



December 11, 2012



CCSD 46

TOWN HALL MEETING

Why are we here today?

- To update on teacher contract negotiation status, its possible outcomes and effects on district's future finances

Teacher Negotiations

- Began in February 2012
 - Met 12 times
- Entered Mediations October 2012
 - Met 4 times
- Final Offer presented: November 28, 2012
- Potential Strike Date: January 16, 2013



Current Contract Proposals

Board of Education

- **Contract Term:** 2-year contract
- **Retirement:**
 - **5.75%** salary increase for 4 years if retirement notice submitted by March 1, 2013.
 - **3%** for 3 years if notice submitted after March 1, 2013
- **Compensation:**
 - 1st Year: No increase in salaries and stipends. No step and no lane changes
 - 2nd year: \$1000 off-schedule stipend for all certified staff who have not submitted for retirement
- **Maintain at current levels:**
 - Professional Growth at \$110,000
 - Flex Payment (\$6292) for 1/3 of teachers
 - 6% raises for retirees who already submitted retirement notice

Teachers' Union

- **Contract Term:** 2-year contract
- **Retirement:**
 - **6%** salary increase for 4 years if retirement notice submitted by March 1, 2013.
 - **5.75%** for 4 years if notice submitted after March, 2013
- **Compensation:**
 - 1st Year: No increase in salaries and stipends. Lane changes allowed in February 2013
 - 2nd Year: Two step movements: September 2013 and March 2014. Current contract lane changes provisions
- **Maintain at current levels:**
 - Professional Growth at \$110,000
 - Flex Payment (\$6292) for 1/3 of teachers
 - 6% raises for retirees who already submitted retirement notice



