

May 2, 2014

BEA Negotiators:

First and foremost, we want to reiterate, we value our teachers. As there have been many additional settlements on our previous comparison (all the surrounding districts have settled their 2013-15 contracts, except Foley and Elk River) we have updated the area comparison. As we look at the total compensation, the 2011-13 Becker teachers' contract average compensation package provides a higher compensation package than these new settlements.

As you know, the district negotiators have not offered a pay freeze. Instead, the district has proposed to increase the average Becker teacher's compensation by \$3,441 per teacher at a total cost to the district of more than \$550,000. This would maintain the Becker teachers' average compensation above the average when compared with teachers in surrounding school districts, which we believe is where they should be.

Additionally, in conversations with other school board members, we have realized they are intentionally spending down their generous general fund balances to provide several of the settlements noted. Therefore, we also compared the fund balances of area school districts to Becker as a percentage of operating expenses. Becker's fund balance of 4.38% is the lowest of any surrounding district. The most recent school district proposal consumes the entire district budget available to teachers and we don't have additional funds available to add.

We know this is difficult to comprehend given past experiences with Becker teacher contract settlements and we look forward to maintaining a positive approach as we work toward an equitable settlement.

Sincerely,

Becker School Board Certified Contract Negotiations Committee: Bryan Olson,
Mark Swanson, Lori Molus

Salary Schedule Comparisons - 2013-14														
Data Obtained from Published Teacher Contracts														
Becker & Neighboring Districts														
	Becker*	Neighboring Districts						Next Tier				Becker Difference		
		Big Lake	Foley*	Monticello	Princeton	St. Cloud	Elk River*	St. Michael	Buffalo	Sauk Rapids	Annandale	Average	Over Ave.	
BA Step 1	36,829	34,902	38,864	34,783	34,541	34,068	36,410	36,346	36,514	33,255	34,853	\$35,579	\$1,250	
BA Step 15	54,130	43,333	51,088	54,132	41,161	41,454	46,604	50,807	51,138	41,513	50,968	\$47,848	\$6,282	
BA Maximum	54,130	46,814	54,981	54,132	43,762	41,454	46,604	50,807	54,989	41,513	50,968	\$49,105	\$5,025	
MA Step 1	40,829	39,648	42,062	38,958	39,783	40,394	42,235	42,680	40,284	37,102	40,707	\$40,426	\$403	
MA Step 15	63,636	56,350	56,499	64,327	57,337	55,127	65,297	59,661	64,001	56,877	59,526	\$59,876	\$3,760	
MA Maximum	63,636	63,888	61,801	64,327	64,085	56,340	70,297	59,661	68,952	56,877	59,529	\$62,672	\$964	
MA+60 Step 15^	71,632	66,601	66,688	71,111	61,236	65,811	72,579	66,847	70,901	67,561	66,926	\$67,990	\$3,642	
Steps Until Maximum	15	20	17	11 to 13	21	8 to 16	8 to 17	15	30	12	15	18.125		
*Contract commencing 7/1/13 is not yet settled.														
^ Number of lanes varies by district. In districts where this lane does not exist, used the lane with the next highest number of credits.														
Health Insurance Benefits - 2013-14														
	Becker*	Big Lake	Foley*	Monticello	Princeton	St. Cloud	Elk River*	St. Michael	Buffalo	Sauk Rapids	Annandale			
Single Language	100%, \$750 cap	\$539 max	\$622 max	\$1,341 max	\$476.51 max	\$663 max	\$562 max	\$505 max	100%, \$639.5 cap	\$6,200 annual	\$6,994 annual			
Family Language	83%, \$1,600 cap	\$1,143 max	\$1,314 max	\$1,341 max	\$719.95 max	\$1,145 max	\$1,355 max	\$1,137 max	67.8%, \$1,213 cap	\$6,200 annual	\$12,443 annual			
Single Monthly District Cost	620	539	622	641	477	663	562	505	640	517	558	\$577	\$43	
Family Monthly District Cost	1,374	1,143	1,314	1,341	720	1,145	1,355	1,137	1,213	517	1,037	\$1,118	\$256	
Single Annual District Cost	7,434	6,468	7,464	7,686	5,718	7,960	6,744	6,060	7,674	6,200	6,694	\$6,918	\$516	
Family Annual District Cost	16,489	13,716	15,768	16,092	8,639	13,736	16,260	13,644	14,556	6,200	12,443	\$13,413	\$3,076	
Single Difference from Becker		966	(30)	(252)	1,716	(526)	690	1,374	(240)	1,234	740			
Family Difference from Becker		2,773	721	397	7,849	2,753	229	2,845	1,933	10,289	4,046			
Fund Balance % as of 6/30/13	4.38%	22.37%	35.29%	16.14%	40.75%	16.77%	15.51%	19.33%	33.97%	37.81%	25.54%	24.35%		

