



BEAVERTON

SCHOOL DISTRICT

**Compensation
Proposal
February 2022**

BSD Guiding Principles

Being Financially Responsible

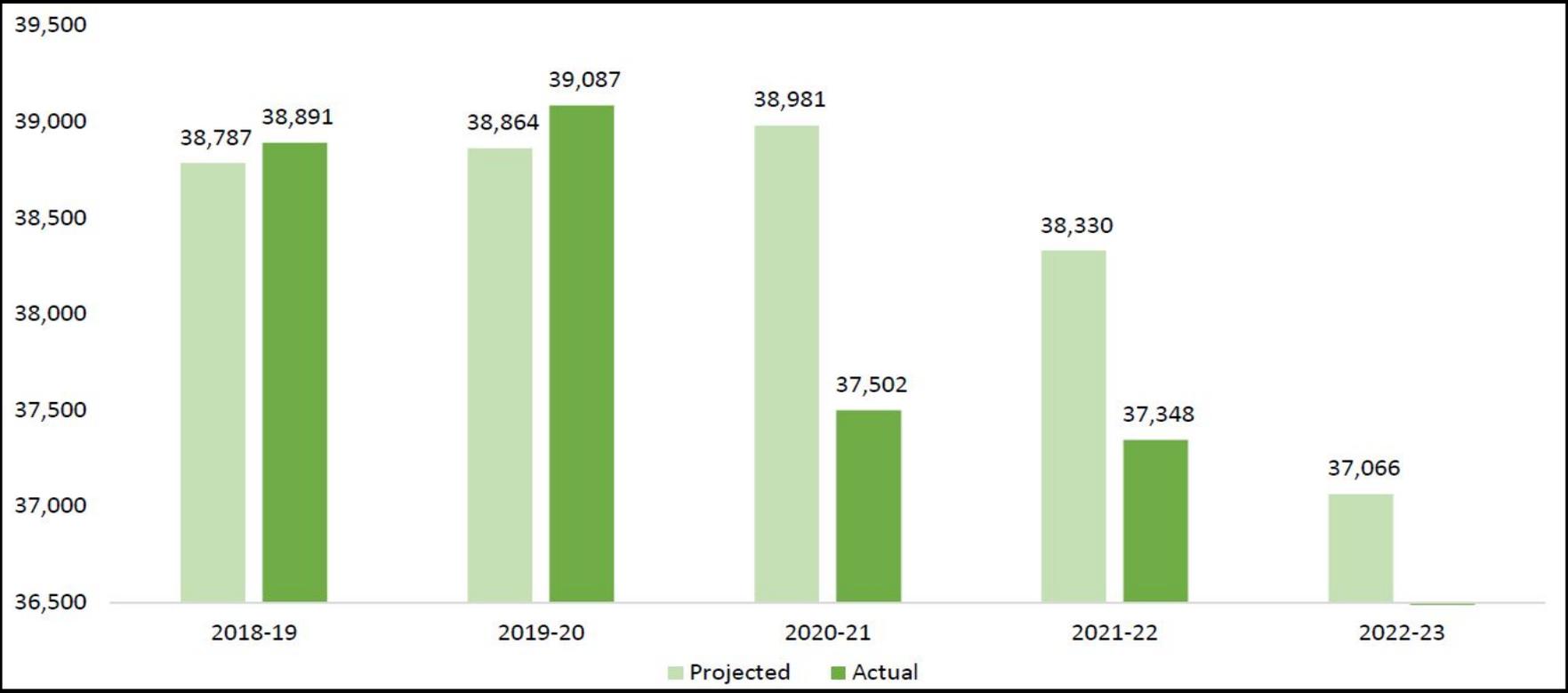
- To comply with state law and best practices, the district must maintain a balanced budget with adequate reserves for economic and operational uncertainties. Financial requirements must align with long-term revenue and expenditure forecasts for all funds.
- To ensure long-term service level stability, one-time funds should rarely be used to meet ongoing commitments like salaries and benefits. Short-term unsustainable solutions to budget shortfalls must be reduced and eventually eliminated.
- A competitive employee compensation package within the limits of available district resources should be maintained. Competitive employee compensation includes salaries, employer paid health and retirement benefits, and will be bargained based on District cost, not solely employee income.



