

# District's Proposal, April 15th 2024

\*Also sent Outside the Context of Mediation  
on February 9, 2024

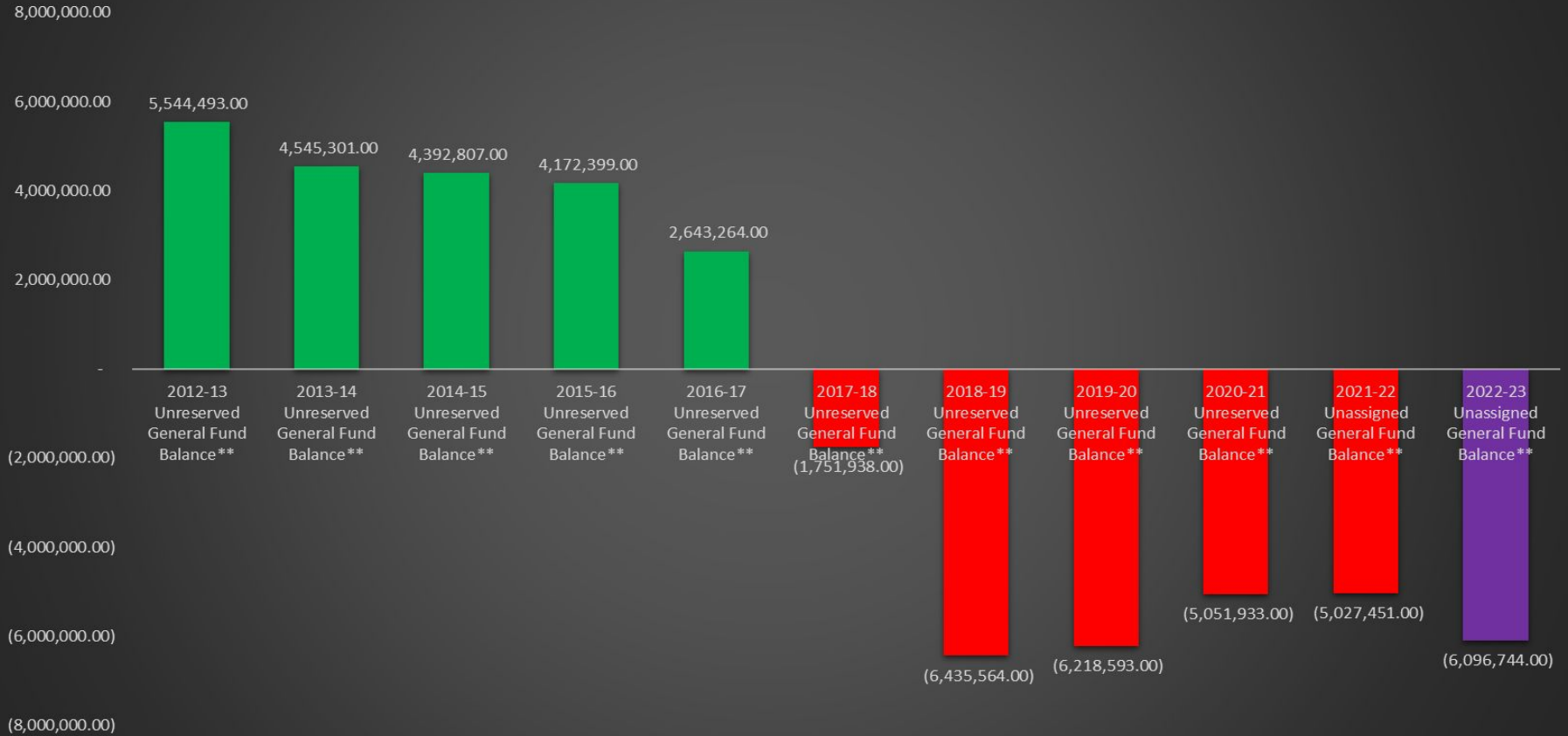


# History of Statutory Operating Debt (SOD)

- First entered SOD after Fiscal Year (FY) 2018
- Review progress of the last 6 years
- Resources provided to ISD 110