Salary Schedule Comparisons - 2014-15													
Data Obtained from Published Teacher Contracts													
Becker & Neighboring Districts													
	Neighboring Districts						Next Tier					Becker Difference	
	Becker*	Big Lake	Foley*	Monticello	Princeton	St. Cloud	Elk River*	St. Michael	Buffalo	Sauk Rapids	Annandale	Average	Over Ave.
BA Step 1	36,829	35,490	38,864	35,827	36,295	36,533	36,410	36,709	37,244	34,285	35,550	\$36,367	\$462
BA Step 15	54,130	43,921	51,088	55,756	42,895	42,905	46,604	51,315	52,160	42,800	51,988	\$48,687	\$5,443
BA Maximum	54,130	47,402	54,981	55,756	45,895	42,905	46,604	51,315	57,211	42,800	51,988	\$50,090	\$4,040
MA Step 1	40,829	40,236	42,062	40,127	42,984	43,642	42,235	43,106	41,090	38,252	41,521	\$41,462	(\$633)
MA Step 15	63,636	56,938	56,499	66,257	61,584	58,895	65,297	60,257	65,281	58,640	60,717	\$61,273	\$2,363
MA Maximum	63,636	64,476	61,801	66,257	64,584	58,895	70,297	60,257	70,331	58,640	60,717	\$63,626	\$10
MA+60 Step 15^	71,632	67,189	66,688	73,245	64,149	71,867	72,579	67,515	72,319	69,655	68,265	\$69,555	\$2,077
Steps Until Maximum	15	20	17	11 to 13	21	8 to 16	8 to 17	15	30	12	15	18.125	
* Contract commencing 7/1/13 is not yet settled.													
^ Number of lanes varies by district. In districts where this lane does not exist, used the lane with the next highest number of credits.													
Health Insurance Benefits - 2014-15													
	Becker*	Big Lake	Foley*	Monticello	Princeton	St. Cloud	Elk River*	St. Michael	Buffalo	Sauk Rapids	Annandale		
Single Language	100%, \$750 cap	\$571 max	\$622 max	\$1,450 max	\$476.51 max	\$663 max	\$562 max	\$530 max	100%, \$678.5 cap	\$6,600 annual	\$7,343 annual		
Family Language	83%, \$1,600 cap	\$1,212 max	\$1,314 max	\$1,450 max	\$719.95 max	\$1,145 max	\$1,355 max	\$1,237 max	67.8%, \$1,287 cap	\$6,600 annual	\$13,065 annual		
Single Monthly District Cost	620	571	622	641	477	663	562	530	679	550	612	\$593	\$26
Family Monthly District Cost	1,374	1,212	1,314	1,450	720	1,145	1,355	1,237	1,287	550	1,089	\$1,157	\$217
Single Annual District Cost	7,434	6,852	7,464	7,686	5,718	7,960	6,744	6,360	8,142	6,600	7,343	\$7,118	\$316
Family Annual District Cost	16,489	14,544	15,768	17,400	8,639	13,736	16,260	14,844	15,444	6,600	13,065	\$13,890	\$2,599
Single Difference from Becker		582	(30)	(252)	1,716	(526)	690	1,074	(708)	834	91		
Family Difference from Becker		1,945	721	(911)	7,849	2,753	229	1,645	1,045	9,889	3,424		
Fund Balance % as of 6/30/13	4.38%	22.37%	35.29%	16.14%	40.75%	16.77%	15.51%	19.33%	33.97%	37.81%	25.54%	24.35%	