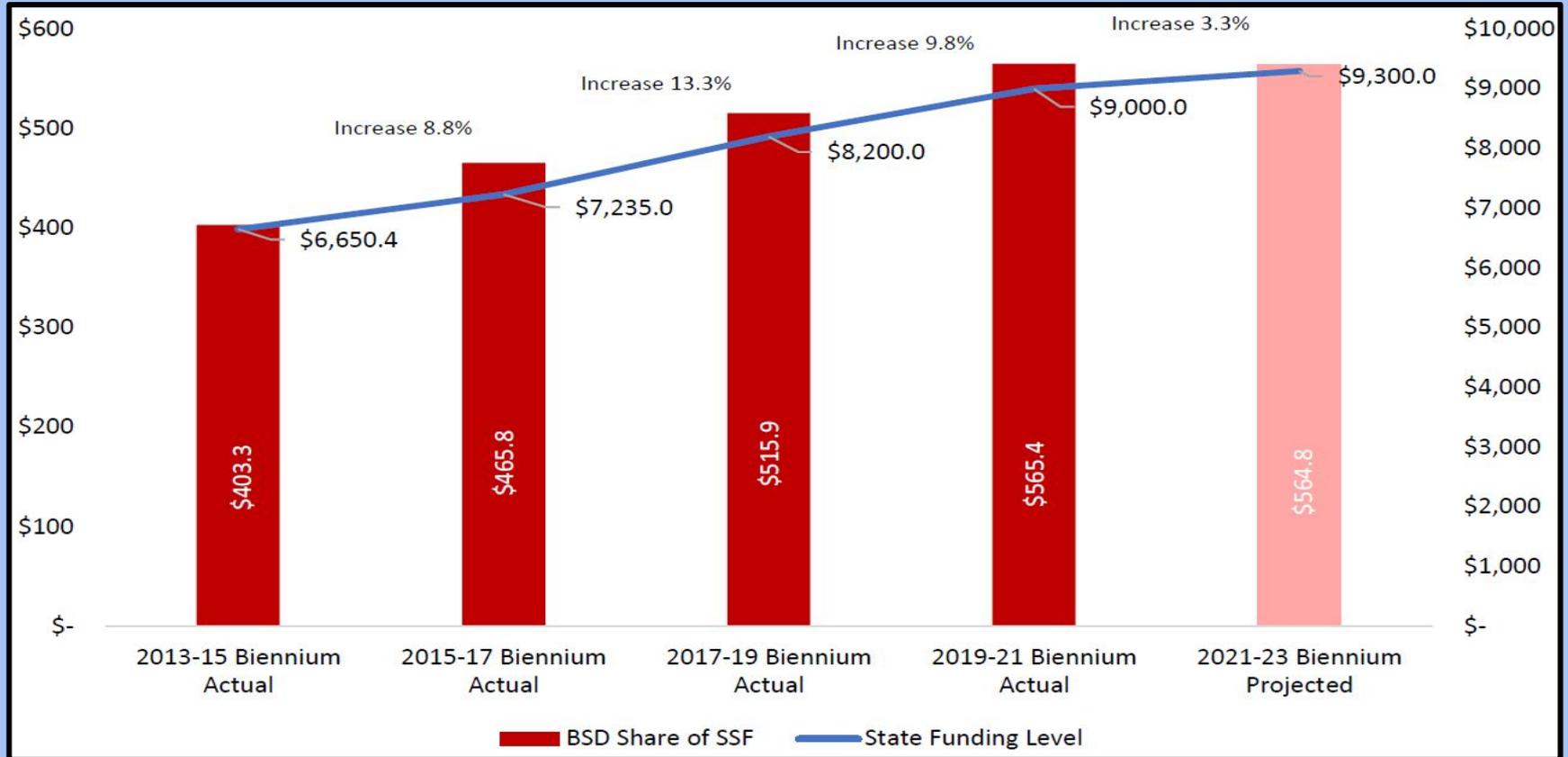
School District (^ = Districts are currently bargaining for 2021-22 so salary schedule is for 2020-21)	Implementation Date of COLA	COLA Percentage	Highest/Lowest 2021-2022 Salary Compared to BSD		PERS Paid by District *Districts that pay employee 6% PERS contribution have been increased by 6%.	Difference from BSD's highest salary (\$94,215)
			 Higher than BSD	 Lower than BSD		
^Beaverton School District	2020	–	\$45,911	\$94,215	NO	---
David Douglas	2021-2024	3.5%	\$44,975	\$89,278	NO	\$4,937
North Clackamas	2020-2021	3.0%	\$49,304	\$91,814	NO	\$2,401
^Hillsboro	2021-2022	3.0%	\$46,374	\$91,780	NO	\$2,435
Lake Oswego	2017-2021	2.5%	\$46,074	\$94,456	YES	-\$241
Salem Kaiser	2021-2022	3.0%	\$46,111	\$90,757	YES	\$3,458
^Eugene	2017-2021	1.75%	\$41,490	\$87,600	YES	\$6,615
Tigard	2020-2021	3.25%	\$47,010	\$94,687	YES	-\$472
Portland Public	2020- 2022	3.0%	\$48,096	\$93,589	NO	\$626
Sherwood	2021-2022	\$1300 to base	\$46,612	\$92,898	YES	\$1,317
Forest Grove	2018-2020	2.0%	\$46,715	\$91,841	NO	\$2,374

