



## Testimony to Senate Ways & Means Committee SB 173 – Including KPERS Payments in State Aid

February 27, 2013

Dave Trabert, President

Chairman Masterson and Members of the Committee:

We appreciate this opportunity to present testimony in support of SB 173 to require courts to include state contributions for school district retirement as part of state aid. It is indeed unfortunate that this legislation is necessary, but the method currently used by courts significantly understates the Legislature’s funding provision of public education.

Article 6, Section 6 of the Kansas Constitution says, “The legislature shall make suitable provision for finance of the educational interests of the state.” It does not say that all of the money shall be provided through the General Fund or any other state fund, nor does it reference BSAPP as the determinant of whether the Legislature has made suitable provision for school funding...yet BSAPP has become the litmus test.

The Legislature makes provision for financing public schools in several ways. A complicated formula, which includes BSAPP as one element, determines how funding is dispersed from the state budget. But the State also makes provision for districts to receive other funding.

### 2011-12 Taxpayer Support of K-12 Education in Kansas

Format	State Aid	Federal Aid	Local Revenue	Total Expenditures
Dollars (in millions)	\$3,184.2	\$447.4	\$2,139.4	\$5,771.0
Dollars Per-Pupil	\$6,983	\$981	\$4,692	\$12,656

Source: Kansas Department of Education

For the 2011-12 school year, \$3.2 billion dollars was sent to school districts out of the State budget. Another \$2.1 billion was considered Local Revenue from an accounting standpoint but \$1.546 billion of that total was property tax money provided through State authority.

	<u>2011-12 School Year</u>
Total State Aid per KSDE (1)	\$ 3,184,163,559
Total Local Aid per KSDE	\$ 2,139,429,840
Less Local Aid not from State Authority	
Voter-approved Bond and Interest payments	\$ (345,817,396)
Transportion fees	\$ (520,539)
User Charges	\$ (872,688)
Interest on Idle Funds	\$ (4,651,887)
Activity Fees	\$ (25,698,538)
Tuition	\$ (3,014,770)
Textbook Sale, Rental, Fees & Fines	\$ (5,687,105)
Gifts & Grants	\$ (19,329,836)
Food Sales	\$ (70,997,515)
Other	\$ (116,883,261)
Local Aid Raised on State Authority (2)	<u>\$ 1,545,956,305</u>
<b>Total Aid Provided Under State Authority (1) + (2)</b>	<b><u>\$ 4,730,119,864</u></b>
<b>Base State Aid Per Pupil (\$3,780 x FTE enrolled)</b>	<b>\$ 1,723,681,890</b>
<b>BSAPP as Percent of Total State Provision</b>	<b>36%</b>

*Source: Kansas Dept. of Education*

So while the Legislature made provision for \$4.7 billion, it is often only credited with the portion attributed to BSAPP. Last year, Base State Aid Per Pupil accounted for only 36% of aid provided under State authority.

School districts claim that KPERS contributions shouldn't count because the money "isn't available to educate students." We disagree with that characterization. Pension benefits are just as much a cost of education as are salaries, payroll taxes and health care benefits. It's all part of the cost of hiring staff. The KPERS portion happens to be a separate calculation, but that's simply a matter of convenience and has nothing to do with whether it's part of the cost of educating students.

It should also be noted that school districts have some direct impact on the amount of money required to be set aside for pension contributions. KPERS contributions 'come off the top' of total money allocated to public education; every dollar unnecessarily spent on pension payments is a dollar not available elsewhere in public education funding.

KPERS payments are calculated on a percentage of payroll. When school districts choose to increase employment at much faster rates than enrollment, they are choosing to increase pension costs at the expense of other education funding. As noted on the attached 2012

State Dashboard, district employment grew nearly twice as fast as enrollment between 2005 and 2012; enrollment increased 3.4% but employment grew by 6.0%.

School districts also choose to force taxpayers to spend more money on KPERS contributions when they choose to have district staff perform work that could be performed by the private sector.

For example, the attached report for the Shawnee Mission School District (SMSD) lists positions that could have been performed by private sector employees. In the 2012 school year, SMSD spent \$27.2 million on those positions. The KPERS cost for those positions is 10.17%, or \$2.8 million. Even if SMSD spent \$27.2 million having those services provided by the private sector, there would have been \$2.8 million more available for other public education spending.

It's unfortunate that legislation like SB 173 is necessary, but it clearly is needed. We encourage the Committee to pass it out favorably for the good of all citizens.



## Kansas - Statewide

Spending Per Pupil			
	2005	2012	% Chg.
Instruction	5,177	6,824	31.8%
Stud. Staff Supp.	795	988	24.3%
Administration	979	1,152	17.7%
Operations&Main	829	985	18.8%
Transportation	366	455	24.3%
Community Svcs	2	3	50.0%
Food Service	418	533	27.5%
Capital	453	666	47.0%
Debt	648	989	52.6%
<b>Total</b>	<b>9,667</b>	<b>12,595</b>	<b>30.3%</b>

Revenue Per Pupil			
	2005	2012	% Chg.
State	5,346	6,983	30.6%
Federal	902	981	8.8%
Local	3,454	4,692	35.8%
<b>Total</b>	<b>9,707</b>	<b>12,656</b>	<b>30.4%</b>

Carryover Cash (millions)			
	2005	2012	% Chg.
Capital Outlay	320.1	453.2	41.6%
Debt Service	284.7	377.7	32.7%
Federal	5.7	(1.8)	-131.4%
All Other	458.2	888.7	94.0%
<b>Total</b>	<b>1,068.6</b>	<b>1,719.5</b>	<b>60.9%</b>

