

# FINANCIAL IMPACT

## FOR THE GREATER ALBANY PUBLIC SCHOOL DISTRICT (GAPS)

How Do GAPS and GAEA Compensation Proposals Compare?	GAPS vs GAEA COLA PROPOSAL				
	YEAR 1	YEAR 2	YEAR 3	3 YEAR	
	2024-2025	2025-2026	2026-2027	TOTAL	
Currently the District is proposing a cost of living salary increase (COLA) of between 14% 17% across three years. GAEA is proposing a COLA increase of between 22.5% and 26.35%. These salary increases are in addition to the raises for experience (called a step increase) that teachers already receive each year until they reach the top of the salary scale.	GAEA - MAIN SCHED.	12%	5.5%	5%	22.5%
	GAEA - LONGEVITY	12.35%	8%	6%	26.35%
	GAPS - MAIN SCHED.	6.5%	4.5%	3% - 5%*	14%
	GAPS - LONGEVITY	7.5%	5.5%	4% - 6%*	17%
	* Variable rate of increase based on the Consumer Price Index				

**What is the Cost of GAPS and GAEA Compensation Proposals?**  
 Below we have outlined the most significant financial components for the GAPS and GAEA proposals. These costs are aligned by each article, but the financial analysis does not include costs for all articles in the GAEA offer.

### Financial Breakdown

	2024-2025	YEAR 1		YEAR 2	
		GAEA	GAPS	GAEA	GAPS
Cost Before Settlement					
COLA Increase		12%	6.5%	5.5%	4.5%
Licensed Salaries - Main Salary Schedule \$	\$40,167,174	\$4,820,061	\$2,610,866	\$2,474,298	\$1,925,012
Licensed Salaries Longevity Step - Additional %'s		0.35%	1%	2.5%	1%
Licensed Salaries Longevity Step Additional \$		\$67,240	\$185,965	\$296,200	\$193,931
Licensed Payroll Taxes & PERS	\$14,861,854	\$1,808,301	\$1,034,827	\$1,135,904	\$868,767
<b>Salary and Payroll Costs Total Increase</b>		<b>\$6,695,601</b>	<b>\$3,831,659</b>	<b>\$3,906,402</b>	<b>\$2,987,710</b>

	2024-2025	YEAR 1		YEAR 2	
		GAEA	GAPS	GAEA	GAPS
Prior To CAP Increase		\$259.79/ Month	\$50/Month	\$55/Month	\$40/Month
Health Insurance Cap Increase	\$934,952	\$1,511,978	\$291,000	\$320,100	\$232,800
Insurance Opt Out Benefit Increase		Based on 100 Emp \$261,840	\$60,000	\$0	\$0
<b>Total Insurance Costs</b>		<b>\$1,773,818</b>	<b>\$351,000</b>	<b>\$320,100</b>	<b>\$232,800</b>

Article 18A - Elementary Preparation Time	\$849,815	0	\$883,807	0
Article 18C - Class Size	\$4,170,324	0	\$4,337,137	0
Cost of Remaining Proposals	\$7,540,466	\$221,173	\$11,676,791	\$681,338
<b>TOTAL ESTIMATED COST OF OFFER</b>	<b>\$21,030,024</b>	<b>\$4,403,832</b>	<b>\$15,903,293</b>	<b>\$3,901,848</b>

### DIFFERENCE BETWEEN GAPS AND THE GAEA PROPOSAL IS 27+ MILLION DOLLARS

The District's offer would increase costs by approximately \$8.3 million dollars over two years. The GAEA proposal would increase costs by approximately \$36 million dollars over two years. While the District has financial reserves and has planned to utilize \$5 million dollars to mitigate increasing costs, these reserves are limited. Bottom line, both proposals will create financial challenges.

The GAEA proposal would require the District to make additional cuts. As a district, there are only three ways to substantially lower costs:

1. Cut staff positions
2. Eliminate specific educational programming and related staff positions
3. Reduce the number of school days