from Base Year		NA	4.00%	7.81%	11.58%	15.09%	17.72%



What you get – Salary Costs

naen		Sample Classified Summary					
Model Menu		Base Year 2005-2006	Year 1 2006-2007	Year 2 2007-2008	Year 3 2008-2009		
Schedule Summary							
	Maximum Increase	NA	2.00%	1.00%	1.00%		
	Maximum Steps Given	NA	1	1			
	FTE	15.08	15.08	15.08	15.08	15.08	15.08
Salary Cost Summary							
	Schedule Increase Cost	NA	\$3,143	\$2,910	\$2,982	\$3,070	\$750
	Step Cost	NA	\$6,690	\$5,746	\$5,114	\$3,288	\$1,774
	Total Salary	\$279,408	\$289,241	\$291,898	\$305,994	\$312,351	\$314,875
	Yearly Increase	NA	\$9,833	\$8,657	\$8,094		
	Yearly % Increase	NA	3.52%	2.99%	2.72%		
	Cum. Incr. from Base Year	NA	\$9,833	\$18,490	\$26,584		
	Cum. % Incr. from Base Year	NA	3.52%	6.62%	9.51%		
	Additional Salary Cost	0	0	0			

See the maximum base increase given 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


naen		Sample Classification					
Model Menu		Base Year	Year 1	Year 2			
		2005-2006	2006-2007	2007-2008			
21	Additional Salary Cost	0	0	0			
22	Other Personnel Expenses	\$78,234	\$80,987	\$83,411	\$85,678	\$87,458	\$88,165
23	(PERS, FICA, etc.)	0.28					
24	Benefits Summary						
25	Employer Cap % Increase	NA	5.00%	5.00%			
26	Employer Insurance Cap	\$800	\$840	\$882			
27	Lowest Employee Contribution	\$23	\$40	\$77			
28	Highest Employee Contribution	\$218	\$249	\$304			
29							
30	Total Insurance	\$159,528	\$167,621	\$176,250			
31	Yearly Increase	NA	\$8,093	\$8,630			
32	Yearly % Increase	NA	5.07%	5.15%	5.19%	5.40%	5.31%

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



What you get – Total Costs



Sample Classified 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
Total Salary & Benefits						
Grand Total	\$517,170	\$537,849	\$557,559	\$577,073	\$595,226	\$608,827
Yearly Increase	NA	\$20,679	\$19,710	\$19,514	\$18,153	\$13,601
Yearly % Increase	NA	4.00%	3.66%	3.50%	3.15%	2.29%
Cum. Incr. from Base Year	NA	\$20,679	\$40,389	\$59,903	\$78,056	\$91,657
Cum. % Incr. from Base Year	NA	4.00%	7.81%	11.58%	15.09%	17.72%



What you get – Staff detail

	Copy Formulas									
			Annual Differential Amount	Hours per Day	Days per Year	Base Year Insurance Plan	Base Year Insurance Group	Base Year Employer Contribution Percentage	Base Year Classification	Base Year Step
3		Staff Name	Budget Code							
4		Witt, Katarina	1200	8	210	PPO	Single	100.00%	Instructional Ass	5
5		Elliott, David	1200	8	260	PPO	Family	100.00%	Head Custodian	1
6		Thatcher, Margaret	1210	8	210	Traditional	Family	100.00%	Cook	9

Type in an employee's current information

	Copy Formulas													
		Year 1 Insurance Plan	Year 1 Insurance Group	Year 1 Employer Contribution Percentage	Year 1 Classification	Year 1 Step	Year 1 Salary	Year 1 Annual Salary	Year 1 Step Cost	Year 1 Incr	Year 1 Employer Insurance Contribution	Year 1 Employee Insurance Contribution	Year 1 Hours	
		Staff Name												
		Witt, Katarina	PPO	Single	100%	Instructional Ass	6	\$9.34	15,691	\$420.00	3.78%	\$840.00	\$40.21	1,680
		Elliott, David	PPO	Family	100%	Head Custodian	2	\$7.87	16,370	\$644.88	5.64%	\$348.00	\$216.76	2,080
		Thatcher, Margaret	Traditional	Family	100%	Cook	8	\$9.60	16,128	\$0.00	1.05%	\$840.00	\$248.86	1,680

See the employee's salary, step cost, total percent increase and insurance contributions



What you get – Salary Schedules for each year

Sample 2005-2006 Classified Salary Schedule																	
Classifications	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Custodian I	\$7.00	\$7.10	\$7.20	\$7.30	\$7.40	\$7.50	\$7.60	\$7.70									
Custodian II	\$7.25	\$7.40	\$7.55	\$7.70	\$7.85	\$8.00	\$8.15	\$8.30									
Custodian III																	
Head Custodian																	
Food Service Asst I																	
Food Service Asst II																	
Cook																	
Head Cook																	