% of Students Reading Grade-Appropriate Material with Full Comprehension (State Exam)			
Demographic Group	2006	2009	2012
4th Grade (all students)	51%	61%	62%
8th Grade (all students)	51%	61%	64%
11th Grade (all students)	52%	51%	56%
11th Grade - White	58%	57%	62%
11th Grade - Hispanic	26%	28%	38%
11th Grade - Black	28%	25%	32%
11th Grade - Low Income	33%	33%	39%

% of Students Proficient in Reading according to National Assessment of Educational Progress			
Demographic Group	2003	2007	2011
4th Grade (All Students)	32%	36%	36%
8th Grade (All Students)	35%	29%	32%

Employment and Enrollment			
	2005	2012	% Chg.
Students	441,868	456,684	3.4%
Teachers	32,825	34,075	3.8%
All other staff	31,182	33,785	8.3%
<b>total staff</b>	<b>64,007</b>	<b>67,860</b>	<b>6.0%</b>
Students / Teacher	13.5	13.4	0.4%
Students / Employee	6.9	6.7	2.6%

### Notes

- inflation increased 17.3% between 2005 and 2012 (Fiscal year average, Midwest Urban cities, seasonally unadjusted).
- all data provided by the Kansas Dept. of Education; years refer to school year.
  - students and staff are shown as full time equivalents; teachers as identified by KSDE, including pre-school teachers; enrollment includes pre-school students with IEPs.
- a decline in Students-per-Teacher or per-Employee is reflected as an improvement in the ratio, and vice-versa.
- carryover cash represents unencumbered balances as of July 1.
- reading achievement per Kansas state assessment; KSDE says a methodology change in 2006 invalidates comparisons to prior years.
- all per-pupil amounts based on full time equivalent (FTE) enrollment per KSDE protocol.

**Potential Private Sector Services Performed by  
Shawnee Mission School District Employees**

	<b>SY 2012</b>		<b>SY 2012</b>
<u>Area Supervisor/Catering</u>	<u>40,960.88</u>	<u>Area Supervisor/Catering</u>	<u>40,960.88</u>
Asst District Engineer	68,260.00	Head Custodian, MS, Broadmoor	42,708.39
AV Repair Technician	48,868.07	Help Desk Analyst	50,043.91
AV Repair Technician	48,076.90	Help Desk Analyst	49,578.09
Building Crafts Foreman	57,458.06	Help Desk Analyst	49,519.43
Building Service Technician	33,900.80	Help Desk Analyst	48,879.79
CAD Operator	48,600.14	Help Desk Analyst	46,474.69
Campus Police Officer	43,622.35	High School Bookkeeper	48,292.66
Campus Police Officer	42,427.82	High School Bookkeeper	46,717.70
Campus Police Officer	42,036.19	High School Bookkeeper	38,854.60
Campus Police Officer	40,935.52	High School Bookkeeper	38,838.15
Campus Police Officer	27,317.05	High School Bookkeeper	37,584.00
Campus Police Officer	24,199.02	HVAC Lead Technician	53,044.16
Campus Police Officer	21,318.47	HVAC Lead Technician	52,425.60
Campus Police Officer	13,152.18	HVAC Technician	49,497.35
Campus Police Officer	6,276.45	HVAC Technician	48,970.58
Campus Police Officer	6,156.80	HVAC Technician	47,737.78
Carpenter	46,943.19	HVAC Technician	45,982.25
Carpenter	45,403.20	HVAC Technician	45,819.20
Carpenter	44,163.16	HVAC Technician	36,230.40
Carpenter	43,088.12	Junior Web Developer	45,325.90
Carpenter	42,824.00	Kitchen Manager Elementary	24,957.70
Carpenter	40,411.20	Kitchen Manager Elementary	24,833.98
Carpenter	33,999.49	Kitchen Manager Elementary	23,880.36
Carpenter	5,763.60	Kitchen Manager Elementary	22,797.85
Carpenter Lead Person	50,729.11	Kitchen Manager Elementary	22,685.01
Carpet & Tile Lead	46,603.20	Kitchen Manager Elementary	22,581.45
Carpet and Tile Installer	42,857.60	Kitchen Manager Elementary	22,326.34
Custodian - 2B Shift	35,173.74	Kitchen Manager Elementary	22,127.72
Custodian - 2B Shift	34,649.40	Kitchen Manager Elementary	22,035.59
Custodian - 2B Shift	34,568.16	Kitchen Manager Elementary	21,035.69
Custodian - 2B Shift	34,519.53	Kitchen Manager Elementary	20,423.09
Custodian - 2B Shift	34,454.51	Kitchen Manager Elementary	20,280.42
Custodian - 2B Shift	34,368.16	Kitchen Manager Elementary	20,132.11
Custodian - 2B Shift	34,139.02	Kitchen Manager Elementary	19,035.29
Custodian - 2B Shift	34,102.68	Kitchen Manager Elementary	19,017.53
Custodian - 2B Shift	33,952.30	Kitchen Manager Elementary	18,769.89
Custodian - 2B Shift	33,330.61	Kitchen Manager Elementary	18,566.62
Custodian - 2B Shift	33,162.63	Kitchen Manager Elementary	18,478.58
Custodian - 2B Shift	32,043.62	Kitchen Manager Elementary	17,589.11
Custodian - 2B Shift	31,391.50	Kitchen Manager Elementary	17,351.34
Custodian - 2B Shift	29,865.98	Kitchen Manager Elementary	17,190.28
Custodian - 2B Shift	29,516.96	Kitchen Manager Elementary	16,410.70

