

**EXCEL – BUILDING A SALARY SCHEDULE**  
 WEDNESDAY, 3/22/2017 3:15 PM

TRACY S. LEED  
 ACCOUNTS PAYABLE SUPERVISOR/SYSTEM ADMINISTRATOR  
 CHESTER CO INTERMEDIATE UNIT 24 DOWNINGTOWN, PA

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**EXCEL TOOLS BUILD ANY TYPE OF SALARY SCHEDULE**

- Salary Schedules come in many shapes and sizes
- Salary Schedules used to communicate wage agreements with employees usually by employee groups.
- Salary Schedules combined with fulltime equivalency listing can be used to budget and project total wages for given school year
- Typically a LEA has multiple Salary Schedules and various Schedule Types.
- Excel has powerful tools to build any style salary schedule quickly
- Excel tools for building a basic salary schedule provide quick results.

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**DIFFERENT TYPES OF SALARY SCHEDULES**

**Contracted Certified Staff Salary Schedule**

Traditional Step and Grade Salary Schedule used with Contracted Staff Structure:  
 Years of Service  
 Step  
 Grade

Highlighted rows are salary freeze years

Years of Service	Step	GS	GS+24	M	Min 18	Min 30	Min 40	Min 45
1	1	42,217	42,823	43,429	44,034	44,708	45,420	45,847
2	2	42,889	43,495	44,101	44,706	45,420	46,134	46,561
3	3	43,561	44,167	44,773	45,378	46,092	46,806	47,233
4	4	44,233	44,839	45,445	46,050	46,764	47,478	47,905
5	5	44,905	45,511	46,117	46,722	47,436	48,150	48,577
6	6	45,577	46,183	46,789	47,394	48,108	48,822	49,249
7	7	46,249	46,855	47,461	48,066	48,780	49,494	49,921
8	8	46,921	47,527	48,133	48,738	49,452	50,166	50,593
9	9	47,593	48,199	48,805	49,410	50,124	50,838	51,265
10	10	48,265	48,871	49,477	50,082	50,796	51,510	51,937
11	11	48,937	49,543	50,149	50,754	51,468	52,182	52,609
12	12	49,609	50,215	50,821	51,426	52,140	52,854	53,281
13	13	50,281	50,887	51,493	52,098	52,812	53,526	53,953
14	14	50,953	51,559	52,165	52,770	53,484	54,198	54,625
15	15	51,625	52,231	52,837	53,442	54,156	54,870	55,297
16	16	52,297	52,903	53,509	54,114	54,828	55,542	55,969
17	17	52,969	53,575	54,181	54,786	55,500	56,214	56,641
18	18	53,641	54,247	54,853	55,458	56,172	56,886	57,313
19	19	54,313	54,919	55,525	56,130	56,844	57,558	57,985
20 and higher	20	54,985	55,591	56,197	56,802	57,516	58,230	58,657

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### DIFFERENT TYPES OF SALARY SCHEDULES

