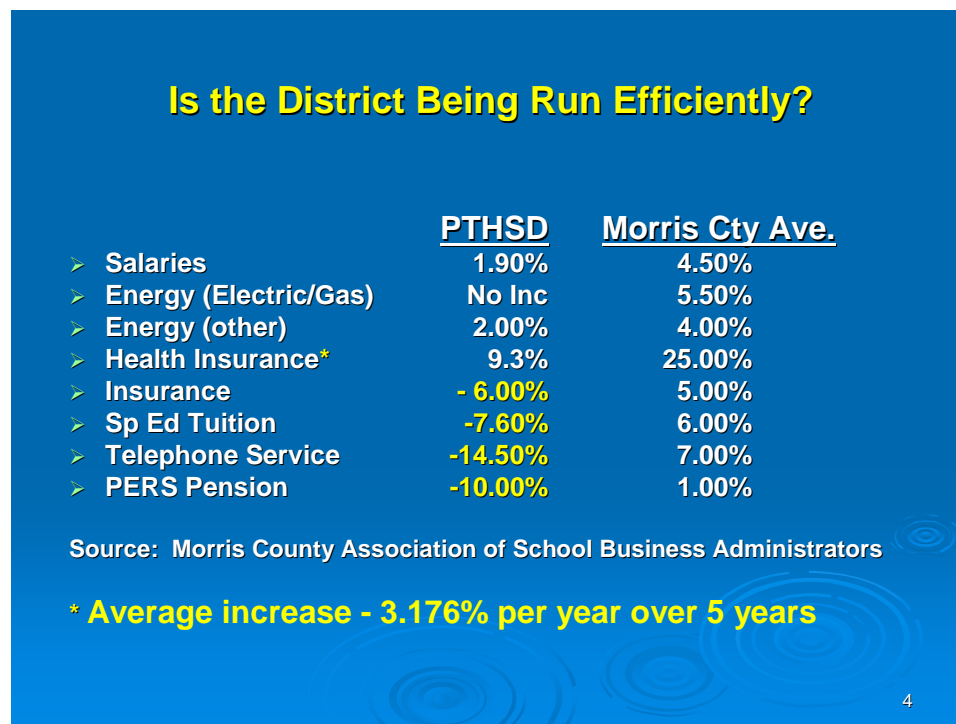


# Parsippany-Troy Hills Township Schools

## 2010-2011 Budget Question and Answer Revised 4-13-10 with Question 29 & 30

### 1. Why can't the district require all employees to pay for part of their health care insurance costs?

The district cannot legally force our employees that are covered by contracts to pay part of their health care insurance costs. The district did attempt to secure this concession in the last round of contract negotiations and, after two years of negotiating and one year where our employees worked without a contract, we were unable to secure a contribution from the Associations that represent our teachers, administrators and secretaries. However, we were able to reach agreement to eliminate traditional health care insurance, increase co-pays and deductibles, include all three groups in the same PPO plan, and secure a three year freeze on all coaching and advisor salaries. These were three major concessions that are unmatched by other school districts in the county. As you can see from the chart below, our health insurance costs are significantly below the Morris County average and we have averaged a 3.2% increase in health benefit cost over each of the last five years.



Since these three groups, teachers, secretaries and administrators, have existing contracts that we cannot change, representatives of the Board met with the presidents of the three Associations representing these groups to determine if they would agree to reopen their contracts. They indicated that they would discuss this request with the Board once the district had information from the State on the 2010-2011 budget. As a result, we are forced to attempt to secure major concessions in contract talks with the Associations representing the custodians, maintenance workers, and bus drivers to address the State's significant cuts in State aid for 2009-2010 and additional anticipated cuts in State aid for 2010-2011.