*Source: KansasOpengov.org; data provided by Shawnee Mission School District*

Potential Private Sector Services Performed by  
Shawnee Mission School District Employees

Area Supervisor/Catering	SY 2012	Area Supervisor/Catering	SY 2012
Area Supervisor/Catering	40,960.88	Area Supervisor/Catering	40,960.88
Custodian - 2B Shift	28,067.45	Kitchen Manager Elementary	15,921.01
Custodian - 2B Shift	27,838.91	Kitchen Manager Elementary	15,824.87
Custodian - 2B Shift	27,660.54	Kitchen Manager Elementary	14,536.65
Custodian - 2B Shift	27,184.24	Kitchen Manager Elementary	12,097.55
Custodian - 2B Shift	27,176.73	Kitchen Manager Elementary	40.37
Custodian - 2B Shift	25,551.17	Kitchen Manager High School	29,050.66
Custodian - 2B Shift	12,513.83	Kitchen Manager High School	28,729.44
Custodian Floater	36,662.31	Kitchen Manager High School	26,962.08
Custodian Floater	33,332.79	Kitchen Manager High School	26,062.20
Custodian Floater	33,045.07	Kitchen Manager High School	24,765.19
Custodian Floater	32,680.49	Kitchen Manager High School	5,600.41
Custodian Floater	31,217.60	Kitchen Manager Middle School	24,979.03
Custodian Floater	30,960.00	Kitchen Manager Middle School	24,281.37
Custodian Floater	30,632.00	Kitchen Manager Middle School	22,169.15
Custodian Floater	29,470.40	Kitchen Manager Middle School	20,853.10
Custodian Floater	28,996.80	Kitchen Manager Middle School	20,205.03
Custodian Floater	28,877.25	Kitchen Manager Middle School	16,426.89
Custodian Floater	28,596.80	Large Press Operator	35,070.01
Custodian Floater	28,579.96	Large Press Operator	34,545.03
Custodian Floater	28,274.19	Lead AV Repair Technician	51,832.68
Custodian Floater	27,848.00	Lead Custodian Adm. P.M.	42,017.60
Custodian Floater	27,465.60	Lead Custodian High School	42,887.66
Custodian Floater	27,106.54	Lead Custodian High School	41,598.36
Custodian Floater	27,016.00	Lead Custodian High School	35,905.66
Custodian Floater	26,977.86	Lead Custodian High School	33,757.13
Custodian Floater	26,669.63	Lead Custodian High School	29,410.95
Custodian Floater	26,383.30	Lead Custodian Middle School	39,134.74
Custodian Floater	26,276.46	Lead Custodian Middle School	35,187.62
Custodian Floater	26,267.20	Lead Custodian Middle School	34,524.51
Custodian Floater	26,267.20	Lead Custodian Middle School	29,395.30
Custodian Floater	26,059.42	Lead Custodian Middle School	17,170.55
Custodian Floater	25,830.20	Lead Custodian Middle School	1,857.00
Custodian Floater	25,769.76	Lead Data Entry/MIS Paraprofes	28,320.00
Custodian Floater	25,620.24	Lead Help Desk Analyst	58,261.11
Custodian Floater	25,539.20	Lead Receiving/Laundry	43,071.89
Custodian Floater	25,539.20	Lead Telephone Technician	49,522.00
Custodian Floater	25,536.20	Lead Truck Driver	44,247.92
Custodian Floater	25,467.23	Locksmith	45,703.20
Custodian Floater	25,347.36	Locksmith	45,403.20
Custodian Floater	25,347.36	Maintenance Craftsman	47,399.24
Custodian Floater	24,934.67	Maintenance Craftsman	46,058.83
Custodian Floater	21,873.24	Maintenance Craftsman	45,610.70

Potential Private Sector Services Performed by  
Shawnee Mission School District Employees