Step	RS	RS	RS	RS	RS	RS	RS	RS	RS	RS
1	\$4,344	\$4,467	\$4,590	\$4,713	\$4,836	\$4,959	\$5,082	\$5,205	\$5,328	\$5,451
2	\$4,467	\$4,590	\$4,713	\$4,836	\$4,959	\$5,082	\$5,205	\$5,328	\$5,451	\$5,574
3	\$4,590	\$4,713	\$4,836	\$4,959	\$5,082	\$5,205	\$5,328	\$5,451	\$5,574	\$5,697
4	\$4,713	\$4,836	\$4,959	\$5,082	\$5,205	\$5,328	\$5,451	\$5,574	\$5,697	\$5,820
5	\$4,836	\$4,959	\$5,082	\$5,205	\$5,328	\$5,451	\$5,574	\$5,697	\$5,820	\$5,943
6	\$4,959	\$5,082	\$5,205	\$5,328	\$5,451	\$5,574	\$5,697	\$5,820	\$5,943	\$6,066
7	\$5,082	\$5,205	\$5,328	\$5,451	\$5,574	\$5,697	\$5,820	\$5,943	\$6,066	\$6,189
8	\$5,205	\$5,328	\$5,451	\$5,574	\$5,697	\$5,820	\$5,943	\$6,066	\$6,189	\$6,312
9	\$5,328	\$5,451	\$5,574	\$5,697	\$5,820	\$5,943	\$6,066	\$6,189	\$6,312	\$6,435
10	\$5,451	\$5,574	\$5,697	\$5,820	\$5,943	\$6,066	\$6,189	\$6,312	\$6,435	\$6,558
11	\$5,574	\$5,697	\$5,820	\$5,943	\$6,066	\$6,189	\$6,312	\$6,435	\$6,558	\$6,681
12	\$5,697	\$5,820	\$5,943	\$6,066	\$6,189	\$6,312	\$6,435	\$6,558	\$6,681	\$6,804
13	\$5,820	\$5,943	\$6,066	\$6,189	\$6,312	\$6,435	\$6,558	\$6,681	\$6,804	\$6,927
14	\$5,943	\$6,066	\$6,189	\$6,312	\$6,435	\$6,558	\$6,681	\$6,804	\$6,927	\$7,050
15	\$6,066	\$6,189	\$6,312	\$6,435	\$6,558	\$6,681	\$6,804	\$6,927	\$7,050	\$7,173
16	\$6,189	\$6,312	\$6,435	\$6,558	\$6,681	\$6,804	\$6,927	\$7,050	\$7,173	\$7,296

**Administrative Staff Salary Schedule**

Educational level ranking

Structure:  
Level and Grade (Rank)

Legend: Administrative Position

1: 1-14, 16-17      2: 15

RS: Range Step      1: Step

RS: Range Step      1: Step

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### Different types of salary schedules

Experience	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Accounting/Clerk	\$14,518	\$15,286	\$16,054	\$16,822	\$17,590	\$18,358	\$19,126	\$19,894	\$20,662	\$21,430	\$22,198	\$22,966	\$23,734	\$24,502
General Office Secretary/Typewriter Clerk	\$12,518	\$13,286	\$14,054	\$14,822	\$15,590	\$16,358	\$17,126	\$17,894	\$18,662	\$19,430	\$20,198	\$20,966	\$21,734	\$22,502
Receptionist/Desk/General Programs Clerk	\$8,518	\$9,286	\$10,054	\$10,822	\$11,590	\$12,358	\$13,126	\$13,894	\$14,662	\$15,430	\$16,198	\$16,966	\$17,734	\$18,502
Special Education Administrative Assistant	\$14,518	\$15,286	\$16,054	\$16,822	\$17,590	\$18,358	\$19,126	\$19,894	\$20,662	\$21,430	\$22,198	\$22,966	\$23,734	\$24,502
Accounting/Physical Therapist	\$14,518	\$15,286	\$16,054	\$16,822	\$17,590	\$18,358	\$19,126	\$19,894	\$20,662	\$21,430	\$22,198	\$22,966	\$23,734	\$24,502
Administrative Assistant to Superintendent	\$14,518	\$15,286	\$16,054	\$16,822	\$17,590	\$18,358	\$19,126	\$19,894	\$20,662	\$21,430	\$22,198	\$22,966	\$23,734	\$24,502

**Central Office Staff Salary Schedule**

Position level ranking

Structure:  
Position/Rank – salary schedule #  
Years of Experience

Legend: General Office

School System (200)

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### Different types of salary schedules

