

LINCOLN COUNTY SCHOOL DISTRICT – SALARY BARGAINING COMMUNICATION

Lincoln County School District and Lincoln County Education Association are in the process of bargaining. A log of the activity on each article thus far is posted on the website, as well as the proposals from the District and LCEA for bargaining sessions dated 2/19/15, 3/4/15, 3/12/15, and 4/1/15.

The State has proposed a funding level of \$7.255 billion for the 2015-2017 biennium, split 50/50 between the two school years. This funding level provides LCSD an increase of \$100 per ADMw, which is not sufficient to cover our roll-up costs. Our roll-up costs include salary increases, utilities, insurance, supply/material increases as well as custodial and transportation services. We project our roll-up costs at roughly \$245 per ADM. The District is also currently using \$400,000 of non-general fund revenues in 2014-15 which will be depleted by year-end.

In order to plan for a sustained biennial budget, the District is forced to make reductions in 2015-16 so that programs can be maintained in the second year. We have done this by cutting an additional \$500,000 from 2015-16 and plan to spend cash reserves of \$1.3 million in 2016-17.

As communicated in the April Board Meeting, the reductions the District has made in response to the reduced funding level by the state have been made outside of the classroom as follows: 7% reduction in classified staff; reduction of two elementary counselor positions; student services administrator cut; communications coordinator cut; special education administrator cut; expanded options programs decreased by \$150,000; three alternative education and distance education positions have been combined; and high school athletics reduced by \$110,000.

On April 1, the parties shared salary proposals. The District proposed that teachers receive their appropriate step only in 2015-16, which is an increase of between 2.85% to 4.5% for the majority of the membership. For the 68 teachers on step 15 there would be no increase. At this time, due to the budget scenario, the District is unable to offer a salary schedule adjustment on top of the step increases. The LCEA salary schedule is currently above the statewide average for starting and maximum salaries (see attached). In comparison with similar-sized school districts in Oregon (3,000+ ADM), the licensed salary schedule is \$640 below the minimum Base BA, and \$880 below the maximum MA+45. However, the BA maximum, BA+45 minimum/maximum, MA minimum/maximum, and MA+45 minimum are all above average in comparison with similar-sized districts in Oregon. With the 0.5% COLA and restructuring of steps and columns in 2014, all teachers received increases between 2% and 7.6% this school year. The District also proposed to form a sub-committee to work on updating the co-curricular schedule for athletic and non-athletic positions.

The proposal by LCEA is a 2.6% COLA increase in Year 1 (2015-16), and a 4.1% COLA increase in Year 2 (2016-17). Based on the current salary schedule, the Year 1 proposal amounts to an increase in all teacher salaries between 2.49% to 7.21%. Essentially, this would cost the District \$350,000 above roll-up costs in Year 1, which equates to three contract days or 3.2 teacher FTE. In Year 2, the proposal amounts to an increase in all teacher salaries of 3.92% to 8.58%. This would cost the District \$900,000 above roll-up costs, which equates to nine contract days or 9.6 teacher FTE. This is based on an average teacher cost of \$89,500.

At this time, administrators and other classifications of employees in the district are paid below the state average for similar positions.

Table II

Statewide Summary

*Average Starting and Maximum Salaries 2014-15
(Average of District Salary Schedules)*

ADM Category	BA		BA+45		MA		MA+45	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Oregon	34,302	48,241	36,741	55,585	38,139	60,189	41,128	65,966
3,000+	36,219 640	52,081	38,978	59,818	40,520	65,324	43,373	70,345 880
1,000-2,999	33,902	48,086	36,229	55,528	37,576	60,140	39,762	63,586
500-999	33,792	46,341	35,957	54,041	37,305	58,906	39,775	63,878
1-499	32,295	43,556	34,732	50,562	35,986	54,003	38,917	59,642
ESDs	35,533	52,730	37,611	58,589	39,615	64,029	42,278	69,079