

2016-2026 CTC AGREEMENT

Talking Points

- A contract must be viewed in totality, not in the specifics of the agreement. Each group gives and takes, with the joint goal of moving forward together to provide the best education possible for our students.
- A **ten-year agreement** offers stability on many fronts, including the ability to project actual costs in creating budgets well into the future.
- The costs associated with the contract will be an average of **less than 1%** a year over the course of the 10 years.
- Teachers will receive **reasonable increases** that will help the District attract and retain quality teachers.
- The Tier 2 schedule remains intact to continue the savings achieved in the previous agreement, while allowing for teachers to move to the Tier 1 schedule after six years of service. This is an incentive for new teachers to remain in the District and allow them to obtain parity with their more veteran colleagues. (It also should prevent a morale issue that has been brewing since the creation of the Tier 2 schedule.)
- There are **other cost saving measures** included in the contract, which will further reduce the annual cost of the contract (i.e. PA allocation efficiencies, increased workload for art, music and PE teachers to match their regular education peers' workload, increases in the number of steps to obtain the highest salary on the schedule)
- RIOP—While the end-of-career increases are challenging for the general public to live with, the benefit has been changed to a retirement incentive, which will **encourage the highest paid teachers** to retire from the organization and allow the District to replace these teachers (at the earliest possible date) with teachers making less than half the salary as the exiting teachers.