**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