	SY 2012		SY 2012
Area Supervisor/Catering	40,960.88	Area Supervisor/Catering	40,960.88
Custodian Floater	21,711.39	Maintenance Craftsman	45,465.24
Custodian Floater	18,231.28	Maintenance Craftsman	45,403.20
Custodian Floater	12,070.90	Maintenance Craftsman	40,623.75
Custodian Floater	11,699.24	Maintenance Floater/Grounds	47,248.87
Custodian Floater	5,794.62	Maintenance Floater/Grounds	46,463.42
Custodian Floater	2,753.62	Maintenance Floater/Grounds	43,564.41
Custodian Floater	2,598.25	Maintenance Floater/Grounds	43,135.60
Custodian Floater	1,767.70	Maintenance Floater/Grounds	35,126.40
Custodian Floater	898.72	Maintenance Floater/Grounds	26,915.05
Day Custodian High School	39,319.08	Maintenance Floater/Grounds	21,602.83
Day Custodian High School	38,992.77	Maintenance Floater/Grounds	8,490.06
Day Custodian High School	38,409.20	Maintenance Floater/Grounds	2,106.64
Day Custodian High School	29,635.54	Materials Supervisor	69,020.00
Day Custodian High School	29,324.80	Mgr Food Services	112,683.00
Day Custodian High School	29,324.80	Mgr Human Resource Services	122,384.00
Day Custodian High School	28,923.56	Mgr Information Services	109,952.00
Day Custodian High School	28,664.58	Mgr Operation & Maintenance	128,022.00
Day Custodian High School	17,178.62	Mgr Purchasing Svcs	128,447.00
Day Custodian High School	10,210.64	Migrant Community Ed Liaison	48,330.27
Day Custodian High School	4,530.83	Network Administrator, MVR Req	59,779.00
Electrician	48,753.60	Network Administrator, MVR Req	54,685.00
Electrician	48,750.13	Network Analyst I	45,553.20
Electrician	43,417.06	Network Analyst I	44,135.20
Electrician	42,744.27	Network Analyst I	42,844.45
Electrician Lead Person	52,209.53	Network Analyst I	40,411.20
Electronic & Video Repair Lead	50,014.67	Network Analyst I	40,406.42
Energy Analyst	69,773.00	Network Analyst I	37,785.87
Environmental Prog Coord	59,563.20	Network Analyst I	36,071.96
Fabricator/Welder	45,403.20	Network Analyst I	35,960.00
Facilities Coordinator	42,926.05	Network Analyst I	34,430.67
Finance Assistant	39,086.40	Network Analyst I	33,960.84
Finance Assistant	37,703.93	Network Analyst I	33,904.80
Financial Analyst	78,554.00	Network Analyst I	25,567.60
Food Service Assistant	16,749.30	Network Analyst I	24,286.80
Food Service Assistant	16,469.21	Network Analyst I	18,392.03
Food Service Assistant	16,239.60	Network Analyst I	13,940.11
Food Service Assistant	16,225.24	Network Analyst I	11,519.20
Food Service Assistant	16,113.94	Network Analyst I	7,565.84
Food Service Assistant	15,973.48	Network Analyst I	6,396.00
Food Service Assistant	15,663.24	Network Analyst I	4,359.61
Food Service Assistant	15,516.69	Network Analyst II - Field	48,597.13
Food Service Assistant	15,408.33	Network Analyst II - Field	42,844.78

Potential Private Sector Services Performed by  
Shawnee Mission School District Employees

	SY 2012		SY 2012
<u>Area Supervisor/Catering</u>	40,960.88	<u>Area Supervisor/Catering</u>	40,960.88
Food Service Assistant	15,244.84	Network Analyst II - NE	42,559.70
Food Service Assistant	15,165.38	Network Engineering Team Lead	78,454.00
Food Service Assistant	15,044.80	Nurse	81,535.20
Food Service Assistant	14,976.01	Nurse	75,365.88
Food Service Assistant	14,971.59	Nurse	74,150.30
Food Service Assistant	14,861.75	Nurse	74,062.45
Food Service Assistant	14,842.12	Nurse	73,416.00
Food Service Assistant	14,580.93	Nurse	73,416.00
Food Service Assistant	14,557.44	Nurse	73,416.00
Food Service Assistant	14,549.38	Nurse	71,718.90
Food Service Assistant	14,545.00	Nurse	71,614.00
Food Service Assistant	14,416.37	Nurse	71,111.78
Food Service Assistant	14,312.01	Nurse	69,644.98
Food Service Assistant	14,296.00	Nurse	67,025.00
Food Service Assistant	14,130.39	Nurse	63,788.00
Food Service Assistant	14,120.57	Nurse	62,242.00
Food Service Assistant	14,104.59	Nurse	61,721.00
Food Service Assistant	13,971.36	Nurse	60,366.88
Food Service Assistant	13,926.70	Nurse	60,073.25
Food Service Assistant	13,911.29	Nurse	59,708.00
Food Service Assistant	13,778.58	Nurse	59,484.43
Food Service Assistant	13,655.34	Nurse	59,424.11
Food Service Assistant	13,612.72	Nurse	59,413.34
Food Service Assistant	13,596.58	Nurse	59,411.00
Food Service Assistant	13,550.64	Nurse	59,411.00
Food Service Assistant	13,488.83	Nurse	58,786.28
Food Service Assistant	13,308.09	Nurse	58,158.35
Food Service Assistant	13,265.10	Nurse	55,514.00
Food Service Assistant	13,260.18	Nurse	52,651.98
Food Service Assistant	13,173.82	Nurse	51,881.78
Food Service Assistant	13,106.27	Nurse	51,651.00
Food Service Assistant	12,954.27	Nurse	49,607.70
Food Service Assistant	12,872.09	Nurse	49,273.00
Food Service Assistant	12,863.29	Nurse	49,273.00
Food Service Assistant	12,796.61	Nurse	47,718.00
Food Service Assistant	12,688.73	Nurse	47,066.00
Food Service Assistant	12,678.42	Nurse	45,651.94
Food Service Assistant	12,582.87	Nurse	45,609.98
Food Service Assistant	12,571.66	Nurse	45,589.00
Food Service Assistant	12,556.73	Nurse	45,078.92
Food Service Assistant	12,531.84	Nurse	45,015.98
Food Service Assistant	12,455.52	Nurse	44,995.00



Potential Private Sector Services Performed by  
Shawnee Mission School District Employees