**2. Why can't the Board of Education freeze teacher's and administrator's salaries and force them to contribute to the cost of their health insurance costs?**

The Board of Education cannot legally make any changes to our existing contracts. The district and the Associations that represent our teachers, secretaries, and administrators negotiated current contracts under the laws of New Jersey. Neither party can arbitrarily modify the conditions contained in those contracts. However, the most recent contracts negotiated by the district resulted in a 1.9% salary increase for 2010-2011 for all district employees: well below the Morris County average of 4.5%. These same contracts included a major concession (by public school standards) in health care insurance resulting in a 9% increase in premium costs that is far below the Morris County average of 25% and the Parsippany-Troy Hills' municipal health care increase of 27%. The decrease is attributed to the elimination of traditional coverage, an increase in the use of in-network doctors, and an increase in deductibles and co-pays for prescriptions.

**3. Does the school district partner with other districts to do bulk purchases of supplies, equipment and energy?**

The district is directly involved with consortiums that contain hundreds of school districts and we harness this purchasing power to reduce the cost of our supplies, equipment, and energy costs. We currently participate in the following consortiums:

- ACES – State wide bulk rates for energy
- WSCA – Purchase of computer equipment
- ACT – State wide bulk rates for telecommunications
- Morris County Ed. Services Commission – Special Education transportation and education services
- Essex County – Special Education services
- Morris/Union Jointure Commission – Special Education programs
- Morris County Purchasing Cooperative – bulk purchases for supplies
- Education Data – bulk purchasing of supplies
- North American Power Partners – electric conservation program
- Morris County Improvement Authority – solar panel program for Littleton, Troy Hills, Central Middle School and Brooklawn Middle School
- NJ SMART Start – energy rebate program

Additionally, we have a strong partnership with the Township of Parsippany-Troy Hills that provides:

- Property lease program involving Volunteers Park
- Maintenance of middle and high school athletic fields
- Video – On – the – Go television station
- Purchase and pumping of diesel fuel
- Sharing of ball fields without usage fees
- Joint Grants such as Safe Routes and security cameras
- Design and installation of security cameras at all four secondary schools

**4. What is the district doing to go green and reduce the use of paper and energy?**

We are working with the Township on recycling, we have partnered with Amer Power to reduce electric load on area grids, installing a computer power management system that will automatically turn off computers when they are not in use, and partnering with MCIA to install solar panels on four buildings at no cost to the district. We are piloting a paperless backpack program at Mt. Tabor Elementary School and, once we work out a few minor issues, expect all elementary schools go to the paperless backpack program by September 2010. The secondary schools will also be posting more information on-line as well beginning 2010. Additionally, we have put reports, all district courses of study, and district forms on-line, available to employees and booklets such as the Summer Reading Booklet and the Course Selection Booklet are available on the district website.

**5. What do two attendance secretaries do at the high schools after they finish attendance for the day?**

The attendance secretaries are responsible for handling the student attendance function that includes collecting, recording and maintaining student attendance records, calling students' parents and guardians when their child is absent and has not been reported to the attendance office and sending notification letters when a student exceeds attendance regulations, signing students in and out of school throughout the school day, verifying the period by period attendance taken by teachers during the day, serving as initial level security in terms of signing visitors in and out of the building, following up on students returning to school after absence, and coordinating the generation of the absence letters from Cross Pointe and sending them out. Additionally, the attendance secretaries provide services to the Child Study Teams at the high schools. In light of a new technology initiative to record period by period attendance and generate notification letters, we are reassessing our secretarial needs throughout the district.

**6. Why do we have one principal and one assistant principal for our middle schools and one principal, two assistant principals and one assistant principal/AD for 25% more children at the high schools?**

First, we should, based on administrator to student ratios, add one additional assistant principal at each of our two middle schools, but due to budget restrictions we have not created those new positions. Instead, we have relied on our current building administrators, supervisors, and elementary principals to assist in supporting our teachers to deliver a high quality instructional program and complete the State required observations and evaluations. Secondly, the high schools offer a comprehensive interscholastic sports program and one of the assistant principals at each high school is responsible for supervising the program, evaluating the quality of the programs, selecting and evaluating the coaching staff, and providing supervision for all games, as well as supervising the instructional program. Third, the nature of high school students versus middle school students tends to present the need for greater supervision of students.