School District	Implementation Date of COLA	COLA Percentage	Highest/Lowest 2021-2022 Salary Compared to BSD		PERS Paid by District	Difference from BSD's highest salary (\$94,215)
			Higher than BSD	Lower than BSD		
Beaverton School District	2020	–	\$45,911	\$94,215	NO	---
West Linn Wilsonville	2019-2020	3.0%	\$47,468	\$94,356	YES	-\$141
Oregon City	2019-2022	3.0%	\$48,366	\$90,909	NO	\$3,306
Centennial	2019-2022	2.0%	\$45,873	\$91,746	NO	\$2,469
^Gresham Barlow	2020-2021	1.5%	\$43,439	\$86,723	YES	\$7,492
Parkrose	2021-2023	3.25%	\$45,755	\$90,557	YES	\$3,658
Reynolds	2020-2021	2.0%	\$44,355*	\$86,779*	NO *Reflects recent tentative agreement	\$7,436

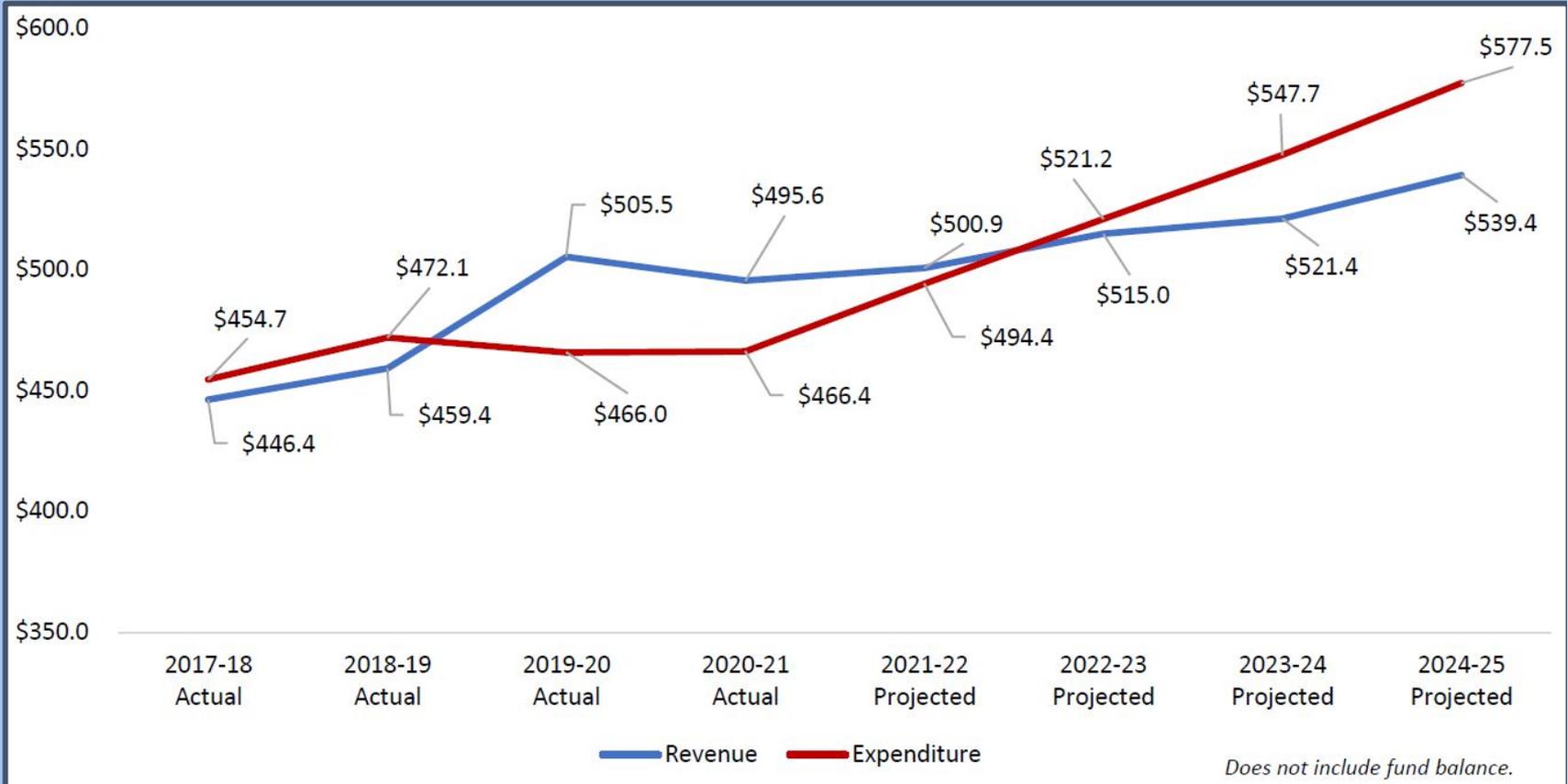
BSD Enrollment (Sept. 30)



