**Negotiating Team Meeting #3**

**April 20, 2012**

**Minutes**

**Administrative Team Members**: Sara Anderson, Garner Bass, Christopher Kelly, Sam Thompson, Valerie Vacchio

**Teacher Members:** Jessica Franco, Carl Semmler, Denise Smith, Steve Kourlarmanis, Clarence Williams

**Time:** 8:15-9:15 PM

**Discussion Items:**

* **Bullet #1 and #2 (Salary/Step Schedule)**
	+ Administrative Team Leader, Garner Bass, informs the Negotiating Team that a 0% salary increase with only an increase in step will cost the district $2.5 million dollars
	+ The cost for moving steps is insurmountable
	+ Administrative Team proposes the following regarding salary schedule:
		- Year 1- 2%, NO step increase
		- Year 2 – 1.5% increase in salary (.5 step increase)
		- Year 3- 1% salary increase (.5 step increase)
		- Cannot add additional steps to salary schedule: steps 18, 19, 20
		- September- salary % increase
		- January- .5 step increase
	+ Teacher Team Co-leader, Carl Semmler
		- Enrollment Trends and Comparable Districts
			* New Cannaan, Darien, Greenwich, and Westport are similar in many ways, especially in size especially in regards to student enrollment trends and data
			* Teacher Team provides conditional formatting enrollment trend charts for Darien, New Canaan, Westport, and Greenwich (see attached document)
			* New Canaan Teachers’ Union will be earning a 5.07% salary increase in the 2012-2013 school year and the offer presented by the Administrative Team does not parallel neighboring districts
			* The goal of the Teacher Team is to come close to New Canaan and we are way off target
	+ Administrative Team Leader, Garner Bass, reminds the Teacher Team that the theme of the negotiating process must be Reality-Based Bargaining
	+ Meeting Adjourns- 9:15 PM