

Please support the Negotiated Agreement

Between the

Shaker Regional School District and the Shaker Regional Education Association

We are pleased to present the details of the proposed negotiated agreement between the District and our Teachers. Please review the details of the contract, contact the SAU if you have questions, and please plan on attending the District Meeting on March 9th to vote in support of this agreement.

This agreement is the result of eight months of bargaining between the School board and the Teachers Union. The negotiations were conducted with the common goals of securing a multi-year agreement that recognized the economic times that we are in, secured the professional services of our excellent teaching staff, and is a fair agreement for both the district voters and our teachers. We believe that we have accomplished these goals and the package that will be presented for voter consideration and approval is one that we strongly encourage you to support.

Please share the information with a friend, a civic or school group for which you belong, or anyone else that you know in your community. We would be glad to present the details of the contract to any school or community group and would also encourage you to attend one of our public hearings on the contract and the budget. The hearing dates are February 7 at Canterbury Elementary School, and February 8 at Belmont Middle School. Both public hearings start at 6:00 p.m. and we look forward to seeing you there.

Respectfully,



Tom Goulette

Chair, School Board Negotiations Team

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Details on the Proposed Teacher Contract

Shaker Regional School District *and* Shaker Regional Teachers Association

The proposed contract has been approved by both the School Board and the Teachers Union. The contract is a three year agreement which would go into effect as of September 1, 2012 and be in effect until August 31, 2015.

The contract will go for approval by District Voters at our Annual Meeting on Friday, March 9, 2012.

If approved by the voters, the contract would accomplish the following;

- Secures the services of our professional teaching staff for three years
- Increases the starting base pay for first year teachers, which keeps Shaker competitive when recruiting the best candidates
- Equalizes the steps while decreasing salaries at the upper end of the salary schedule which offers greater predictability and long term savings
- Maintains the current health policy and 60/40 split in employer/employee contribution to healthcare premiums
- Offers teachers a moderate pay increase over the three years of the agreement
- Establishes language changes in the contract that clarifies policy and practice on a number of issues

Frequently Asked Questions

1. What are the language changes?

There are relatively few language changes in the proposed contract and, by in large, they clarify rather than enhance current policy and practice. Of note are changes to comply with revised state law regarding faculty tenure and reduction in force, align faculty leave language with the reality of the expanded family unit, and adjust, but not lengthen maternity leave.

2. What is the impact of the proposed cost items on the budget and the tax rate?

Without Bond Retirement Offset

Tax Impact assumes same apportionment percentage as 2012-2013 and same valuations as 2011-2012

	<u>Estimated Increase</u>	<u>Budget Offset</u>	<u>Net Impact</u>	<u>Apportioned Share</u>		<u>Tax Impact</u>	
				<u>Belmont</u>	<u>Canterbury</u>	<u>Belmont</u>	<u>Canterbury</u>
				0.758971	0.241029	727,724,358	242,302,066
Year 1	291,963	164,853	127,110	96,472.80	30,637.20	0.13	0.13
Year 2	238,883	-	238,883	181,305.27	57,577.73	0.25	0.24
Year 3	245,651	-	245,651	186,441.99	59,209.01	0.26	0.24

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	<u>Estimated Increase</u>	<u>Budget Offset</u>	<u>Net Impact</u>	<u>Apportioned Share</u>		<u>Tax Impact</u>	
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				0.758971	0.241029	727,724,358	242,302,066
Year 1	291,963	164,853	127,110	96,472.80	30,637.20	0.13	0.13
Year 2	238,883	512,000	(273,117)	(207,287.88)	(65,829.12)	(0.28)	(0.27)
Year 3	245,651	-	245,651	186,441.99	59,209.01	0.26	0.24

3. What are the salary increases

- The average teacher will receive approximately 2% in salary increase
- Establishes step increases of \$2,000 in year one, \$1,850 in year two, and \$1,625 in year three of the contract
- Faculty at the top of the scale (77% of our teachers) will receive a \$750 increase for each year

2012 - 2013

	BA	BA-15	MA	MA-15	MA-30
1	33,000	34,800	36,600	39,200	41,000
2	35,000	36,800	38,600	41,200	43,000
3	37,000	38,800	40,600	43,200	45,000
4	39,000	40,800	42,600	45,200	47,000
5	41,000	42,800	44,600	47,200	49,000
6	43,000	44,800	46,600	49,200	51,000
7	45,000	46,800	48,600	51,200	53,000
8	47,000	48,800	50,600	53,200	55,000
9	49,000	50,800	52,600	55,200	57,000
10	51,000	52,800	54,600	57,200	59,000
10+	53,000	54,800	56,600	59,200	61,000

*After Step 10+ \$750.00 will be added to the prior year contract

2013-2014

	BA	BA-15	MA	MA-15	MA-30
1	33,250	34,750	36,250	38,450	40,450
2	35,100	36,600	38,100	40,300	42,300
3	36,950	38,450	39,950	42,150	44,150
4	38,800	40,300	41,800	44,000	46,000
5	40,650	42,150	43,650	45,850	47,850
6	42,500	44,000	45,500	47,700	49,700
7	44,350	45,850	47,350	49,550	51,550
8	46,200	47,700	49,200	51,400	53,400
9	48,050	49,550	51,050	53,250	55,250
10	49,900	51,400	52,900	55,100	57,100
10+	51,750	53,250	54,750	56,950	58,950

*After Step 10+ \$750.00 will be added to the prior year contract

2014 - 2015

	BA	BA-15	MA	MA-15	MA-30
1	33,750	35,250	36,750	38,650	40,150
2	35,375	36,875	38,375	40,275	41,775
3	37,000	38,500	40,000	41,900	43,400
4	38,625	40,125	41,625	43,525	45,025
5	40,250	41,750	43,250	45,150	46,650
6	41,875	43,375	44,875	46,775	48,275
7	43,500	45,000	46,500	48,400	49,900
8	45,125	46,625	48,125	50,025	51,525
9	46,750	48,250	49,750	51,650	53,150
10	48,375	49,875	51,375	53,275	54,775
10+	50,000	51,500	53,000	54,900	56,400

*After Step 10+ \$750.00 will be added to the prior year contract