	<b>SY 2012</b>		<b>SY 2012</b>
<u>Area Supervisor/Catering</u>	<u>40,960.88</u>	<u>Area Supervisor/Catering</u>	<u>40,960.88</u>
Food Service Assistant	12,450.74	Nurse	44,995.00
Food Service Assistant	12,398.90	Nurse	44,995.00
Food Service Assistant	12,393.47	Nurse	44,995.00
Food Service Assistant	12,127.03	Nurse	44,524.46
Food Service Assistant	12,034.54	Nurse	42,998.00
Food Service Assistant	12,026.56	Nurse	42,029.00
Food Service Assistant	11,941.97	Nurse	41,237.83
Food Service Assistant	11,888.14	Nurse	31,878.31
Food Service Assistant	11,815.80	Nurse	28,318.13
Food Service Assistant	11,687.78	Painter	43,143.08
Food Service Assistant	11,669.70	Painter	42,901.43
Food Service Assistant	11,666.88	Painter	42,657.60
Food Service Assistant	11,574.49	Painter	41,724.04
Food Service Assistant	11,562.83	Painter	36,852.93
Food Service Assistant	11,493.63	Painter	31,214.52
Food Service Assistant	11,393.06	Painter	23,987.87
Food Service Assistant	11,337.64	Painter	16,202.81
Food Service Assistant	11,300.77	Painter Foreman	57,417.60
Food Service Assistant	11,285.96	Painter Lead Person	46,853.51
Food Service Assistant	11,257.90	Painter Lead Person	41,612.67
Food Service Assistant	11,113.10	Parts Room Clerk	42,657.60
Food Service Assistant	10,837.76	Parts Room Foreman	48,924.06
Food Service Assistant	10,817.34	Parts Room Foreman	36,234.68
Food Service Assistant	10,764.66	Payroll Assistant	38,970.45
Food Service Assistant	10,550.30	Payroll Assistant	36,878.25
Food Service Assistant	10,537.52	Payroll Coordinator	53,736.40
Food Service Assistant	10,471.92	Payroll Supervisor	68,159.00
Food Service Assistant	10,258.27	Personnel Assistant	39,166.40
Food Service Assistant	10,216.31	Personnel Assistant	38,846.40
Food Service Assistant	10,128.20	Personnel Assistant	38,846.40
Food Service Assistant	10,113.11	Personnel Assistant	37,868.43
Food Service Assistant	10,010.59	Personnel Assistant	30,763.20
Food Service Assistant	9,994.62	Personnel Clerk Certified	7,795.32
Food Service Assistant	9,962.20	Personnel Clerk Classified	30,590.40
Food Service Assistant	9,944.96	Plumber	45,683.71
Food Service Assistant	9,908.90	Plumber	45,564.75
Food Service Assistant	9,879.51	Plumber	45,419.36
Food Service Assistant	9,876.25	Plumbing Lead Person	41,065.68
Food Service Assistant	9,833.83	<b>Position</b>	<b>Total Pay</b>
Food Service Assistant	9,649.66	Print Shop Foreman	54,470.76
Food Service Assistant	9,523.37	Project Manager	68,060.00
Food Service Assistant	9,519.29	Property Control Supervisor	57,022.60

## Potential Private Sector Services Performed by Shawnee Mission School District Employees

<b>SY 2012</b>		<b>SY 2012</b>	
Area Supervisor/Catering	40,960.88	Area Supervisor/Catering	40,960.88
Food Service Assistant	9,406.24	Psychologist	92,618.96
Food Service Assistant	9,347.63	Psychologist	92,535.37
Food Service Assistant	9,269.23	Psychologist	92,494.20
Food Service Assistant	9,248.53	Psychologist	87,791.50
Food Service Assistant	9,228.10	Psychologist	87,308.96
Food Service Assistant	9,168.71	Psychologist	87,267.00
Food Service Assistant	9,114.30	Psychologist	87,267.00
Food Service Assistant	9,008.95	Psychologist	87,267.00
Food Service Assistant	8,998.40	Psychologist	86,852.25
Food Service Assistant	8,961.54	Psychologist	85,375.69
Food Service Assistant	8,937.59	Psychologist	85,204.96
Food Service Assistant	8,779.10	Psychologist	85,163.00
Food Service Assistant	8,773.19	Psychologist	79,963.94
Food Service Assistant	8,743.56	Psychologist	79,901.00
Food Service Assistant	8,644.18	Psychologist	77,267.00
Food Service Assistant	8,627.27	Psychologist	75,220.44
Food Service Assistant	8,576.11	Psychologist	72,896.97
Food Service Assistant	8,551.31	Psychologist	63,566.00
Food Service Assistant	8,534.41	PTA Licensed	31,176.42
Food Service Assistant	8,476.91	Purchasing Agent	54,268.65
Food Service Assistant	8,476.54	Purchasing Agent	42,377.42
Food Service Assistant	8,362.07	Purchasing Agent	39,074.79
Food Service Assistant	8,343.43	Refrigeration/Kitchen Craftsma	49,022.11
Food Service Assistant	8,301.72	Refrigeration/Kitchen Craftsma	34,277.12
Food Service Assistant	8,282.56	Regular Custodian	37,943.32
Food Service Assistant	8,220.95	Regular Custodian	37,386.81
Food Service Assistant	8,212.97	Regular Custodian	37,073.13
Food Service Assistant	8,200.43	Regular Custodian	36,709.18
Food Service Assistant	8,188.99	Regular Custodian	35,451.63
Food Service Assistant	8,186.33	Regular Custodian	35,244.47
Food Service Assistant	8,183.67	Regular Custodian	35,089.99
Food Service Assistant	8,183.66	Regular Custodian	35,066.35
Food Service Assistant	8,108.12	Regular Custodian	34,893.10
Food Service Assistant	8,101.14	Regular Custodian	34,697.68
Food Service Assistant	8,095.65	Regular Custodian	34,623.67
Food Service Assistant	8,093.14	Regular Custodian	34,620.49
Food Service Assistant	8,087.82	Regular Custodian	34,446.40
Food Service Assistant	8,082.48	Regular Custodian	34,416.24
Food Service Assistant	8,053.22	Regular Custodian	34,372.02
Food Service Assistant	8,050.55	Regular Custodian	34,316.67
Food Service Assistant	8,047.87	Regular Custodian	34,238.36
Food Service Assistant	8,045.22	Regular Custodian	34,123.26