7. **Why do elementary students have a media specialist (librarian) class once a week with a full-time media specialist while elementary students have PE twice a week with 4/5th of a PE teacher?**

The media specialist's responsibilities include more than teaching a library/research class once a week. Each media specialist has a key role in the entire school's instructional program. He or she helps classroom teachers design library and research projects, serves as literary coaches to students, helps students learn research and technology skills and provides all students and teachers with access to on-line subscription services and data bases. Our media specialists maintain our libraries that include maintaining the school's book collection and resources and assisting students in book selection. Research supports that students in elementary schools with full-time media specialists, perform at a higher level of literacy (reading and writing) on tests such as NJASK. PE teacher's schedules are based on the State requirement for PE and the number of students in each school. In the situation cited the PE teacher's remaining work day (1/5th of his or her workday) is used to provide PE instruction at another elementary school. Additionally, as our elementary schools do not have computer teachers, our media specialists are entrusted to teach and directed to perform primary instruction for the NJ Core Curriculum Content Standards for "Technological Literacy" such as 8.1 - Grade 2: Model legal and ethical behaviors when using both print and non-print information by citing resources; or 8.1 - Grade 4: Explain the need for each individual, as a member of the global community, to practice cyber-safety, cyber-security, and cyber-ethics when using existing and emerging technologies. These crucial content standards are met through the expertise of the Media Specialists. A more appropriate title in our district might be "Technology and Media Literacy Specialist."

8. **What is the timeline for adoption of the 2010-2011 school district budget?**

Due to the State's financial crisis and the election of a new governor, the timeline has been compressed dramatically from previous years. As a result there is less time for review of the budget before our community members are asked to vote on the budget.

The timeline is:

**Tuesday, March 16, 2010** – Governor Christie's Budget Address.

**Thursday, March 18, 2010** – District to receive State Aid figures.

**Saturday, March 20, 2010** – A Board meeting (10:00 AM Board of Education Building) that is open to the public is scheduled for this day for the purpose of approving the preliminary 2010-2011 budget. This is the meeting where the Board will make a decision on what programs and/or positions will be reduced or eliminated for 2010-2011. Once the preliminary budget is approved, the community and the Board will have until March 31, 2010 to consider changes to the preliminary budget. It is important to note that once the preliminary budget is adopted on March 20<sup>th</sup>, the budget cannot be increased; it can either remain the same, or be reduced by the Board at the Board of Education Meeting scheduled for March 31, 2010.

**Thursday, March 25, 2010 – PTA Candidates Night – Board of Education Building – 7:00 PM** - Meet and question the Board of Education Candidates regarding their views on the budget and our school district.

**Tuesday, March 30, 2010** – Last day to register for school election. The law provides that persons may register to vote up to the 21<sup>st</sup> day preceding the annual school election.  
<http://www.morriselections.org/form-register.asp>

**Wednesday, March 31, 2010** – A Board meeting that is open to the public is scheduled for this day for the Public Hearing of the Budget and for the Board to adopt the 2010-2011 final budget. This is the budget that goes to the community for a vote on **April 20, 2010**.

**Tuesday, April 13, 2010** – Last day to receive mail applications for mail-in ballots.  
[http://www.morriscountyclerk.org/html/Elections/pre\\_ballot.asp](http://www.morriscountyclerk.org/html/Elections/pre_ballot.asp)

**Monday, April 19, 2010** – Mail-in Ballot Applications in person – Any registered voter who failed to apply by mail for a mail-in ballot seven days prior to the school election, may apply in person, or by messenger if the voter is sick or confined, to the county clerk (1 Court Street, Morristown, NJ) on any day up to 3:00PM of the day before the election.

**Tuesday, April 20, 2010** – This is Election Day where the community has the opportunity to vote on the 2010-2011 budget and the candidates running for our school Board. Polls are open 7:00 AM – 9:00 PM.