# 11 Year Unreserved General Fund Balance History

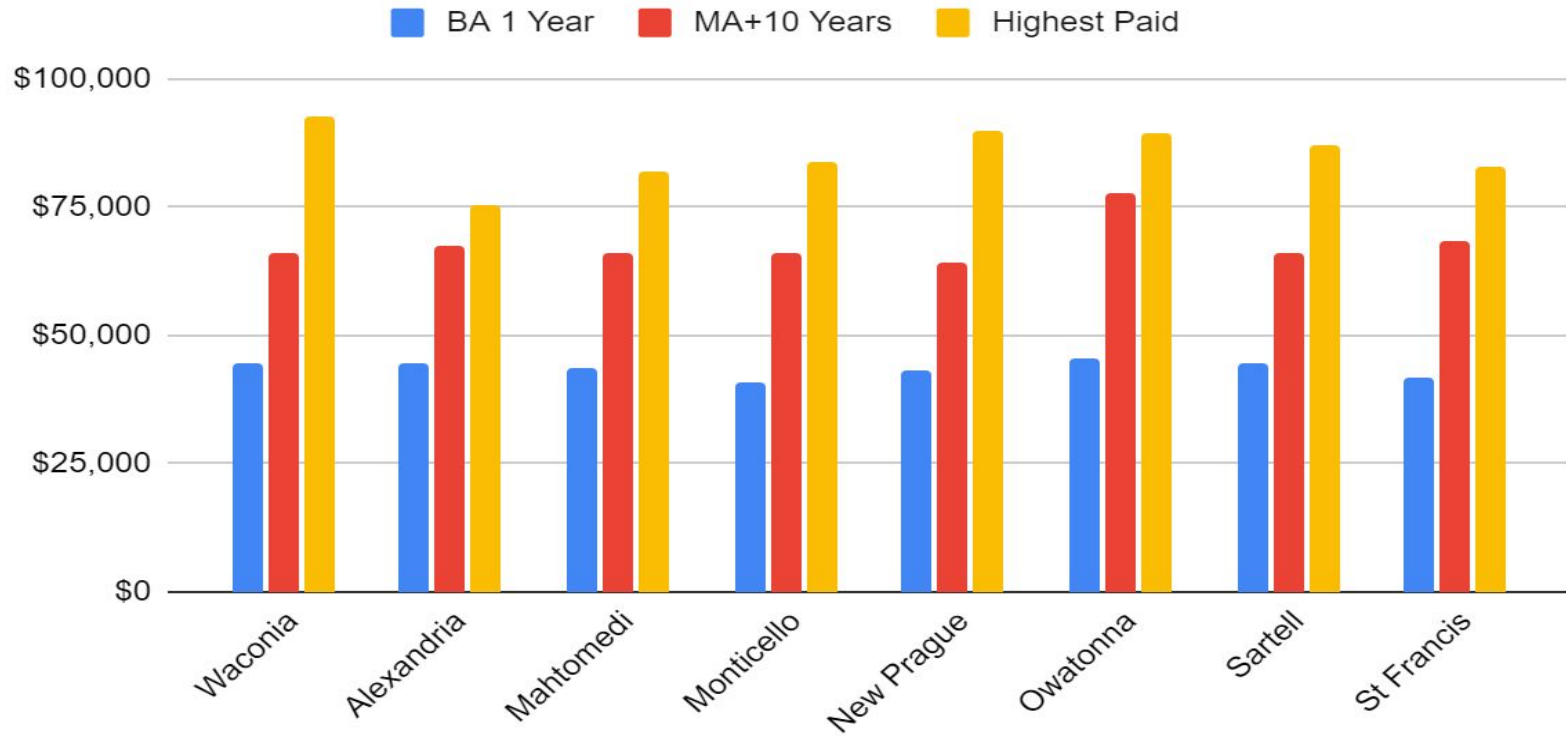


# Long-Term Solution Needed

- Technical issue: requires long term planning that is analytical, holistic, detailed, and well-planned
- Look at a 4-5 year plan in order to fix the issues