Step	3	4	5	6	7	8	9	10	11	12	13	14	15
32.5	\$28,344	\$30,096	\$31,848	\$33,600	\$35,352	\$37,104	\$38,856	\$40,608	\$42,360	\$44,112	\$45,864	\$47,616	\$49,368
33	\$29,184	\$30,936	\$32,688	\$34,440	\$36,192	\$37,944	\$39,696	\$41,448	\$43,200	\$44,952	\$46,704	\$48,456	\$50,208
33.5	\$29,632	\$31,384	\$33,136	\$34,888	\$36,640	\$38,392	\$40,144	\$41,896	\$43,648	\$45,400	\$47,152	\$48,904	\$50,656
34	\$30,080	\$31,832	\$33,584	\$35,336	\$37,088	\$38,840	\$40,592	\$42,344	\$44,096	\$45,848	\$47,600	\$49,352	\$51,104
34.5	\$30,528	\$32,280	\$34,032	\$35,784	\$37,536	\$39,288	\$41,040	\$42,792	\$44,544	\$46,296	\$48,048	\$49,800	\$51,552
35	\$31,368	\$33,120	\$34,872	\$36,624	\$38,376	\$40,128	\$41,880	\$43,632	\$45,384	\$47,136	\$48,888	\$50,640	\$52,392
35.5	\$31,816	\$33,568	\$35,320	\$37,072	\$38,824	\$40,576	\$42,328	\$44,080	\$45,832	\$47,584	\$49,336	\$51,088	\$52,840
36	\$32,656	\$34,408	\$36,160	\$37,912	\$39,664	\$41,416	\$43,168	\$44,920	\$46,672	\$48,424	\$50,176	\$51,928	\$53,680
36.5	\$33,104	\$34,856	\$36,608	\$38,360	\$40,112	\$41,864	\$43,616	\$45,368	\$47,120	\$48,872	\$50,624	\$52,376	\$54,128
37	\$33,944	\$35,696	\$37,448	\$39,200	\$40,952	\$42,704	\$44,456	\$46,208	\$47,960	\$49,712	\$51,464	\$53,216	\$54,968
37.5	\$34,392	\$36,144	\$37,896	\$39,648	\$41,400	\$43,152	\$44,904	\$46,656	\$48,408	\$50,160	\$51,912	\$53,664	\$55,416
38	\$35,232	\$36,984	\$38,736	\$40,488	\$42,240	\$43,992	\$45,744	\$47,496	\$49,248	\$51,000	\$52,752	\$54,504	\$56,256
38.5	\$35,680	\$37,432	\$39,184	\$40,936	\$42,688	\$44,440	\$46,192	\$47,944	\$49,696	\$51,448	\$53,200	\$54,952	\$56,704
39	\$36,520	\$38,272	\$40,024	\$41,776	\$43,528	\$45,280	\$47,032	\$48,784	\$50,536	\$52,288	\$54,040	\$55,792	\$57,544
39.5	\$36,968	\$38,720	\$40,472	\$42,224	\$43,976	\$45,728	\$47,480	\$49,232	\$50,984	\$52,736	\$54,488	\$56,240	\$57,992
40	\$37,808	\$39,560	\$41,312	\$43,064	\$44,816	\$46,568	\$48,320	\$50,072	\$51,824	\$53,576	\$55,328	\$57,080	\$58,832
40.5	\$38,256	\$39,992	\$41,720	\$43,456	\$45,208	\$46,960	\$48,712	\$50,464	\$52,216	\$53,968	\$55,720	\$57,472	\$59,224
41	\$39,096	\$40,848	\$42,600	\$44,352	\$46,104	\$47,856	\$49,608	\$51,360	\$53,112	\$54,864	\$56,616	\$58,368	\$60,120
41.5	\$39,544	\$41,296	\$43,048	\$44,792	\$46,544	\$48,296	\$50,048	\$51,800	\$53,552	\$55,304	\$57,056	\$58,808	\$60,560
42	\$40,384	\$42,136	\$43,888	\$45,632	\$47,384	\$49,136	\$50,888	\$52,640	\$54,392	\$56,144	\$57,896	\$59,648	\$61,400

**Health Contractual Staff Salary Schedule**

Position level ranking and number of days in contract

Structure:  
Position/Rank  
Schedule #  
Contract Days  
Daily rate and Annual salary calculations  
Years of Experience

Legend: General Office

School System (200)