**9. Where can I find more information about the candidates running for the Board of Ed so I can make an informed vote on 4/20?**

The Par-Troy Council is holding a Candidate's Night on March 25, 2010 beginning at 7:00 PM at the Board of Education Building located at 292 Parsippany Road, which will be televised on VOTG at various times prior to the election. I am certain local newspapers will run articles on the candidates and local organizations may have meetings to meet the candidates. Some candidates distribute literature that provides information on their candidacy as well.

**10. What is a fund balance?**

Fund balance is another word for surplus, money contained in the annual district operating budget that is not spent. The State permits the district to maintain a fund balance (surplus) of 2% of our budget. Any money above the 2% must be added to next year's budget as revenue to reduce local property taxes. For 2009-2010, the district added \$3,745,593 to the budget to reduce property taxes.

**11. Once the Board of Education adopts a budget to be voted on, what if I am in agreement with certain budget cuts, but not with others? Can I vote yes or no on individual items? Or, do I vote on the budget as a whole?**

You can only vote on the total budget, not individual items.

**12. Why is the Governor not allowing a carryover of a surplus?**

The State has a \$2,000,000,000 shortfall in their current budget. The Governor, in an attempt to cover the shortfall directed that the State stop paying Parsippany-Troy Hills School District, as well as other school districts with surplus above 2%, any more State aid for this year effective March 1, 2010. To make up for the loss of State aid, the Governor has directed that we spend our current surplus or fund balance in place of the state money. For Parsippany-Troy Hills School District, this means that we will spend \$2,400,000 from our fund balance this year to cover the loss of State aid and this money will then not be available to offset your property taxes for 2010-2011.

**13. Please explain the following:**

- a) **Ratables** - this is the value of all taxable property, land and buildings, in Parsippany-Troy Hills.
- b) **Unhoused students** – This is a term to identify the number of students that exceed our school’s capacity. Prior to the referendum expansion and renovation project, the number of students in the district exceeded the capacity of our schools, therefore we had unhoused students. Since the referendum was completed, we do not have any unhoused students.
- c) **S1701** – This is the current New Jersey Law that dictates how our public schools are funded and limits the amount a district can increase property taxes each year.

**14. You are working with the Custodian’s Union to work out budget cuts in that area. What do those proposed reductions entail (lowered salaries, less cleaning supplies, shorter workday, layoffs, etc.)?**

The reductions may include one or more of the following: layoffs, fewer paid days off, lower salaries, less health benefits and/or contributions to offset the cost of health insurance.

**15. If the budget is defeated on April 20<sup>th</sup>, please explain the process with the Town Council. Specifically:**

- a) **Does the Town Council enforce the Board of Education’s budget, plus additional cuts?**  
Historically, yes.
- b) **Does the Town Council start from scratch and create their own budget?**  
No
- c) **How does the Town Council decide on which budget cuts they will make?**  
They meet with the Board of Education, school district administrators, and, last year they hired an auditor to help them review the district’s budget and identify where they could make additional cuts.
- d) **Do they take into consideration input from the public, the parents or recommendations by the BOE?**  
Yes.
- d) **Is their word final, or would voters have the right to vote again?**  
The Board may appeal the Town Council’s decision to the Commissioner. The voters do not have the opportunity to vote again.

- 16. I am already a registered voter and up to this point, have only voted in Presidential elections. Having kids now, my concerns have shifted to local matters. Since I now have a child in school and have never voted in elections or matters like this before, do I need to do anything additional to vote on 4/20? (fill out another form or something)?**

No, if you are a registered voter, you simply go to your assigned School Budget voting poll location and vote. If you will not be able to get to the polls on April 20<sup>th</sup>, you may vote by absentee ballot (mail). Please see Question 8 above for details on absentee voting procedures.

[http://www.pthsd.k12.nj.us/pdf/School\\_Election\\_Polling\\_Places\\_2010.pdf](http://www.pthsd.k12.nj.us/pdf/School_Election_Polling_Places_2010.pdf)

- 17. I understand that, should I decide to send my child to a private school, I would be entitled to a transportation credit. Would there be any other credits I might be entitled to?**

No.