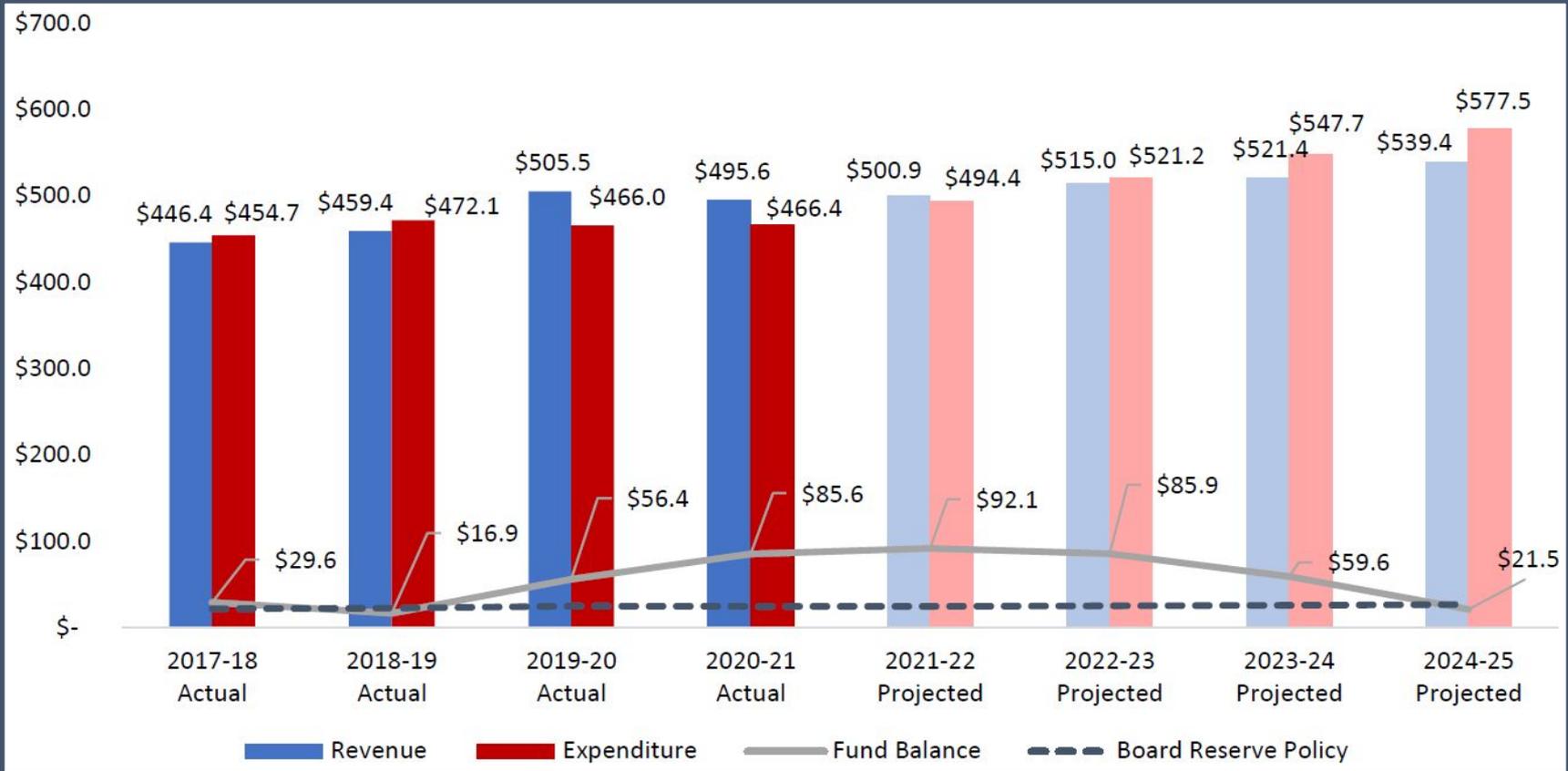
The State School Fund



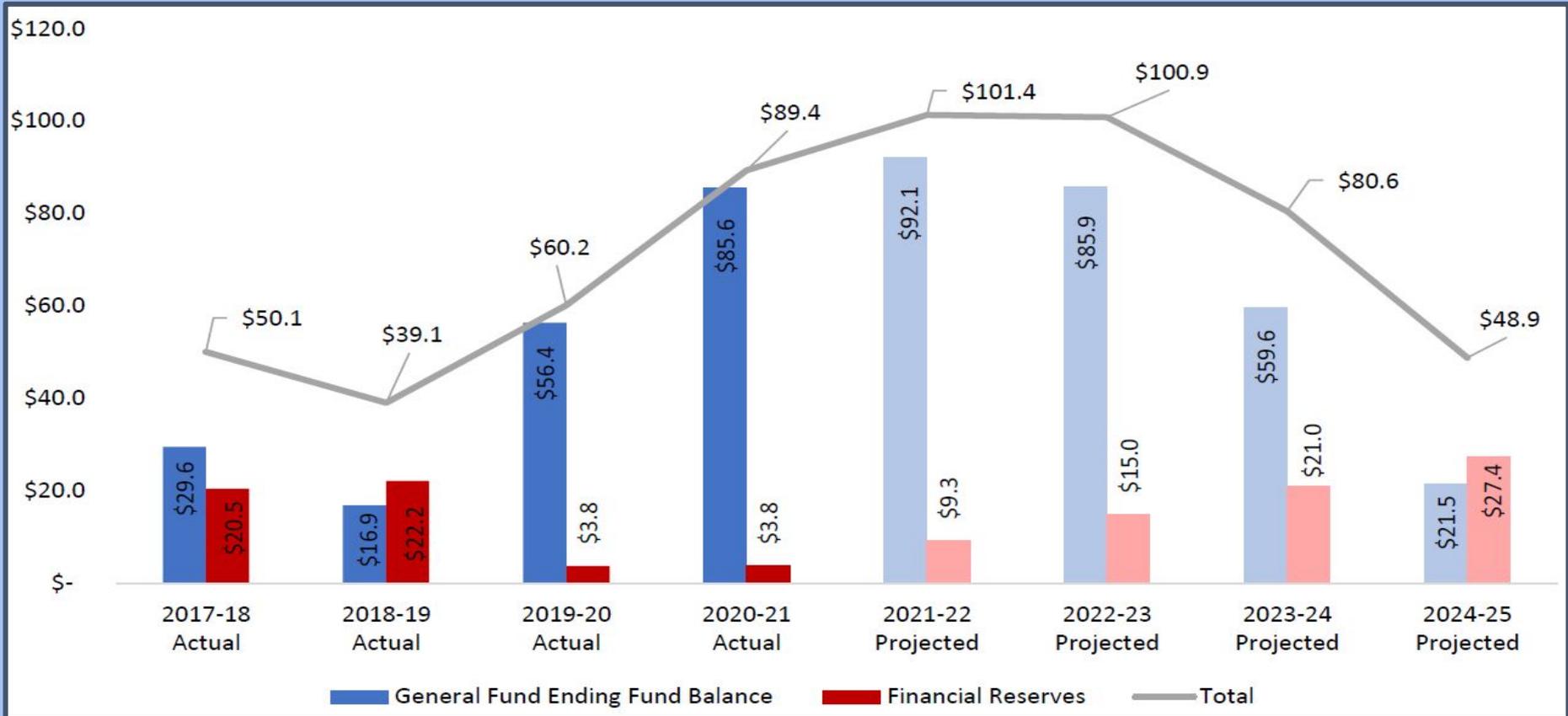
BSD General Fund Revenue and Spending



BSD General Fund Revenue, Spending, Reserves



Big Picture Reserves



Other Significant Budgets

- Student Investment Account
 - Estimated at \$32 million for 2022-2023
 - Spending restricted to approved plan
- Federal Funds (ESSER I, II, III)
 - One-time funds
 - Spending restricted based on Federal/State guidance
 - Estimated \$48 million remaining
 - Must be spent by September 30, 2024



Detailed Plans Here <https://www.beaverton.k12.or.us/departments/accountability/improvement-planning>

BSD's Intent

- Continue to provide competitive salaries to keep BSD educators at or near the top of the salary scale for comparative districts
- Maintain sufficient reserves to cushion against future enrollment declines and reduced investment in K-12.