# 2022-2023 Salary Schedule Comparison



## Final Offer Presented Outside the Context of Mediation

- February 9th, 2024
- Based on (1% & 1%) and (3% & 5%)

The offer again confirms the District's willingness to enter into two separate two-year contracts. With steps and lanes, the District's proposal for 2023-2025 reflects a 6.04% total package increase over two years. In dollars, this reflects a new investment from the District and its taxpayers of \$1,722,821 to the WEA.



# Final Offer Presented Outside the Context of Mediation

-February 9th, 2024

-Based on (1% & 1%) and (3% & 5%)

With steps and lanes, the District's proposal for 2025-2027 reflects a 11.44% total package increase over two years. In dollars, this reflects an investment of \$3,063,753 from the District and its taxpayers to the WEA.

The offer for 2025-2027 would reflect one of the highest settlements WEA has ever achieved.



# Final Offer Presented Outside the Context of Mediation -February 9th, 2024. Based on (1% & 1%) and (3% & 5%)

The District's proposal for two separate, two-year contracts with a larger increase in the second contract would recognize and reward employees for longevity. It also confirms the District's commitment to its teachers as the District climbs out of statutory operating debt.





# Final Offer Presented Outside the Context of Mediation -February 9th, 2024. Based on (1% & 1%) and (3% & 5%)

The District is making this commitment despite knowing that the 5% increase being offered for the 2026-27 school year would require additional funding with the hopes that alternative revenue sources may be available. If not, additional budget reductions may be necessary.



# Final Offer Presented Outside the Context of Mediation -February 9th, 2024. Based on (1% & 1%) and (3% & 5%)

## 2023-2025 CBA

- One-time \$500 payment to all teachers

In addition to normal step and lane advancement:

## K-12 and ECFE Teachers

- 1% increase to the salary schedule for 2023-2024
- 1% increase to the salary schedule for 2024-2025

## Preschool Teachers

- 8% increase from current wages for 2023-2024
- 1% increase for 2024-2025



# Final Offer Presented Outside the Context of Mediation -February 9th, 2024 Based on (1% & 1%) and (3% & 5%)

## 2023-2025 CBA

- Travel between building reimbursement rate - Updated mileage
- Personal Leave - Earn an additional day of personal leave sooner.
- Defined Contribution Matching Program - Increased lifetime maximum
- Flex Learning opportunities continued
- Career Increment increased for qualified teachers with a year's credit on the last step of the salary schedule