- 18. If not, perhaps that is a suggestion to cut costs. Allow families who send their children to private schools take a tax break. Not sure what that formula would be - maybe a certain % of the cost per pupil. Food for thought...**

Under current State law, we are not permitted to provide a tax break if a parent/guardian sends his or her child to a private school.

- 19. I will be out of town on March 20<sup>th</sup>, so I cannot make that meeting. Is there anything I need to be aware of, or anything you would need from me ahead of time so that the Board of Education can consider my input? Or, are my comments at these last few meetings sufficient?**

Your comments are appreciated and sufficient. However, please feel free to email the Board and the administration with your thoughts and suggestions on any topic at anytime. They are important to us.

- 20. Let's say the Board of Education puts the budget and a 4% tax increase out to the voters. And the budget is defeated. Could our taxes still increase?**

Yes, generally when budgets are defeated, property taxes do increase.

- 21. Can the Town Council impose a tax increase anyway?**

Yes

- 22. If so, can they impose higher than 4%?**

No, they cannot increase taxes above the amount requested by the Board.

23. **I'm afraid some people may think "I don't want a 4% increase in taxes, so I'll vote no on the school budget." Isn't that misguided? The Town Council may increase taxes anyway. How will they decide how much to increase taxes?**

The Town Council has shown and I would expect them to continue to use common sense and sound judgment in their approach to reviewing a defeated budget. Last year they hired an independent auditor to help them identify areas for reduction. In my discussions with Town Council members, they have expressed an interest in not reducing programs that affect students. Since a cut of approximately \$1,000,000 in the budget reduces the average homeowner's taxes by \$21.00 per year, a defeated budget that results in major cuts by the Town Council does not provide the level of tax relief that residents expect and deserve. Rather than defeating local budgets in the hope that this will result in a significant reduction in property taxes, the only way to significantly reduce property taxes and properly fund the Parsippany-Troy Hills Schools is to have meaningful tax reform in Trenton by our elected State officials.

24. **I find the Kindergarten registration process strange, mysterious and confusing. Although my daughter is now at Mt. Tabor, will my son be assured a spot when he is in Kindergarten in 2 years? I had to wait in line 3 hours early to register her last year because I kept hearing rumors she might not get in and would be bussed across town to some other school, then transferred back to Mt. Tabor in 1st grade. Then I heard the reason is because there are numerous undocumented residents in apartments who don't pay taxes, so it's impossible to know how many students there will be in any given year. There is no information available explaining the process, nor the reasons behind the process. Please explain and I would like to request that this info be made readily available to parents, perhaps posted on the district's website.**

First, I like your idea of posting the Kindergarten registration process on the website and we will do that for next year along with the Kindergarten Registration forms. It is true that we do not know the number of students that will be enrolling in our schools each year whether it is kindergarten or any other grade. The reason is that we do not have the ability to conduct an annual survey of all the homes and apartments in the township. We do have demographic studies done every five years to project future enrollment and to determine if we need to increase or decrease the size of our district.

Second, to my knowledge only children that are legal residents of our community attend our schools. However, it has been my experience that many people are not aware that there are very specific regulations that allow the children of people who are living with residents of our town, grandchildren that live with their grandparents, children that are living with a close relative, foster children, court placed children, and children living in a variety of other special circumstances to legally attend our schools. These regulations are very specific and require a variety of legal documents such as affidavits, court orders, divorce settlements, court ordered custody documents and, of course, proof of residency and age. Children and families that fall into these other, little used categories must register in the Office of the Superintendent and we critically verify their documents. Far too often people believe we have "undocumented residents" or people living in violation of local housing ordinances when the reality is that the State laws requires that all children living in our town must register for our schools, present a variety of documentation to verify their age and residency, and attend our schools.

Third, while there is occasional comment and discussion about residents living in Township apartments and housing that are in violation of township ordinances, this does not disqualify the child from attending school. The school district is not permitted by law to determine if a child and his or her family/guardians are living within the legal requirements of our local ordinances. Rather, we must enroll the child if he or she meets the State's residency requirements and the responsibility for determining if someone or family is violating local housing ordinances belongs to the township for monitoring and enforcement.