BSD's Offer

2021-2022

2.5% Cost of Living Adjustment

2022-2023

3.0% Cost of Living Adjustment

Use Step 02 on Salary Schedule for
beginning educators

2023-2024

3.0% Cost of Living Adjustment



Y1
Proposed
Salary
Schedule

2021-2022 Salary Schedule + 2.5%

Step	BA Rate	Annual Salary	Pay Per Period	MA Rate	Annual Salary	Pay Per Period
01	30.479072	\$47,059.69	\$3,921.64	33.09035175	\$51,091.50	\$4,257.63
02	31.216785	\$48,198.72	\$4,016.56	33.882769	\$52,315.00	\$4,359.58
03	32.2222075	\$49,751.09	\$4,145.92	34.97311275	\$53,998.49	\$4,499.87
04	33.2664365	\$51,363.38	\$4,280.28	36.10713175	\$55,749.41	\$4,645.78
05	34.34300425	\$53,025.60	\$4,418.80	37.276708	\$57,555.24	\$4,796.27
06	35.71724225	\$55,147.42	\$4,595.62	38.76743725	\$59,856.92	\$4,988.08
07	37.14566175	\$57,352.90	\$4,779.41	40.3179855	\$62,250.97	\$5,187.58
08	38.63234225	\$59,648.34	\$4,970.69	41.93167375	\$64,742.50	\$5,395.21
09	40.1772325	\$62,033.65	\$5,169.47	43.60838925	\$67,331.35	\$5,610.95
10	41.78444275	\$64,515.18	\$5,376.26	45.352273	\$70,023.91	\$5,835.33
11	43.45632025	\$67,096.56	\$5,591.38	47.16653325	\$72,825.13	\$6,068.76
12	45.19373625	\$69,779.13	\$5,814.93	49.053589	\$75,738.74	\$6,311.56
13	47.00232825	\$72,571.59	\$6,047.63	51.0150495	\$78,767.24	\$6,563.94
14	48.88209625	\$75,473.96	\$6,289.50	53.0557835	\$81,918.13	\$6,826.51
15	50.8371095	\$78,492.50	\$6,541.04	55.17822025	\$85,195.17	\$7,099.60
16	52.87053525	\$81,632.11	\$6,802.68	57.385568	\$88,603.32	\$7,383.61
17	54.98488475	\$84,896.66	\$7,074.72	59.68106575	\$92,147.57	\$7,678.96
18	57.6249875	\$88,972.98	\$7,414.42	62.5460125	\$96,571.04	\$8,047.59

Y2
Proposed
Salary
Schedule

2022-2023 Salary Schedule
3.0% + Starting Salary at Step 02

Step	BA Rate	Annual Salary	Pay Per Period	MA Rate	Annual Salary	Pay Per Period
01	31.39344	\$48,471.48	\$4,039.29	34.08306	\$52,624.25	\$4,385.35
02	32.15329	\$49,644.68	\$4,137.06	34.89925	\$53,884.45	\$4,490.37
03	33.18887	\$51,243.62	\$4,270.30	36.02231	\$55,618.44	\$4,634.87
04	34.26443	\$52,904.28	\$4,408.69	37.19035	\$57,421.89	\$4,785.16
05	35.37329	\$54,616.37	\$4,551.36	38.39501	\$59,281.89	\$4,940.16
06	36.78876	\$56,801.84	\$4,733.49	39.93046	\$61,652.63	\$5,137.72
07	38.26003	\$59,073.49	\$4,922.79	41.52753	\$64,118.50	\$5,343.21
08	39.79131	\$61,437.79	\$5,119.82	43.18962	\$66,684.78	\$5,557.06
09	41.38255	\$63,894.66	\$5,324.55	44.91664	\$69,351.29	\$5,779.27
10	43.03798	\$66,450.63	\$5,537.55	46.71284	\$72,124.63	\$6,010.39
11	44.76001	\$69,109.46	\$5,759.12	48.58153	\$75,009.88	\$6,250.82
12	46.54954	\$71,872.50	\$5,989.37	50.52520	\$78,010.90	\$6,500.91
13	48.41240	\$74,748.74	\$6,229.06	52.54550	\$81,130.25	\$6,760.85
14	50.34856	\$77,738.18	\$6,478.18	54.64746	\$84,375.67	\$7,031.31
15	52.36222	\$80,847.27	\$6,737.27	56.83357	\$87,751.03	\$7,312.59
16	54.45665	\$84,081.07	\$7,006.76	59.10714	\$91,261.42	\$7,605.12
17	56.63443	\$87,443.56	\$7,286.96	61.47150	\$94,911.99	\$7,909.33
18	59.35374	\$91,642.17	\$7,636.85	64.42239	\$99,468.17	\$8,289.01