## Potential Private Sector Services Performed by Shawnee Mission School District Employees

Area Supervisor/Catering	SY 2012	Area Supervisor/Catering	SY 2012
Area Supervisor/Catering	40,960.88	Area Supervisor/Catering	40,960.88
Food Service Assistant	8,045.22	Regular Custodian	34,046.40
Food Service Assistant	8,039.91	Regular Custodian	33,944.13
Food Service Assistant	8,031.90	Regular Custodian	33,883.67
Food Service Assistant	7,983.98	Regular Custodian	33,407.29
Food Service Assistant	7,983.98	Regular Custodian	33,235.25
Food Service Assistant	7,936.05	Regular Custodian	33,086.73
Food Service Assistant	7,877.47	Regular Custodian	33,056.99
Food Service Assistant	7,848.20	Regular Custodian	33,053.00
Food Service Assistant	7,794.65	Regular Custodian	32,857.02
Food Service Assistant	7,760.33	Regular Custodian	32,393.60
Food Service Assistant	7,672.48	Regular Custodian	32,388.17
Food Service Assistant	7,518.06	Regular Custodian	32,015.97
Food Service Assistant	7,478.12	Regular Custodian	31,902.08
Food Service Assistant	7,343.96	Regular Custodian	31,670.88
Food Service Assistant	7,264.20	Regular Custodian	31,400.84
Food Service Assistant	7,049.44	Regular Custodian	31,265.03
Food Service Assistant	6,980.24	Regular Custodian	30,567.52
Food Service Assistant	6,914.54	Regular Custodian	29,928.44
Food Service Assistant	6,828.47	Regular Custodian	29,613.89
Food Service Assistant	6,820.46	Regular Custodian	29,564.39
Food Service Assistant	5,734.48	Regular Custodian	29,517.34
Food Service Assistant	5,708.97	Regular Custodian	29,450.40
Food Service Assistant	5,604.57	Regular Custodian	29,350.41
Food Service Assistant	5,457.03	Regular Custodian	28,983.81
Food Service Assistant	5,300.25	Regular Custodian	28,961.56
Food Service Assistant	5,214.98	Regular Custodian	28,596.80
Food Service Assistant	5,189.22	Regular Custodian	28,596.80
Food Service Assistant	4,904.61	Regular Custodian	28,537.58
Food Service Assistant	4,768.69	Regular Custodian	28,506.49
Food Service Assistant	4,739.26	Regular Custodian	28,497.60
Food Service Assistant	4,438.39	Regular Custodian	28,401.74
Food Service Assistant	4,057.66	Regular Custodian	28,228.32
Food Service Assistant	4,023.05	Regular Custodian	27,609.97
Food Service Assistant	4,014.19	Regular Custodian	27,301.75
Food Service Assistant	3,650.30	Regular Custodian	27,027.18
Food Service Assistant	3,630.06	Regular Custodian	26,835.20
Food Service Assistant	3,232.28	Regular Custodian	26,722.41
Food Service Assistant	2,880.84	Regular Custodian	26,666.31
Food Service Assistant	2,794.77	Regular Custodian	26,077.53
Food Service Assistant	2,406.04	Regular Custodian	26,057.76
Food Service Assistant	2,092.74	Regular Custodian	25,904.89
Food Service Assistant	2,023.50	Regular Custodian	25,539.20

Potential Private Sector Services Performed by  
Shawnee Mission School District Employees

	<b>SY 2012</b>		<b>SY 2012</b>
<u>Area Supervisor/Catering</u>	<u>40,960.88</u>	<u>Area Supervisor/Catering</u>	<u>40,960.88</u>
Food Service Assistant	2,004.86	Regular Custodian	24,584.46
Food Service Assistant	2,002.89	Regular Custodian	24,255.87
Food Service Assistant	1,123.58	Regular Custodian	23,839.39
Food Service Assistant	942.53	Regular Custodian	20,194.16
Food Service Assistant	840.72	Regular Custodian	19,700.08
Food Service Assistant	822.72	Regular Custodian	17,246.07
Food Service Assistant	780.11	Regular Custodian	16,759.02
Food Service Assistant	753.49	Regular Custodian	16,504.41
Food Service Assistant	725.39	Regular Custodian	13,500.93
Food Service Assistant	681.60	Regular Custodian	12,839.75
Food Service Assistant	607.06	Regular Custodian	12,622.80
Food Service Assistant	444.64	Regular Custodian	12,397.64
Food Service Assistant	427.71	Regular Custodian	8,147.09
Food Service Assistant	383.40	Regular Custodian	7,026.13
Food Service Assistant	167.74	Regular Custodian	5,515.40
Food Service Assistant	109.17	Regular Custodian	4,316.40
Food Service Assistant	45.27	Regular Custodian	3,296.67
Food Service Assistant	39.94	Regular Custodian	1,822.86
Food Service Department Head	19,679.06	Regular Custodian	824.32
Food Service Department Head	19,377.64	Regular Custodian, Broadmoor	27,334.30
Food Service Department Head	19,196.41	Satellite Kitchen Manager	18,573.12
Food Service Department Head	17,610.94	Satellite Kitchen Manager	18,469.59
Food Service Department Head	17,501.50	Satellite Kitchen Manager	18,329.83
Food Service Department Head	17,395.02	Satellite Kitchen Manager	17,564.94
Food Service Department Head	17,183.13	Satellite Kitchen Manager	15,983.47
Food Service Department Head	17,102.96	Satellite Kitchen Manager	15,839.81
Food Service Department Head	17,014.86	Satellite Kitchen Manager	14,484.60
Food Service Department Head	17,010.78	Satellite Kitchen Manager	14,286.62
Food Service Department Head	16,782.75	Satellite Kitchen Manager	12,696.52
Food Service Department Head	16,777.01	Security Administrator	62,344.00
Food Service Department Head	16,736.34	Security Part Time	3,750.37
Food Service Department Head	16,657.80	Security Part Time	3,620.99
Food Service Department Head	16,607.88	Security Part Time	2,906.82
Food Service Department Head	16,549.11	Security Part Time	2,410.71
Food Service Department Head	16,407.90	Security Part Time	1,987.67
Food Service Department Head	16,275.81	Security Part Time	1,655.27
Food Service Department Head	16,093.74	Security Part Time	1,447.69
Food Service Department Head	16,081.50	Security Part Time	580.85
Food Service Department Head	15,385.70	Security Part Time	272.16
Food Service Department Head	14,639.56	Security Part Time	218.24
Food Service Department Head	14,313.99	Security Part Time	195.77
Food Service Department Head	12,721.68	Security Part Time	117.51