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**BUILDING SALARY SCHEDULES WITH EXCEL**

**Factors to consider:**

- Contractual and Non contractual staff contracts or agreements (unions and not)
- Number of employees: FTE staffing list
- Salary Ranges and Performance
- Budgets decisions

**Schedule Formats and Structures**

- Multiple schedules relating to employee groups and positions
- Various types different formats and structures

**Excel tools can quickly transform information into any type of format or structured Salary Schedule**

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**Building a Business Salary Schedule with Excel**

**To Build a Salary Schedule with Excel:**

- Identify the type of schedule or schedules you are developing
- Is the schedule a new or a existing schedule
- Obtain copy of all current salary schedule
- Will the salary schedule include other benefits? If so get the benefit information
- For costing assumptions for budget or projections need Fulltime equivalency staffing schedule

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**EXCEL TOOLS FOR BUILDING SALARY SCHEDULES**

**Excel has many powerful tools to help build any style salary schedule**

We will review the following features in examples to build a basic salary schedule

- Formulas for quickly calculating salary, incrementing salary ranges, or calculating increases
- Copy and Paste Special quickly prepopulate cells with data using these options
- AutoFill Options quickly prepopulate cells with data or a formula
- Goal Seek to assist with projecting salary increases fixed amounts and percentages
- Linked worksheets – powerful salary schedule budget calculations
- Show Formulas Feature – handy tool to audit schedule formulas
- Transpose

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**Steps to Create a Basic Salary schedule in Excel**

1. Open a new Excel workbook and save it with a meaningful file name..
2. Enter the column headings labels "Rank," "Step" and "Wage" in the top row.  
Enter all possible Ranks and positions from lowest to highest rank. For example, use labels such as "Office Assistant," "Secretary" and "Administrative Assistant" for an office.

Use Excel powerful **Auto Fill Options** to quickly populate data

Click the icon in corner of cell, **hold and drag**

Auto Fill launches and auto fills data in cells

To Select specific **Auto Fill Options** click drop down arrow

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**Steps to Create a Basic Salary schedule in Excel**

Format Row and Column labels with the Format Cells options

To Format Select or highlight data to format  
Use Format options located on the Home Tab to format cells  
Click icon displayed in the corner of each Ribbon group to launch Format Cells dialog box

Or with cells selected right click and select Format Cells

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**Steps to Create a Basic Salary schedule in Excel**

3. Enter all possible Steps for each position.

Use Excel **Copy and Paste** Or **Auto Fill** features to quickly populate data series

Using the example, if an Office Assistant has three levels before becoming a Secretary, input "1," "2" and "3" to the right of the rank in the "Step" column.

Use **Auto Fill Options > Fill Series** to populate Step data cells

Enter 1 in first cell in Step column, than 2 in next cell, than click and drag icon in corner of cell. **Auto Fill** activates drag to last cell, Select **Fill Series**

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**Steps to Create a Basic Salary schedule in Excel**

4. Enter the salary for each step in the "Wage" column. In this example enter 25,000 in first cell in Wage column

In second row enter the formula such as  $=25,000 * 1.05$  to assign 5 percentage wage increase for each step.

Use Excel **AutoFill** to copy formula to all cells, click and drag cell corner icon, select **Copy Cells to copy Formula**

Format the data type in the "Wage" column as Currency, highlight data, right click and select **Format cells**, select options in dialog box

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**Steps to Create a Basic Salary schedule in Excel Complete!**

**Basic Salary Schedule Example, Structure: Rank - Step - Wage**

Rank	Step	Wage
Office Assistant	1	\$25,000.00
Office Assistant	2	\$26,250.00
Office Assistant	3	\$27,562.50
Secretary	4	\$28,940.63
Secretary	5	\$30,387.66
Secretary	6	\$31,907.04
Administrative Assistant	7	\$33,501.29
Administrative Assistant	8	\$35,177.35
Administrative Assistant	9	\$36,936.11

To review formulas used in Wages column Select **Formulas Tab > Show Formulas**

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**Create Basic Salary Schedule projection or budget**

Using existing Salary Schedule Add column for current staffing information also referred to as full time equivalent staff list.

