

GAPS Staff,

We are committed to ensuring fair and competitive compensation for our dedicated educators. We would like to share a comparison of the proposed GAPS salary schedule with Lebanon SD's salary schedule for the 2024-2025 school year.

Below is a comparison of what we refer to as the "4 Corners" of the salary schedule: the first step of BA, the new longevity step of BA, the first step of MA + 60, and the new longevity step of MA + 60. We have also included the Insurance cap to show the total compensation for both districts.

We also included a comparison with the BA +60 column since that is where the majority of GAPS staff are placed on the salary schedule.

<b>BA Column 1st Step (Base)</b>					
	24-25 Salary	Insurance Cap	Pooled	Yrly Insurance	Total Compensation
<b>LSD</b>	\$44,285.00	\$1,515.00	\$1,515.00	\$18,180.00	\$62,465.00
<b>GAPS Offer</b>	\$48,582.00	\$1,598.00	\$1,887.20	\$22,646.40	\$71,228.40

<b>BA Column Longevity Step (New Step in GAPS Proposal)</b>					
	24-25 Salary	Insurance Cap	Pooled	Yrly Insurance	Total Compensation
<b>LSD (step 21)</b>	\$78,620.00	\$1,515.00	\$1,515.00	\$18,180.00	\$96,800.00
<b>GAPS Offer (Step 16)</b>	\$69,433.00	\$1,598.00	\$1,887.20	\$22,646.40	\$92,079.40

<b>BA + 60 Column Longevity Step</b>					
	24-25 Salary	Insurance Cap	Pooled	Yrly Insurance	Total Compensation
<b>LSD (BA+75)</b>	\$85,175.00	\$1,515.00	\$1,515.00	\$18,180.00	\$103,355.00
<b>GAPS</b>	\$87,044.00	\$1,598.00	\$1,887.20	\$22,646.40	\$109,690.40

<b>MA + 60 Column 1st Step</b>					
	24-25 Salary	Insurance Cap	Pooled	Yrly Insurance	Total Compensation
<b>LSD</b>	\$53,385.00	\$1,515.00	\$1,515.00	\$18,180.00	\$71,565.00
<b>GAPS</b>	\$56,951.00	\$1,598.00	\$1,887.20	\$22,646.40	\$79,597.40

<b>MA + 60 Column Longevity Step</b>					
	24-25 Salary	Insurance Cap	Pooled	Yrly Insurance	Total Compensation
<b>LSD</b>	\$88,815.00	\$1,515.00	\$1,515.00	\$18,180.00	\$106,995.00
<b>GAPS</b>	\$91,266.00	\$1,598.00	\$1,887.20	\$22,646.40	\$113,912.40

**References**

- GAPS Salary Schedule: [https://drive.google.com/file/d/1gloqNTE2c5CY2\\_qXaSwEffcd6JDVsCQ/\\_view](https://drive.google.com/file/d/1gloqNTE2c5CY2_qXaSwEffcd6JDVsCQ/_view)
- Lebanon Salary Schedule: <https://www.lebanon.k12.or.us/departments/human-resources>