Sample 2006-2007 Classified Salary Schedule																	
Classifications	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Custodian I	\$7.07	\$7.17	\$7.27	\$7.37	\$7.47	\$7.58	\$7.68	\$7.78									
Custodian II																	
Custodian III																	
Head Custodian																	
Food Service Asst I																	
Food Service Asst II																	
Cook																	
Head Cook																	

Sample 2007-2008 Classified Salary Schedule																	
Classifications	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Custodian I	\$7.14	\$7.24	\$7.34	\$7.44	\$7.54	\$7.66	\$7.76	\$7.86									
Custodian II																	
Custodian III																	
Head Custodian																	
Food Service Asst I																	
Food Service Asst II																	
Cook																	
Head Cook																	

Sample 2008-2009 Classified Salary Schedule																	
Classifications	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Custodian I	\$7.21	\$7.31	\$7.41	\$7.51	\$7.62	\$7.74	\$7.84	\$7.94									
Custodian II																	
Custodian III																	
Head Custodian																	
Food Service Asst I																	
Food Service Asst II																	
Cook																	
Head Cook																	

Sample 2009-2010 Classified Salary Schedule																	
Classifications	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Custodian I	\$7.28	\$7.38	\$7.48	\$7.59	\$7.70	\$7.82	\$7.92	\$8.02									
Custodian II	\$7.53	\$7.70	\$7.87	\$8.02	\$8.17	\$8.32	\$8.47	\$8.63									
Custodian III	\$7.64	\$7.87	\$8.07	\$8.27	\$8.47	\$8.69	\$8.91	\$9.11									
Head Custodian	\$7.80	\$8.11	\$8.41	\$8.74	\$9.05	\$9.35	\$9.67	\$9.99									
Food Service Asst I	\$7.53	\$7.64	\$7.76	\$7.87	\$7.97	\$8.07	\$8.17	\$8.27									
Food Service Asst II	\$7.82	\$8.07	\$8.32	\$8.57	\$8.86	\$9.11	\$9.36	\$9.62									
Cook	\$8.07	\$8.32	\$8.57	\$8.86	\$9.11	\$9.36	\$9.62	\$9.90									
Head Cook	\$8.32	\$8.57	\$8.86	\$9.11	\$9.36	\$9.62	\$9.90	\$10.15									
Instructional Asst	\$8.32	\$8.57	\$8.86	\$9.11	\$9.36	\$9.62	\$9.90	\$10.15									
Accounts Payable Clerk	\$7.82	\$7.92	\$8.02	\$8.12	\$8.22	\$8.32	\$8.42	\$8.52									
Secretary	\$9.45	\$9.73	\$9.99	\$10.25	\$10.50	\$10.78	\$11.04	\$11.30									
Office Manager	\$10.40	\$10.94	\$11.44	\$11.98	\$12.48	\$13.02	\$13.52	\$14.06									
School-To-Work Facil.	\$10.40	\$10.66	\$10.94	\$11.19	\$11.44	\$11.70	\$11.98	\$12.23									
APIC Case Manager	\$11.44	\$11.70	\$11.98	\$12.23	\$12.48	\$12.74	\$13.02	\$13.27									



“What if” scenarios

Classification	Year 1 Steps Given	Year 2 Steps Given	Year 3 Steps Given	Year 4 Steps Given	Year 5 Steps Given	Year 1 Base Increase
Custodian I	1	1	1	1	1	1.00%
Custodian II	1	1	1	1	1	1.00%
Custodian III	1	1	1	1	1	1.00%

Classification	Year 1 Steps Given	Year 2 Steps Given	Year 3 Steps Given	Year 4 Steps Given	Year 5 Steps Given	Year 1 Base Increase
Custodian I	1	1	1	1	1	2.00%
Custodian II	1	1	1	1	1	2.00%
Custodian III	1	1	1	1	1	2.00%

Enter your initial proposal's base percent increase

Enter the base percent increase offered by your union

4	Model Menu	Base Year	Year 1
5		2005-2006	2006-2007
33	Total Salary & Benefits		
34	Grand Total	\$370,936	\$384,197
35			
36	Yearly Increase	NA	\$13,260
37	Yearly % Increase	NA	3.57%
38			
39	Cum. Incr. from Base Year	NA	\$13,260
40	Cum. % Incr. from Base Year	NA	3.57%

4	Model Menu	Base Year	Year 1
5		2005-2006	2006-2007
33	Total Salary & Benefits		
34	Grand Total	\$370,936	\$387,512
35			
36	Yearly Increase	NA	\$16,576
37	Yearly % Increase	NA	4.47%
38			
39	Cum. Incr. from Base Year	NA	\$16,576
40	Cum. % Incr. from Base Year	NA	4.47%

See your total

See the cost of the new figure



<http://www.naen.org>

naen

The logo consists of a black rounded rectangle containing the word 'naen' in a white, cursive script. Below the rectangle is a stylized hand holding a pen, positioned as if writing the word. The background features several interlocking gears of varying sizes, rendered in a light green color with a 3D effect. A thick black horizontal line is positioned below the hand and pen.