Staff list is a point in time view of staff employed, select date that best represents staff employed by LEA

Enter the point in time staff employed data for each Rank/position

**Add Column for Budget**

Enter formula to calculate actual costs based on salary schedule and staff FTE

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**Create Basic Salary Schedule projection or budget**

Use Auto Fill to copy formula down in Budget Column

Rank	Step	Wage	Staff FTE as of 12/31/2016	2015-2016 Budget
Office Assist	1	\$25,000.00	1.25	\$31,250.00
Office Assist	2	\$26,250.00	1.50	\$39,375.00
Office Assist	3	\$27,500.00	2.00	\$55,000.00
Secretary	4	\$28,940.83	3.00	\$86,822.49
Secretary	5	\$30,387.66	0.50	\$15,193.83
Secretary	6	\$31,907.04	4.00	\$127,628.16
Administrat	7	\$33,502.39	2.00	\$67,004.78
Administrat	8	\$35,177.51	3.00	\$105,532.53
Administrat	9	\$36,936.39	5.00	\$184,681.95



**Create a Basic Salary Schedule budget**

Use AutoSum to add a total to the Budget column

- Click in bottom cell in Budget column
- Select **Formulas** Tab > **AutoSum**
- Click Enter

The Salary Schedule contains budgeted cost information based on a point in time staff list

Step	Wage	Staff FTE as of 12/31/2016	2015-2016 Budget
1	\$25,000.00	1.25	\$31,250.00
2	\$26,250.00	1.50	\$39,375.00
3	\$27,500.00	2.00	\$55,000.00
4	\$28,940.83	3.00	\$86,822.49
5	\$30,387.66	0.50	\$15,193.83
6	\$31,907.04	4.00	\$127,628.16
7	\$33,502.39	2.00	\$67,004.78
8	\$35,177.51	3.00	\$105,532.53
9	\$36,936.39	5.00	\$184,681.95
Total			\$966,333.80



**Create a Basic Salary Schedule budget estimate**

Use Excel **Goal Seek** to determine a % of salary increase for targeted amount of increase

Add Column for Budget estimate, and two fields for % of increase and amount of increase  
Enter % information into cell

Enter **Formula** in first cell in Budget estimate column multiplying prior year cost by fixed % of increase

Edit formula adding absolute cell reference to % of increase cell (\$- absolute reference of rows and columns in formula) (\$G\$2), hit enter when formula edit complete

Step	Wage	Staff FTE as of 12/31/2016	2015-2016 Budget	2016 Budget Estimate	% of increase
1	\$25,000.00	1.25	\$31,250.00	\$31,250.00	0.00%
2	\$26,250.00	1.50	\$39,375.00	\$39,375.00	0.00%



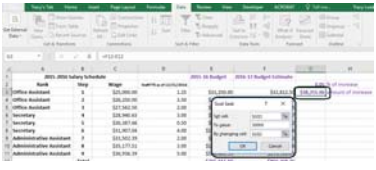






**Excel Goal Seek and Salary Schedule projections**

Click in cell amount of increase  
Select **Data Tab > What-If-Analysis > Goal Seek**  
**Set Cell:** is the cell with the flat amount of increase formula  
**To value:** enter the flat amount of increase desired  
**By changing cell:** is the cell with the % of increase  
Click **OK** to run