## **25. What is "breakage?"**

Breakage is a term we use in the public school sector to identify the difference in salary from a person who is retiring and the person who will replace that person. For example, if a teacher retires with an annual salary of \$80,000 and we replace that teacher with a less experienced teacher at an annual salary of \$45,000, the breakage is \$35,000. Many years ago, many districts would leave breakage in the budget, i.e., budget the position at \$80,000 even though the teacher replacing the retiree would receive \$45,000 so they would have a cushion, or buffer, to deal with unanticipated expenses. However, as the budget process over the last ten years has become more regulated and monitored more closely by the State, districts, including Parsippany-Troy Hills, do not include any breakage for all known retirees when calculating salary costs in next year's budget.

## **26. What is "zero based budgeting?"**

Zero based budgeting is a process where each budget begins with a clean slate. Every account is reduced to zero and throughout the development of the budget everyone who is responsible for their building, content area, or department's budget development must justify to the Business Administrator and the Superintendent every dollar that he or she wants to add to the budget. This is unlike some budget processes where the new budget is based on the existing budget and a specified increase, either percent or dollars, are simply added to the previous year's budget.

## **27. What is our elementary class size?**

The district has established a maximum class size of 25 general education students for grades K – 5. However there is a great deal of confusion regarding students, including special education and general education students, that enter and leave the classroom at various times throughout the school day, and the impact on class size. It is accurate that at various times throughout the school day one or more special education students participate in the general education classroom for a specified period of time. This practice is called mainstreaming and has proven to be very successful in providing our special education students with a meaningful, fulfilling education while meeting state and federal mandates. However, we have general education students that leave the classroom (are pulled out) for special programs like Gifted and Talented, Basic Skills Math, Remedial Reading, ESL instruction, Resource Center Program in math, reading and language arts, and 4<sup>th</sup> and 5<sup>th</sup> grade instrumental music lessons. Additionally, in 1<sup>st</sup> and 2<sup>nd</sup> grade we provide a Primary Literacy Support teacher for classes that exceed 21 students to provide literacy instruction in addition to the classroom teacher. As a result, while a class may begin the day with 25 general education students, the actual number of students in a given class will vary throughout the day and could range from a high of 27 to a low of 22 and, again, for specific periods of time.

In regard to class size for this year, based on October 2009 actual enrollment, we have 153 elementary classes. If we apply the new maximum of 26 that we are proposing for 2010-2011 due to the budget restrictions, we would have 146 elementary classes. While the average class size is somewhat misleading and for someone with a child in a class of 26 rather meaningless: the average class size would increase from 20.57 to 21.55. While we would like to reduce class size, our recommendation to increase class size by one student is based on the community's expectation for a full day kindergarten program, our recognition of the critical importance of a full day kindergarten, and our objective to impact the fewest number of students with these cuts.

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**Added April 12, 2010**

I found this article very interesting...

<http://www.politickernj.com/arep/38222/webber-evesham-sets-example-local-officials-can-manage-fiscal-challenge-without-raising-p>

Jay Webber congratulates Evesham Township for setting an example of how a municipality can manage New Jersey's financial challenge without raising property taxes.

**28. Is there anything that you might do to follow this example?**

Thanks for the article. We have been working with our local Associations in an attempt to reopen contracts for the purpose of discussing the possibility of our employees taking a wage freeze and/or contributing to the cost of their health benefits. It must be noted that the Board does not have the legal authority to reopen contracts. The associations involved must, under State law, agree to reopen their contracts. We have not made any significant progress and we continue to talk.

Additionally, during the last round of negotiations, our teachers, secretaries, and administrators agreed to the largest health insurance concession in the County when they agreed to eliminate Traditional Health Insurance. While many people would have liked to have seen a contribution from these members to offset health care costs, the concessions that the Board was able to achieve resulted in significantly more savings than a minimal contribution. These concessions have resulted in significant savings to the district and these concessions and other adjustments to our health insurance programs such as changing providers and hiring a new broker have provided us with the lowest health cost increases in the county for the past five years. We have averaged a little over 3% for each of the last five years. Compare this performance with our Township that is expecting a 27% increase in health care costs and you can see how effective these actions have been.

