

1.2.18				
<b>TOTAL Additional Cost of the FactFinder's Recommendations</b>				<b>\$1,685,912</b>
			<b>Additional cost 2018-19</b>	
<b>Issue #3 Family/Military Leave</b>				
extra Undisclosed day			<b>\$1,350</b>	
			<b>Additional cost 2018-19</b>	
<b>Issue #5 Bereavement</b>				
additional 2 days for Para	12		\$1,685	
additional 2 days for Teachers/SSP	36		\$9,936	
			<b>\$11,621</b>	
<b>Issue #14 Co-Curricular</b>		<b>2017-18</b>	<b>3%</b>	<b>2018-19</b>
2017-18 Athletic		\$271,000	\$8,130	\$279,130
2017-18 Non-Athletic		\$117,810	\$3,534	\$121,344
		<b>\$388,810</b>	<b>\$11,664</b>	<b>\$400,474</b>
			<b>Additional cost 2018-19</b>	<b>2018-19</b>
<b>Issue #15 Teacher wage</b>		<b>2017-18</b>		
2017-18 Teacher annual wage		\$11,618,448		
Adjust to Hiring Matrix			<b>\$805,494</b>	
Performance increase (SSP's included)			<b>\$372,406</b>	
OPA			<b>\$180,000</b>	
Total			<b>\$1,357,900</b>	\$12,976,348
			<b>Additional cost 2018-19</b>	<b>2018-19</b>
<b>Issue #16 Para wage</b>		<b>2017-18</b>		
2017-18 Para annual wage		\$2,326,970		
Adjust to Hiring Matrix			<b>\$120,244</b>	
3% wage increase			<b>\$36,462</b>	
OPA			<b>\$15,000</b>	
Total			<b>\$171,706</b>	\$2,498,676
			<b>Additional cost 2018-19</b>	<b>2018-19</b>
<b>Issue #17 SSP wage</b>		<b>2017-18</b>		
2017-18 SSP annual wage		\$1,692,084		
Adjust to Hiring Matrix			<b>\$86,900</b>	

Performance increase (see Teachers)				
OPA			<b>\$20,000</b>	
Total			<b>\$106,900</b>	\$1,798,984
Teachers, Paras & SSPs Total wages			<b>Additional cost 2018-19</b>	<b>2018-19</b>
		<b>2017-18</b>	<b>19</b>	<b>2018-19</b>
		\$15,637,502	<b>\$1,636,506</b>	\$17,274,008
			<b>Additional cost 2018-19</b>	
<b>Issue #19 Para work year</b>		<b>Ave/day</b>	<b>19</b>	
2 additional work days		\$140.42	<b>\$25,276</b>	
			<b>Additional cost 2018-19</b>	
<b>Issue #22 Early retirement-Para</b>			<b>19</b>	
1 Para per year eligible			<b>\$3,995</b>	
			<b>Additional cost 2018-19</b>	
<b>Issue #24 TIC &amp; Dept Head</b>			<b>19</b>	
TIC			\$1,000	
Department Head			(\$5,500)	
			<b>(\$4,500)</b>	