Rank	Step	Wage	Instr# of 10/1/2016	2015-16 Budget	2016-17 Budget Estimate	% of increase
1	Office Assistant	\$25,000.00	1.25	\$11,200.00	\$12,475.31	0.0912888 % of increase
2	Office Assistant	\$26,250.00	3.00	\$93,875.00	\$96,477.43	
3	Office Assistant	\$27,500.00	2.00	\$55,125.00	\$57,286.43	
4	Secretary	\$28,340.83	3.00	\$68,821.88	\$70,328.13	
5	Secretary	\$30,387.66	5.00	\$53,193.63	\$55,391.56	
6	Secretary	\$31,907.04	4.00	\$27,628.16	\$33,632.44	
7	Administrative Assistant	\$33,353.39	2.00	\$67,004.79	\$69,432.03	
8	Administrative Assistant	\$35,177.51	3.00	\$26,532.53	\$29,416.45	
9	Administrative Assistant	\$38,938.39	5.00	\$34,681.93	\$39,521.29	
	<b>Total</b>			<b>\$763,313.39</b>	<b>\$795,313.39</b>	

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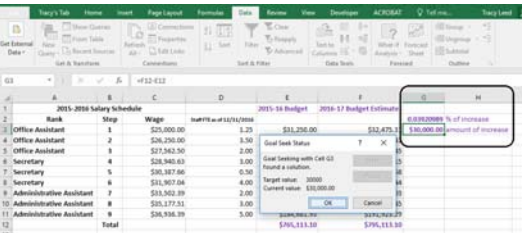
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**Excel Goal Seek and Salary Schedule projections**

Excel **Goal Seek** returns the value for % of increase needed to hold increase cost to 30,000 and updates all the Wages in the Estimate column



Rank	Step	Wage	Instr# of 10/1/2016	2015-16 Budget	2016-17 Budget Estimate	% of increase
1	Office Assistant	\$25,000.00	1.25	\$11,200.00	\$12,475.31	0.0912888 % of increase
2	Office Assistant	\$26,250.00	3.00	\$93,875.00	\$96,477.43	\$40,000.00 amount of increase
3	Office Assistant	\$27,500.00	2.00	\$55,125.00	\$57,286.43	
4	Secretary	\$28,340.83	3.00	\$68,821.88	\$70,328.13	
5	Secretary	\$30,387.66	5.00	\$53,193.63	\$55,391.56	
6	Secretary	\$31,907.04	4.00	\$27,628.16	\$33,632.44	
7	Administrative Assistant	\$33,353.39	2.00	\$67,004.79	\$69,432.03	
8	Administrative Assistant	\$35,177.51	3.00	\$26,532.53	\$29,416.45	
9	Administrative Assistant	\$38,938.39	5.00	\$34,681.93	\$39,521.29	
	<b>Total</b>			<b>\$763,313.39</b>	<b>\$795,313.39</b>	

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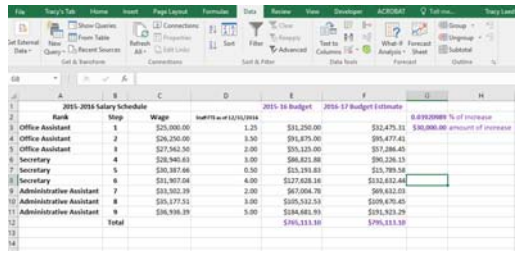
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**Excel Goal Seek and Salary Schedule projections**

Goal Seek can be used to calculate Salary Schedule estimate based on % of Salary increase and amount of increase



Rank	Step	Wage	Instr# of 10/1/2016	2015-16 Budget	2016-17 Budget Estimate	% of increase
1	Office Assistant	\$25,000.00	1.25	\$11,200.00	\$12,475.31	0.0912888 % of increase
2	Office Assistant	\$26,250.00	3.00	\$93,875.00	\$96,477.43	
3	Office Assistant	\$27,500.00	2.00	\$55,125.00	\$57,286.43	
4	Secretary	\$28,340.83	3.00	\$68,821.88	\$70,328.13	
5	Secretary	\$30,387.66	5.00	\$53,193.63	\$55,391.56	
6	Secretary	\$31,907.04	4.00	\$27,628.16	\$33,632.44	
7	Administrative Assistant	\$33,353.39	2.00	\$67,004.79	\$69,432.03	
8	Administrative Assistant	\$35,177.51	3.00	\$26,532.53	\$29,416.45	
9	Administrative Assistant	\$38,938.39	5.00	\$34,681.93	\$39,521.29	
	<b>Total</b>			<b>\$763,313.39</b>	<b>\$795,313.39</b>	