# Final Offer Presented Outside the Context of Mediation -February 9th, 2024. Based on (1% & 1%) and (3% & 5%)

## 2025-2027 CBA

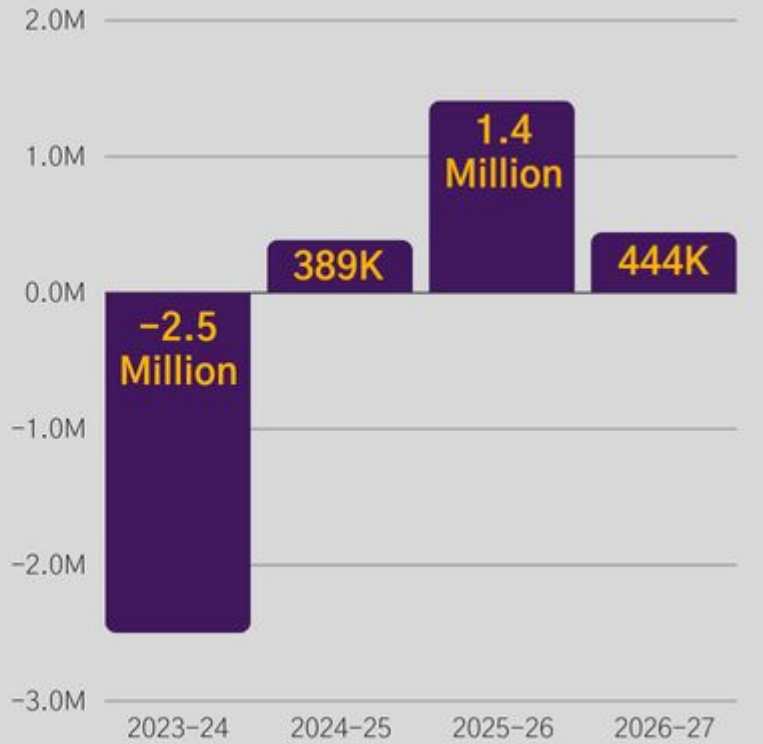
- In addition to normal step and lane advancement,
- 3% increase to the salary schedule for all teachers for 2025-2026
- 5% increase to the salary schedule for all teachers for 2026-2027



## Projected Future Fund Balances



Based on ISD 110 Proposal & No Additional Budget Cuts



- ISD 110 proposal gets the District out of SOD by end of 2024-25 fiscal year.
- ISD 110 proposal does not get the District in compliance with the Board Fund Balance policy, however it helps us retain teachers with competitive wages.
- ISD 110 proposal does not necessarily demand further budget reductions.
- ISD 110 proposal positions the District to go back to voters for new revenue.
- ISD 110 proposal includes a one-time, \$500 stipend to every teacher in the first year.

