

The 400-plus members of the DeKalb Classroom Teachers' Association are negotiating in good faith with the Board of Education in hopes of securing a contract that enhances educational services for the students of our district, and shows respect for our teachers for the vital role they play in the educational process.

Teachers in DeKalb understand that the district faces some financial challenges and that is why, for the first time ever, teachers have agreed to take a pay freeze on the base salary for 2013-14, and a freeze of compensation for teachers who want to work on Masters degrees in 2014-15.

Teachers have also offered to tie any increases to the base salary to the Consumer Price Index (CPI) in response to concerns from the Board that rising salary expenses might outpace any gains in revenue.

Other financial proposals are held at their current rates or represent a modest increase over current amounts – especially considering that many of these amounts have not increased by a single cent for the past five years of our current contract, and some amounts have actually been reduced over the past several contracts.

We believe our proposal is fiscally responsible and the district will still have a financial surplus at the end of this 4-year contract.

Our district has projected large deficits in the past, but those predictions have not come true. In 2008, the Board's projections said the district would be \$18 million in debt at the end of the contract in 2013. Current financial data shows the district still has a surplus of over \$8 million, not including the \$21 million grant that can be spent for any district expense.

The State Board of Education has just published new data that show the district stands to receive over \$1 million more in state aid than they did last year. This information was released on August 6 and that additional funding was not included in the district's budget.

Teachers are already working harder because of class size increases that helped save the district over \$6 million. Now the Board wants teachers to work 45 minutes more per day. This move would simply force teachers to handle bus duty for free instead of the district paying qualified teacher aides to do the exact same job. This will not enhance student safety as the Board claims. Furthermore, this practice would be educationally detrimental to our students, as many teachers use this time to work directly with students who come in before or after school for extra help.

The Board also wants teachers to work additional unpaid hours for unspecified purposes. The Board is demanding an unprecedented increase in teachers' workload while offering them a compensation package that won't even keep up with the cost of living.

We believe we can still work out an agreement with the Board that truly acknowledges the importance of teachers who educate our children each day. We want DeKalb to continue to be a place that can attract and retain highly qualified teachers who truly care about improving the quality of education in DeKalb's schools.

# DCTA Financial Package #6 (FP6)

Presented August 8, 2013

## Summary

### Salary

- Base raises
  - 2013-14: 0%
  - 2014-15: 2.35% (average of CPI-U from 2011 and 2012 – 3% and 1.7%)
  - 2015-16: average of CPI-U from 2012 (1.7%) and 2013
- Step
  - Remain as-is at 2.12% each year
- Lane movement
  - remain as-is at 1.2% for 2013-14 and 2015-16
  - no lane-change movement for 2014-15, other than those already enrolled in a district-approved Master's program at the time of ratification
  - Increase MA+45 lane multiplier to 4%
- Cost analysis
  - \$6.8M beyond extrapolated salary figures from 2012-13 over the life of the three-year contract

### Insurance

- Single coverage
  - maintain 95% Board-paid premiums, capped at \$10,500 for 2013-14
  - cap increased by \$500/year thereafter
- Dependent coverage
  - 50% of dependent premium
- Opt-out
  - 50% of single premium
  - offer to all members
- Cost analysis
  - \$87,000 beyond extrapolated insurance figures from 2012-13 over the life of the three-year contract, exclusive of increases in insurance premiums

## **Hourly Rate**

- Remain as-is at \$25/hour for committee work
- All other hourly rates (curriculum writing, substituting, etc.) paid at \$30/hour
- Cost analysis
  - \$64,000 beyond extrapolated hourly rate figures from 2012-13 over the life of the three-year contract (assuming an equal split of work between the two rates)

## **Summer School**

- 9.7% of BA + 0 salary for each year
- Cost analysis
  - \$20,000 beyond extrapolated summer school figures from 2012-13 over the life of the three-year contract

## **Retirement Incentives**

- Retain status quo from current contract
- Cost analysis
  - No increase in cost compared to current contract

## **Differentials**

- Make differential base \$39,000 for 13-14
- Increase base by \$750 each year thereafter
- Cost analysis
  - \$178,000 beyond extrapolated differential figures from 2012-13 over the life of the three-year contract

## **National Board Stipend**

- Retain status quo from current contract
- Cost analysis
  - No increase in cost compared to current contract

## **Teacher Collaboration**

- Retain status quo from current contract
- Cost analysis
  - No increase in cost compared to current contract

## **PLT Leaders**

- Retain status quo from current contract for 13-14
- Eliminate for 14-15 and beyond – contingent on approval of district-wide monthly ½ day collaboration schedule
- Cost analysis
  - \$19,000 savings compared to extrapolated PLT Leader figures from 2012-13 over the life of the three-year contract