Y3
**Proposed
 Salary
 Schedule**

2023-2024 Salary Schedule
3.0% + Starting Salary at Step 02

Step	BA Rate	Annual Salary	Pay Per Period	MA Rate	Annual Salary	Pay Per Period
01	32.33525	\$49,925.63	\$4,160.47	35.10555	\$54,202.97	\$4,516.91
02	33.11789	\$51,134.02	\$4,261.17	35.94623	\$55,500.98	\$4,625.08
03	34.18454	\$52,780.93	\$4,398.41	37.10298	\$57,287.00	\$4,773.92
04	35.29236	\$54,491.40	\$4,540.95	38.30606	\$59,144.56	\$4,928.71
05	36.43449	\$56,254.85	\$4,687.90	39.54686	\$61,060.35	\$5,088.36
06	37.89242	\$58,505.90	\$4,875.49	41.12837	\$63,502.20	\$5,291.85
07	39.40783	\$60,845.69	\$5,070.47	42.77335	\$66,042.05	\$5,503.50
08	40.98505	\$63,280.92	\$5,273.41	44.48531	\$68,685.32	\$5,723.78
09	42.62403	\$65,811.50	\$5,484.29	46.26414	\$71,431.83	\$5,952.65
10	44.32912	\$68,444.16	\$5,703.68	48.11423	\$74,288.37	\$6,190.70
11	46.10281	\$71,182.74	\$5,931.89	50.03898	\$77,260.19	\$6,438.35
12	47.94603	\$74,028.67	\$6,169.06	52.04095	\$80,351.23	\$6,695.94
13	49.86477	\$76,991.20	\$6,415.93	54.12187	\$83,564.17	\$6,963.68
14	51.85902	\$80,070.33	\$6,672.53	56.28688	\$86,906.94	\$7,242.25
15	53.93309	\$83,272.69	\$6,939.39	58.53857	\$90,383.55	\$7,531.96
16	56.09035	\$86,603.50	\$7,216.96	60.88035	\$93,999.26	\$7,833.27
17	58.33346	\$90,066.86	\$7,505.57	63.31564	\$97,759.35	\$8,146.61
18	61.13435	\$94,391.44	\$7,865.95	66.35506	\$102,452.21	\$8,537.68

School District (^ = Districts are currently bargaining for 2021-22 so salary schedule is for 2020-21)	Implementation Date of COLA	COLA Percentage	Highest/Lowest 2021-2022 Salary Compared to BSD		PERS Paid by District *Districts that pay employee 6% PERS contribution have been increased by 6%.	Difference from BSD's highest salary (\$96,571)
			 Higher than BSD	 Lower than BSD		
^Beaverton School District	2020	—	$\$45,911 + 2.5\% = \$47,059$	$\$94,215 + 2.5\% = \$96,571$	NO	---
David Douglas	2021-2024	3.5%	\$44,975	\$89,278	NO	\$7,293
North Clackamas	2020-2021	3.0%	\$49,304	\$91,814	NO	\$4,757
^Hillsboro	2021-2022	3.0%	\$46,374	\$91,780	NO	\$4,791
Lake Oswego	2017-2021	2.5%	\$46,074	\$94,456	YES	\$2,115
Salem Kaiser	2021-2022	3.0%	\$46,111	\$90,757	YES	\$5,814
^Eugene	2017-2021	1.75%	\$41,490	\$87,600	YES	\$8,971
Tigard	2020-2021	3.25%	\$47,010	\$94,687	YES	\$1,884
Portland Public	2020- 2022	3.0%	\$48,096	\$93,589	NO	\$2,982
Sherwood	2021-2022	\$1300 to base	\$46,612	\$92,898	YES	\$3,673

School District (^ = Districts are currently bargaining for 2021-22 so salary schedule is for 2020-21)	Implementation Date of COLA	COLA Percentage	Highest/Lowest 2021-2022 Salary Compared to BSD		PERS Paid by District	Difference from BSD's highest salary (\$96,571)
			Higher than BSD	Lower than BSD		
^Beaverton School District	2020	—	\$45,911+2.5%= \$47,059	\$94,215+2.5% = \$96,571	NO	---
West Linn Wilsonville	2019-2020	3.0%	\$47,468	\$94,356	YES	\$2,2145
Oregon City	2019-2022	3.0%	\$48,366	\$90,909	NO	\$5,662
Centennial	2019-2022	2.0%	\$45,873	\$91,746	NO	\$4,825
^Gresham Barlow	2020-2021	1.5%	\$43,439	\$86,723	YES	\$9,848
Parkrose	2021-2023	3.25%	\$45,755	\$90,557	YES	\$6,014
Reynolds	2020-2021	2.0%	\$44,355*	\$86,779*	NO *Reflects recent tentative agreement	\$9,792

Questions

