

VASBO Collection		Regular/predictable positions		Non-predictable positions					
									\$ 10,160.00
School Districts Participating in collection:	FY9 FINAL Equ. Pupils	Increase between \$10.50 - \$13.61	Increase \$13.61-\$14.61	Substitutes & other non-regular positions	Subtotal Wage Increase	Payroll Tax Increase	Total Projected Increase	Increase Per Equalized Pupils	FY18 Yield & Homestead Tax Affect
Addison Central SD	1824.28	\$ 88,817.00	\$ 111,354.00	\$ 65,241.00	\$ 265,412.00	\$ 26,541.20	\$ 291,953.20	\$ 160.04	\$ 0.0158
Addison Northwest SD	979.12	\$ 73,844.94	\$ 33,447.84	\$ 5,999.69	\$ 113,292.46	\$ 11,329.25	\$ 124,621.71	\$ 127.28	\$ 0.0125
Burlington School District	4099.67	\$ 2,548.00	\$ -	\$ 271,218.00	\$ 273,766.00	\$ 27,376.60	\$ 301,142.60	\$ 73.46	\$ 0.0072
Lamoille South SD	1653.18	\$ 4,206.00	\$ 16,876.00	\$ 30,000.00	\$ 51,082.00	\$ 5,108.20	\$ 56,190.20	\$ 33.99	\$ 0.0033
North Country SU	2707.58	\$ 474,700.00	\$ 287,000.00	\$ 90,000.00	\$ 851,700.00	\$ 85,170.00	\$ 936,870.00	\$ 346.02	\$ 0.0341
Rutland Northeast SU	1301.5	\$ 77,121.23	\$ 17,724.51	\$ 60,030.82	\$ 154,876.56	\$ 15,487.66	\$ 170,364.22	\$ 130.90	\$ 0.0129
Windham Northeast SU	1328.4	\$ -	\$ 33,888.00	\$ 80,364.00	\$ 114,252.00	\$ 11,425.20	\$ 125,677.20	\$ 94.61	\$ 0.0093
Windham Southeast SU	2592.34	\$ 3,877.78	\$ 177,739.40	\$ 118,002.58	\$ 299,619.76	\$ 29,961.98	\$ 329,581.74	\$ 127.14	\$ 0.0125
Sample Total	16486.07							Average	\$ 0.0135
StateWide Total	88358.77								
Sample Percent	18.66%								

The proposal is to increase min. wage to \$15 by 1/1/2022. The present value of \$15 in 2022 to 2017 is **\$13.61**

Methodology/Rationale: Increasing the minimum wage to \$15 by 2022 will affect positions paid under min. wage but will also affect positions paid close to min. wage. For this collection we are assuming any position paid \$1.00 above min. rate would be increases accordingly.

1. Identify all known employees **paid BETWEEN \$10.50, the current min. wage, and \$13.61**, the present value of \$15 min. wage. Then, step 1, calculate the annualized cost to raise those currently paid min. wage \$10.50 to the rate to \$13.61 AND step 2, calculate the annualized increase for the employees paid over min. wage, \$10.50 but under \$13.61 proportionate to the current percent paid over min. See Schedule Tab

2. Identify all known employees **paid BETWEEN \$13.61 and \$14.61 (\$1.00 above)** Then, calculate the annualized cost to raise those currently paid at the future min. wage rate of \$13.61 proportionate to the current percent paid over min. See Schedule Tab

3. Identify the actual costs paid for less predictable school positions typically paid at or near min. wage - ie. substitutes, after school programming, summer program, etc. Using the actual costs paid in FY2017, estimate the annual hours and average rate and adjust upwards, proportionate to the average hourly rate and min. wage. See Schedule Tab.

4. Subtotal above and add 10% for payroll taxes: FICA (7.65%) workers compensation, unemploymnet, retirement.