



# SCHOOL BOARD MEETING REPORT

Board Meeting Date: 14-Nov-12

Agenda #                     

Staff/Administrator: Debbie Breckner

Superintendent: Dan Huber-Kantola

Type of Item:       Informational       Action

**Please state your proposal briefly and clearly. What do you want the board to know, discuss, or decide?**

### Provide history/background information on your proposal.

We recently reached tentative agreement with the licensed bargaining group regarding a contract not only for this year, but until 2016, with the exception of financial reopeners. What this represents financially this year is a ten (10) day reduction in compensation, no COLA, no insurance increase, and a mechanism through incentives to save the equivalent of another two days by June 1, 2013, or an additional salary reduction to provide step increases for those teachers who are step-eligible. The agreement will require some logistical changes in terms of start and end times to provide more contact time for high school students. The terms of the contract are July 1, 2012 through June 30, 2016.

### List the advantages of your proposal:

This agreement was reached collaboratively - the District believes this is a win-win contract for both the students of our district and the staff, particularly given the lack of adequate state funding. This agreement will allow us to get back to work together to meet the needs of our students.

### List possible disadvantages of your proposal:

Staff members for the third year in a row are being asked to reduce their compensation due to a lack of state funding. While the licensed members are affected differently depending on salary placement, it does impact them financially. This agreement may also create some challenges for families as we transition to a different calendar.

### List possible alternatives that could also offer a solution to your proposal. Why were they not recommended?

N/A

Superintendent's recommendation(s):

Approve: Yes  No