## Potential Private Sector Services Performed by Shawnee Mission School District Employees

SY 2012		SY 2012	
Area Supervisor/Catering	40,960.88	Area Supervisor/Catering	40,960.88
Food Service Department Head	12,476.52	Security Part Time	107.44
Food Service Department Head	12,387.05	Security Part Time	20.15
Food Service Department Head	11,571.45	Service Desk Specialist	45,403.20
Food Service Department Head	7,986.65	Small Engine Mechanic	5,763.60
Food Service Department Head	5,213.25	Small Press Operator	43,459.15
Food Service Floater	15,018.44	Small Press Operator	43,446.99
Food Service Floater	14,989.06	Social Worker - Reg	80,723.60
Food Service Floater	14,929.28	Social Worker - Reg	78,490.26
Food Service Floater	13,791.07	Social Worker - Reg	77,288.53
Food Service Floater	11,765.67	Social Worker - Reg	69,600.82
Food Service Floater	10,950.96	Social Worker - Reg	67,786.00
Food Service Floater	10,762.38	Social Worker - Reg	61,386.77
Food Service Floater	10,562.16	Social Worker - Reg	60,102.26
Food Service Floater	77.22	Social Worker - Reg	59,317.76
Food Service Substitute	10,026.57	Social Worker - Reg	59,104.26
Food Service Substitute	8,788.92	Social Worker - Reg	58,706.98
Food Service Substitute	8,442.79	Social Worker - Reg	58,383.89
Food Service Substitute	7,975.99	Social Worker - Reg	58,184.58
Food Service Substitute	7,592.82	Social Worker - Reg	57,470.60
Food Service Substitute	6,951.79	Social Worker - Reg	57,179.70
Food Service Substitute	5,415.55	Social Worker - Reg	55,647.95
Food Service Substitute	5,193.70	Social Worker - Reg	55,223.21
Food Service Substitute	4,735.73	Social Worker - Reg	55,014.12
Food Service Substitute	4,076.32	Social Worker - Reg	50,494.85
Food Service Substitute	3,165.72	Social Worker - Reg	50,143.43
Food Service Substitute	2,968.70	Social Worker - Reg	47,943.54
Food Service Substitute	2,183.25	Social Worker - Reg	47,718.00
Food Service Substitute	2,175.27	Social Worker - Reg	46,647.47
Food Service Substitute	2,108.74	Social Worker - Reg	46,348.35
Food Service Substitute	1,946.30	Social Worker - Reg	45,490.51
Food Service Substitute	1,762.60	Social Worker - Reg	43,689.05
Food Service Substitute	1,611.46	Social Worker - Reg	200.00
Food Service Substitute	1,562.89	Social Worker - SPED	77,212.86
Food Service Substitute	721.54	Social Worker - SPED	73,933.84
Food Service Substitute	670.96	Social Worker - SPED	73,793.64
Food Service Substitute	583.09	Social Worker - SPED	73,691.42
Food Service Substitute	524.51	Social Worker - SPED	73,604.82
Food Service Substitute	239.62	Social Worker - SPED	71,760.86
Food Service Substitute	23.96	Social Worker - SPED	69,826.00
Food Service Substitute	18.64	Social Worker - SPED	63,204.00
Food Services Expediter	32,930.00	Social Worker - SPED	59,650.00
Four Hour Custodian	13,078.07	Social Worker - SPED	59,473.94

