

Dear CCS Board of Education,

I am Mindy Glazier, the kindergarten teacher here at CCS. Let me start by saying how much I love my job, school, and team! This group of educators is amazing at working together and supporting each other in making sure we are giving each student what they need each and every day. I believe that the board members and leadership team all strive to make all decisions with the best intentions for our students and staff and I feel blessed to be part of it.

I'm writing today to respectfully ask for a review of our teacher pay scale and consider increasing it to match other local districts. I also would like the board to think about recognizing master's degrees on the pay scale. We pay SPED and social work/counselors more because they have master's degrees or additional education but do not offer any incentives for other teachers to further their education.

In December I completed my Master of Education degree with an emphasis in ENVoY classroom management. Though my husband and I knew I would not get paid more at CCS even after this major accomplishment, I pursued it to help me meet my goal of doing the very best for all my students by meeting their unique educational and social-emotional needs. My husband encouraged me to do some research recently into what the pay scales look like at other schools near us and found that CCS is not even in the ballpark of other schools.

I have attached screenshots of Pequot, Crosby, and Pine River-Backus' current scales for your reference as well as both scales we use here at CCS. The full contracts can be found on their websites. As you can see the differences are significant (for me it's a difference of \$22,292 without the master's and \$23,792 with it at one school). In the past year, the board has reviewed and adjusted the pay for other staff such as paraprofessionals and custodial services. I ask that they now do the same for teachers. We have amazing teachers right now and need to retain them as well as recruit new great teachers as needed due to our growth.

Kind Regards,

Mindy Glazier

Note: Other schools do not have different pay scales for different positions. The way teachers increase their pay is by furthering their education. I would like the board to consider adopting the current SPED pay scale for all tier 3 and tier 4 teachers with an additional stipend for those with master's degrees such as Crosby has done and using the lower pay scale for teachers with tier 1, tier 2, and sub licenses. Another option would be to have a scale for each tier of license. If the board and/or finance is looking for ideas on how we can fit this into the budget may I suggest they start by looking at what positions need to be filled with licensed teachers and those that do not such as learning coaches.