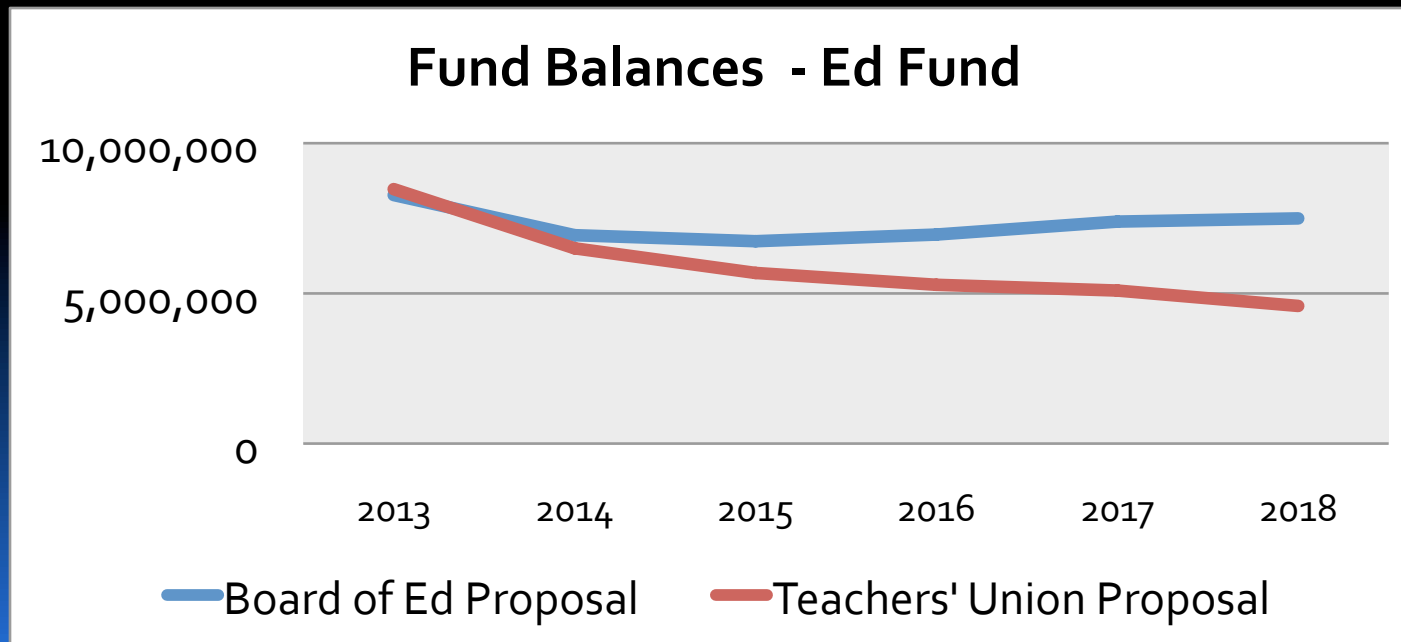
Costs and Projections

Board of Education Proposal

- Additional \$300,000 in FY 13-14

Teachers' Union Proposal

- Salary Steps: \$750,000 in FY 13-14
- Lane Changes: \$200,000



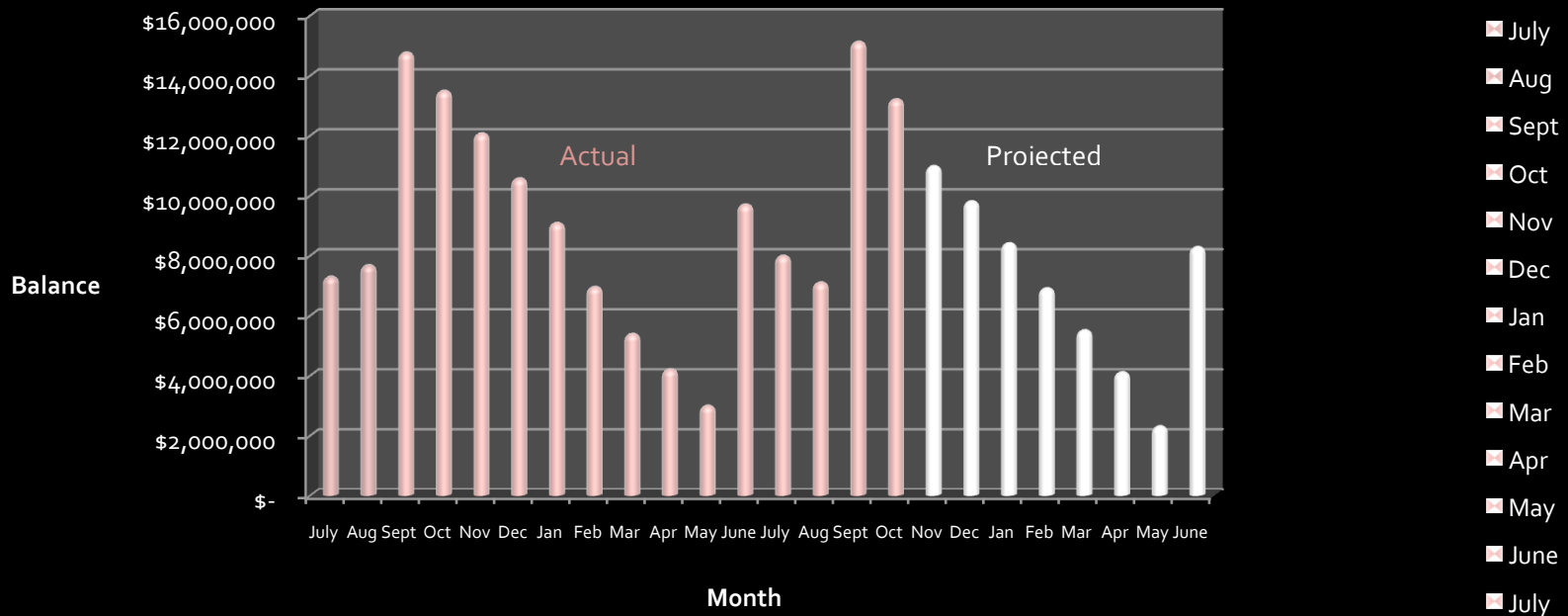
Budget Cuts & Addressing the Deficit

- 1.2M Deficit projected for current year FY2012-13
- 6M of budget reductions between 2009-2011
- 2.2M budget cuts in FY12-13
- No salary increases for Non-Union support staff in past 3 years

Fund Balances – Education Fund

- Fund balance on 6/30/12: \$8,126,837
- Average monthly expenditures: 3M
- Low Point: 2.9M (May 2012)

Education Fund Cash Balance FY 12



Town Hall Meeting Ground Rules

- Listen Actively - Listening does not require agreement
- No personal attacks – challenge ideas, not people
- Only one person speak at a time – no one will interrupt while someone is speaking