*Source: KansasOpengov.org; data provided by Shawnee Mission School District*

## Potential Private Sector Services Performed by Shawnee Mission School District Employees

<b>SY 2012</b>		<b>SY 2012</b>	
Area Supervisor/Catering	40,960.88	Area Supervisor/Catering	40,960.88
Four Hour Custodian	4,007.04	Social Worker - SPED	57,161.94
Four Hour Custodian	2,580.84	Social Worker - SPED	54,478.91
Four Hour Custodian	1,266.82	Social Worker - SPED	53,860.00
Four Hour Custodian	1,184.38	Social Worker - SPED	53,640.27
Four Hour Custodian	1,119.03	Social Worker - SPED	47,342.49
Front of House Wkr, Bistro	4,583.18	Spvr Capital Program	93,683.00
Gen. Main. & Grnds Foreman	57,417.60	Spvr Custodial	91,046.00
General Clerk Business Serv	26,638.86	Spvr Maintenance	100,877.00
General Maintenance Lead	49,437.20	Spvr Telecomm & AV Services	79,684.00
General Maintenance Lead	49,305.60	Sr Program/Analyst-PeopleSoft	78,454.00
Graphic Artist/Web Designer	35,749.92	Sr Program/Analyst-PeopleSoft	73,951.00
Graphic Artist/Web Designer	11,564.66	Sr Program/Analyst-Student Rec	78,454.00
Graphic Artist/Web Designer	4,060.19	Sr Programmer/Analyst-Web Deve	63,895.00
Graphic Design/Prepress Operat	52,985.19	Staffing Assistant	69,622.16
Head Custodian Administration	42,803.20	Supervisor Cust Service	78,454.00
Head Custodian Elementary	46,008.66	Swimming Pool Fac Tech	45,403.20
Head Custodian Elementary	44,595.64	System Analyst	78,694.00
Head Custodian Elementary	44,171.18	System Analyst	78,454.00
Head Custodian Elementary	42,569.88	System Analyst	73,991.00
Head Custodian Elementary	42,344.01	Tech Support Team Lead	68,220.00
Head Custodian Elementary	41,972.22	Tech Support Team Lead	62,344.00
Head Custodian Elementary	41,495.73	Tech Support Team Lead	57,092.00
Head Custodian Elementary	41,395.83	Television Production Tech	52,481.90
Head Custodian Elementary	40,817.39	Television Production Tech	47,642.05
Head Custodian Elementary	40,187.95	Television Production Tech	29,026.73
Head Custodian Elementary	40,095.24	Television Production Tech	4,904.83
Head Custodian Elementary	39,782.26	Therapist Occupational/Physic	80,407.65
Head Custodian Elementary	39,763.50	Therapist Occupational/Physic	78,550.18
Head Custodian Elementary	39,702.25	Therapist Occupational/Physic	77,536.29
Head Custodian Elementary	39,432.03	Therapist Occupational/Physic	73,699.23
Head Custodian Elementary	39,401.27	Therapist Occupational/Physic	73,102.18
Head Custodian Elementary	39,301.12	Therapist Occupational/Physic	59,484.43
Head Custodian Elementary	38,403.93	Therapist Occupational/Physic	59,484.43
Head Custodian Elementary	36,966.96	Therapist Occupational/Physic	59,411.00
Head Custodian Elementary	36,950.15	Therapist Occupational/Physic	57,282.43
Head Custodian Elementary	36,728.96	Therapist Occupational/Physic	55,840.20
Head Custodian Elementary	34,845.24	Therapist Occupational/Physic	55,039.19
Head Custodian Elementary	34,732.18	Therapist Occupational/Physic	54,231.94
Head Custodian Elementary	34,083.36	Therapist Occupational/Physic	53,823.02
Head Custodian Elementary	34,076.06	Therapist Occupational/Physic	51,887.37
Head Custodian Elementary	33,181.13	Therapist Occupational/Physic	51,651.00
Head Custodian Elementary	33,086.58	Therapist Occupational/Physic	48,409.46

**Potential Private Sector Services Performed by  
Shawnee Mission School District Employees**

<b>SY 2012</b>		<b>SY 2012</b>	
Area Supervisor/Catering	40,960.88	Area Supervisor/Catering	40,960.88
Head Custodian Elementary	31,032.96	Therapist Occupational/Physic	45,879.47
Head Custodian Elementary	30,963.22	Therapist Occupational/Physic	44,182.47
Head Custodian Elementary	30,770.25	Therapist Occupational/Physic	34,414.56
Head Custodian Elementary	30,437.94	Therapist Occupational/Physic	32,776.45
Head Custodian Elementary	30,273.92	Therapist Occupational/Physic	31,557.32
Head Custodian Elementary	30,240.00	Transportation Coordinator	42,724.80
Head Custodian Elementary	29,079.88	TV Production Coordinator	66,510.96
Head Custodian Elementary	28,956.03	Utility Foreman	58,985.93
Head Custodian Elementary	28,640.54	Vehicle & Equipment Mechanic	45,403.20
Head Custodian Elementary	27,611.48	Volunteer & Comm Part Coord	43,307.87
Head Custodian Elementary	22,277.79	WAN Analyst	66,310.66
Head Custodian Elementary	12,761.64	Warehouse Foreman	51,705.60
Head Custodian Elementary	8,564.40	Warehouse Foreman	45,272.22
Head Custodian Elementary	8,357.60	Warehouse Person	40,802.00
Head Custodian Elementary	5,246.82	Warehouse Person	40,547.20
Head Custodian Elementary	29.94	Warehouse Person	33,613.37
Head Custodian High School	51,425.70	Warehouse Person	28,426.20
Head Custodian High School	49,110.38	Warehouse Person	13,044.73
Head Custodian High School	45,764.87	WebSmartt Specialist	28,765.59
Head Custodian High School	44,304.15	Wide Area Network Administrato	73,875.69
Head Custodian High School	35,391.16	Wide Area Network Technician	44,475.46
Head Custodian High School	32,909.17		27,202,278.16
Head Custodian Horizons	43,502.28	KPERS @ 10.17%	2,766,471.69
Head Custodian Horizons	21,517.48		
Head Custodian Middle School	46,327.27		
Head Custodian Middle School	43,660.24		
Head Custodian Middle School	42,204.43		
Head Custodian Middle School	36,668.56		
Head Custodian Middle School	35,631.34		