For 2010-2011 all senior administrators and non-affiliated employees salaries are frozen. These people will also contribute 1.5% of their salary to the district to offset their health care costs (this is a new regulation recently enacted in Trenton).

Our Board members do not receive any salary, compensation or health benefits; therefore, unlike the Council Members in Evesham Township, our Board of Education members do not have any salary or benefits to give up.

In regard to other opportunities for contract concessions, we continue to negotiate with the union representing our paraprofessionals and the major impediment to a settlement is their demand for health benefits (which they currently do not have) and salary increases. We have been negotiating with this union for over three years and are currently in mediation. Negotiations with Local 1, the union that represents our custodians, bus drivers, and maintenance employees, are ongoing and positive.

We, as a district, have and will continue to pursue every opportunity to reduce our operating expenses while at the same time maintaining our high quality educational programs. The Governor's decision to reduce our meager state aid from around 6% of our budget to less than one percent is the reason local property taxes are increasing this year. The 2010-2011 budget is over \$4,000,000 less than the current year's budget and, if we were receiving the same state aid as in previous years, local property taxes would have actually declined next year.

I realize that these are hard times in New Jersey due to the recession, burdensome property taxes, and the financial crisis in Trenton. We will continue to work within the district, with our Township, and with our representatives in Trenton to insure that Parsippany-Troy Hills receives an equitable share of state aid. I believe that true funding reform is the only way that property taxes will be reduced, the cost of public education will be controlled and the responsibility for funding public education more equitably shared.

**29. We have too many administrators in the district. Why can't we reduce the number of administrators in the district?**

First, we have reduced the number of administrators in the district from 30 to 28 in the 2010-2011 budget. Secondly, the following chart from the New Jersey School Report Card shows how our administrator staffing levels compare with other school districts in the state. Please note that our administrator to student ratio and administrator to faculty ratios which already far exceed the state average will increase now that we have cut two out of 30 administrative positions from the 2010-2011 district budget.

<u>Administrative and Faculty Personnel</u>								
In FTE (Full-time Equivalents)								
	# of Administrators		# of Schools		# of Students per Administrator		# of Faculty per Administrator	
	District	State Average	District	State Average	District	State Average	District	State Average
2008-09	32	28	14	7.6	224.0	159.2	23.5	15.2
2007-08	33	29	14	7.6	218.5	155.3	21.8	14.7
2006-07	34	28		2.0	0.0	0.1	20.6	15.1

Please note that while we have more administrators than the state average, we also have almost twice the number of schools.

**30. Why are salaries for all district employees only increasing 1.9% when you settled contracts last year that contained salary increases of over 4%?**

There are two primary reasons. First, it is necessary to understand how contracts are negotiated in order to understand why we can only have a 1.9% increase when the newspapers advertised a 4% increase. When negotiating, both parties agree to the district's specific staffing level at a given point in time. We call this a scatter gram and all salary proposals and eventual settlements are based on the scatter gram. The scatter gram may become inaccurate if negotiations continue over a long period of time like our last negotiations with the teacher's Association that lasted over two years. As a result, while the salary increases based on the scatter gram showed a 4% increase, due to the prolonged negotiations and a scatter gram that did not reflect our actual staffing levels two and three years later, the actual increases changed dramatically.

Secondly, we are experiencing a staffing trend where we are replacing retiring teachers with lower paid new teachers and, since our enrollment is not increasing, we do not have to add new teaching positions. This trend of replacing retiring teachers with lower paid new teachers and the absence of new, additional teaching positions is reflected in the following chart from the New Jersey School Report Card.

<b>Faculty</b>	<b>2008-09</b>	<b>2007-08</b>	<b>2006-07</b>
Salary - District	\$58,850	\$63,210	\$61,445
Salary - State	\$59,545	\$57,242	\$55,550
Years of Experience - District	9	9	9
Years of Experience - State	9	9	9