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### CREATE A SALARY SCHEDULE ESTIMATE USING EXCEL GOAL SEEK – EXAMPLE WITH LINKED WORKSHEETS

To create a salary schedule estimate start with existing salary schedule and a Fulltime equivalent staff listing. Link these two sheets together to calculate salary schedule actuals cost sheet, then setup a new sheet for new year projection where a set flat amount of increase and or % increase set in specific cell than run scenarios with Excel Goal Seek

In Excel workbook add worksheets for

- Current salary schedule
- Current FTE staffing matrix
- Current FTE & Salary schedule with actual costs

Next setup a final sheet for new or next year salary schedule linking current salary schedule to current FTE staffing matrix with an absolute cell reference for % increase to run scenarios

Steps	2016	2017	2018	2019	2020	2021	2022
1	\$5,170	\$5,350	\$5,530	\$5,710	\$5,890	\$6,070	\$6,250
2	\$5,770	\$5,950	\$6,130	\$6,310	\$6,490	\$6,670	\$6,850
3	\$6,370	\$6,550	\$6,730	\$6,910	\$7,090	\$7,270	\$7,450
4	\$6,970	\$7,150	\$7,330	\$7,510	\$7,690	\$7,870	\$8,050
5	\$7,570	\$7,750	\$7,930	\$8,110	\$8,290	\$8,470	\$8,650
6	\$8,170	\$8,350	\$8,530	\$8,710	\$8,890	\$9,070	\$9,250
7	\$8,770	\$8,950	\$9,130	\$9,310	\$9,490	\$9,670	\$9,850
8	\$9,370	\$9,550	\$9,730	\$9,910	\$10,090	\$10,270	\$10,450

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### EXCEL SALARY SCHEDULE WITH BENEFIT INFORMATION

- Excel is a powerful intuitive tool with the flexibility to quickly transform any existing schedule into different types of schedules with additional information including benefits.
- If you need to include benefit information structure the schedule with columns for each benefit type, write formulas on first row of data and quickly fill additional cells with Auto Fill feature using previous examples.

Steps	2016	2017	2018	2019	2020	2021	2022
1	\$5,170	\$5,350	\$5,530	\$5,710	\$5,890	\$6,070	\$6,250
2	\$5,770	\$5,950	\$6,130	\$6,310	\$6,490	\$6,670	\$6,850
3	\$6,370	\$6,550	\$6,730	\$6,910	\$7,090	\$7,270	\$7,450
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7	\$8,770	\$8,950	\$9,130	\$9,310	\$9,490	\$9,670	\$9,850
8	\$9,370	\$9,550	\$9,730	\$9,910	\$10,090	\$10,270	\$10,450

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### EXCEL IS THE PERFECT TOOL FOR BUILDING AND MANAGING SALARY SCHEDULES

Building Salary Schedules may be intimidating timely task thanks to Excel the task may actually be fun and rewarding!

Excel has unlimited number of features and functions that can assist with Salary Schedules

Building Basic Salary Schedule is quite easy and quick with Excel powerful features

- Copy and Paste Special
- Auto Fill Options custom to data types
- Formulas and absolute cell references
- Show Formulas
- Goal Seek powerful What If Analysis

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References:

- [Hillsborough County Public Schools School Employee Salary Schedules.pdf](#)
- [Etowah County AL School system salary schedules](#)
- [How to Build Pay Grades](#)
- [How to Make a Salary Scale Spreadsheet](#)
- [How to make salary sheet using Microsoft Excel](#)
- [Salary Schedules and Calculator Page Multnomah Education Service District Oregon](#)

EXCEL: BUILD A SALARY SCHEDULE

Tracy S. Lead Accounts Payable Supervisor/System Administrator  
Chester County 1124 Downingtown, PA 19325  
TracyL@che.org

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