

TIMELINE AND SUMMARY OF ECONOMIC OFFERS

FA OFFER NUMBER 1

- ❖ For teachers on salary schedule: Average salary increases of 8.47% annually per cell for each of the next five years.
- ❖ For teachers off salary schedule: Average salary increase of 2% annually for each of the next five years
- ❖ Total estimated increased cost to District over five- year period: **\$33 million**
- ❖ 6% salary increases annually in final four years prior to retirement

DISTRICT OFFER NUMBER 1A (MAY 22, 2018)

- ❖ For teachers on salary schedule:
 - 2018-19 average increase 5.24% (4% minimum)
 - 2019-20 average increase per cell of 3.62%
 - 2020-21 average increase per cell of 3.12%
 - 2021-22 average increase per cell of 2.62%
 - 2022-23 average increase per cell of 2.62%
- ❖ For teachers off salary schedule: Average salary increase of 2% annually for each of the next five years
- ❖ Raise starting salary from \$45,467 to \$49,000 beginning in year 1 to attract and retain quality teachers.
- ❖ Raise salary in final step in each lane on salary schedule. Final scheduled salary in MA+60 increases from \$105,507 to \$111,257 beginning in year 1.
- ❖ Total estimated increased cost to District over five -year period: **\$16 million**
- ❖ 6% salary increases annually in final two years prior to retirement (same as current contract)

DISTRICT OFFER NUMBER 1B (MAY 22, 2018)

- ❖ With average step movement of 3.47% on existing salary schedule, the District has been unable to increase base pay. The District desires to create a new salary schedule similar to Offer 1A, but wanted to give FA ability to maintain current schedule.
- ❖ It was made clear to FA that the District was more willing to increase its offer going forward under Offer 1A.
- ❖ For teachers on salary schedule: Step movement only. No increase to base.
- ❖ For teachers off salary schedule: Average salary increase of 1% annually for each of the next five years.

FA OFFER NUMBER 2 (MAY 31, 2018)

- ❖ For teachers on salary schedule: Average salary increases of 6.47% annually per cell in 2018-19 and 2019-20. 5.47% annually per cell in each of the final three years of offer.
- ❖ For teachers off salary schedule: Average salary increase of 3% annually in 2018-19 and 2019-20. 2% annually for each of the final three years of offer.
- ❖ Total estimated increased cost to District over five- year period: **\$25 million**
- ❖ 6% salary increases annually in final three years prior to retirement

TIMELINE OF EVENTS THAT TOOK PLACE DURING MAY 31, 2018 MEETING

- ❖ Prior to FA presenting their offer, District informed FA that the General Assembly passed legislation on May 31st that assesses significant penalties on schools that pay TRS employees in excess of 3% in their final four years of employment for all contracts executed after the Governor signs the bill.
- ❖ The District made a good faith statement that they would be willing to negotiate expeditiously to tentatively agree to a settlement that night to protect the retirement benefits of the teachers for the next five years, which would go away after the Governor signed the bill. If agreement were reached, the District would call a special meeting in hopes of ratifying prior to the Governor signing the bill.
- ❖ After a caucus, the FA informed the District that they would be willing to stay late, but unless we don't settle that night, negotiations will be postponed through the entire summer break. The District never stated they were unwilling to meet late.
- ❖ In hopes of negotiating a compromise/settlement, the District asked the FA what their major concern was with the new schedule in District Offer #1. They stated their major concern was that the range in % increases in year one amongst its members was too significant. The District then caucused to discuss a possible solution.
- ❖ The District then presented a concept to the FA in a supposal that it would raise the minimum guaranteed increase to individuals on the salary schedule to 5% (original offer was 4%) to address their concern. This change brought the variance from high and low percentage increase on the proposed offer to the range that exists on the current schedule.
- ❖ When members of the FA bargaining team then expressed concern that about 50 of its members still would be better off with the old salary schedule, the District began advancing a concept that would provide a stipend to all such members so that no member would receive less than under the current schedule. In the middle of that discussion, the FA ended the negotiations until the end of the summer.