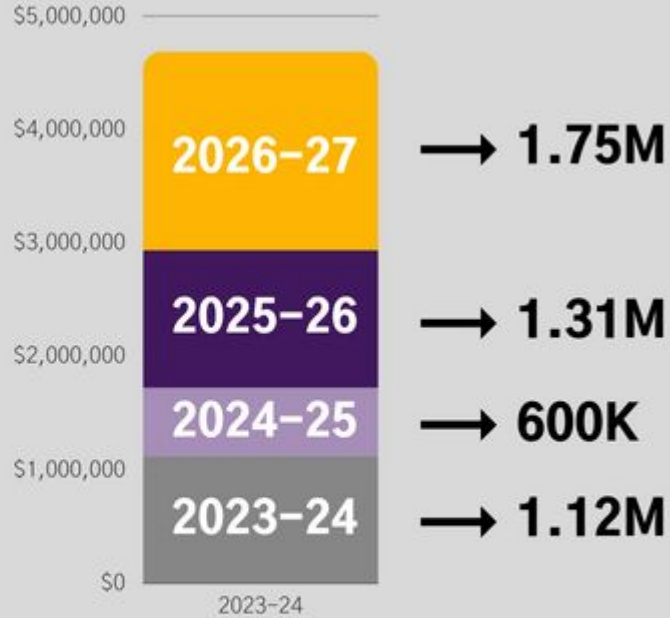
Based on 1%, 1%, 3%, 5%



Two consecutive  
2-year contract  
proposals



Total packages  
include salaries,  
steps and lanes,  
and benefits



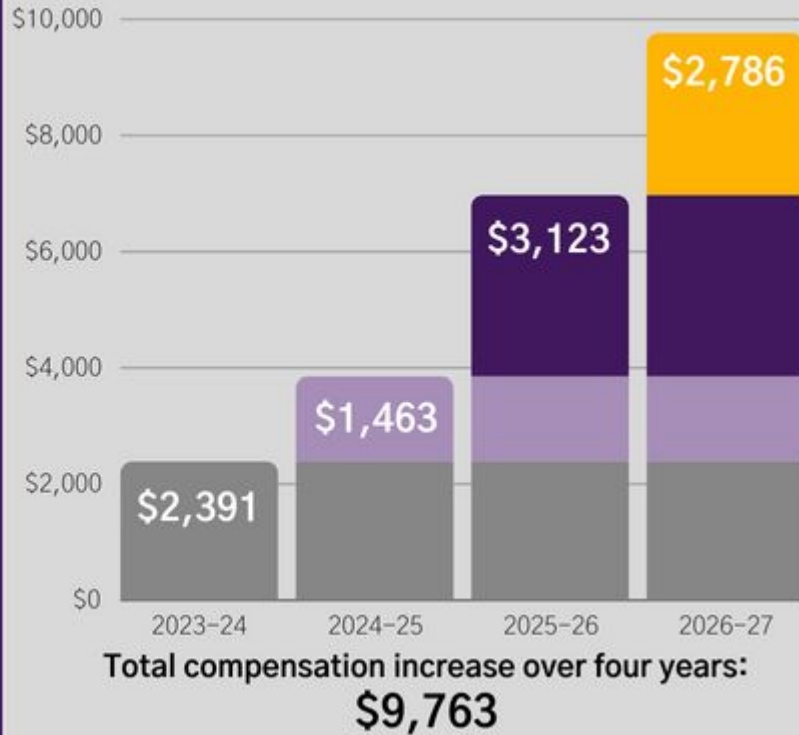
Total additional investment from the  
District's General Fund over four years:  
**\$4,786,574**



## Compensation Increase Over Four Years



For a teacher with a BA and five years of experience



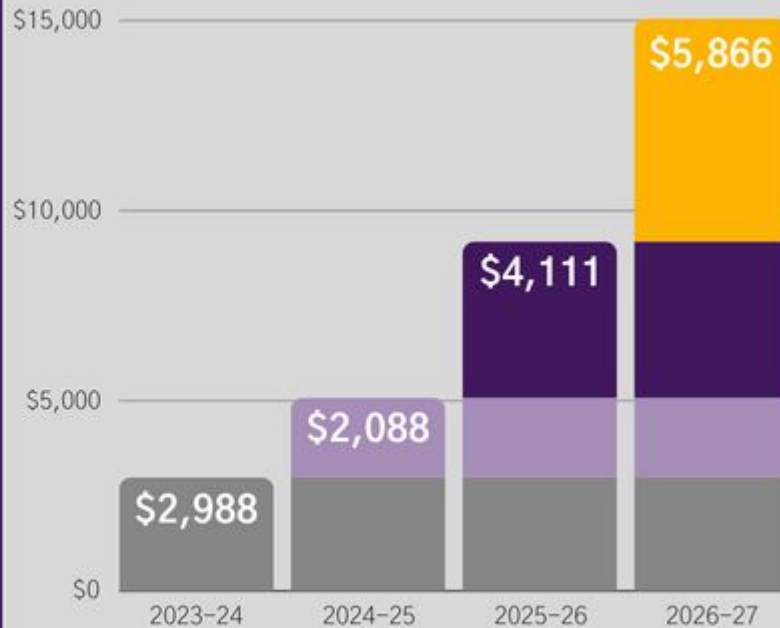
- Under the District's latest proposal, a teacher with a Bachelor's Degree and 5 years of experience would see a salary increase of \$9,763 over the next four years.
- This teacher's salary would go from \$48,743 in 2022-23 to \$58,506 in 2026-27.



## Compensation Increase Over Four Years



For a teacher with a Masters and 10 years of experience



Total compensation increase over four years:  
**\$15,053**

- Under the District's latest proposal, a teacher with a Master's Degree and 10 years of experience would see a salary increase of \$15,053 over the next four years.
- This teacher's salary would go from \$64,199 in 2022-23 to \$79,252 in 2026-27.





# Going Forward

The School Board believes that the proposals for the next two contracts show that they value teacher and the important work that they do.

Even in times of direct economic strain, the School Board continues to support increases to teacher salaries



# Going Forward

- Work together to find a solution that is fiscally responsible, builds trust within the community, and recognizes the teachers for the invaluable work they do.

