

PRESS RELEASE

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Oakwood Schools Announce Groundbreaking Teachers Contract Contract Will Also Save the District Money

The Oakwood Board of Education and the Oakwood Teachers' Association have enacted a new two year contract that ends step increases for experience at the conclusion of the 2011-2012 school year, increases the employee share of insurance costs, freezes salaries in 2012-2013, and creates a Differentiated Compensation Plan beginning with the 2013-2014 school year. This groundbreaking, 2-year Agreement is designed to provide financial stability for the district while the Teachers' Association and Administration work collaboratively to craft a new compensation system.

“This is a golden opportunity for us to demonstrate leadership at the local level, “ explained Superintendent Mary Jo Scalzo. “It is an exciting opportunity to engage in transformative work cooperatively and I am very grateful to the Teachers' Association, Administrative Team, and Board of Education for committing to the elimination of step increases and to the creation of a Differentiated

Compensation Plan. There is hard work ahead, but we are up to the task. The end result will be a plan that bases increases in compensation on measurable outcomes such as student and educator performance, and other measures to be decided.”

Association President Jay Lane continued, “Since the levy passed in November, Oakwood's financial situation has changed. We planned for an 8% cut in state funding and are now anticipating a 13% cut in state funding. In these difficult financial times, we want to be able to maintain the quality education that is offered to all students. We worked with the Administration to develop a plan that helps us achieve that goal. The OTA believes that time is needed, beyond the one-year we had left on our current contract, to develop a quality plan for compensating teachers that is fair and equitable. ”

According to Kevin Philo, Oakwood School District Treasurer, “These contractual changes will save the district approximately three quarters of a million dollars (\$750,000) over three years, which is critical in this period of state budget cuts. The specific breakdown in net savings is approximately \$200,000 annually in salary costs and \$50,000 annually in insurance costs. The bottom line is that this contract is good for the bottom line of the Oakwood City School District and our taxpayers.”

Board President Mrs. Elizabeth Reger stated, " This Agreement is in line with what's going on in education today. It allows the district to operate in a relatively stable environment as transitions in educator compensation and education delivery occur. It protects all of our stakeholders and saves the district money."

The new Agreement, which commences immediately and ends on June 30, 2013, establishes the following provisions:

School Year 2011-2012

- ❖ No increase on the base salary from 2010-2011. The base salary for the 2011-12 school year will remain \$37,730.00.
- ❖ Teachers receive either a step increase or a 1% increase depending upon their placement on the salary schedule. This will be the last year for awarding step increases solely on the basis of experience.
- ❖ The employee share of a single insurance premium will increase from 12% to 15% and the employee share of a family insurance premium will increase from 13.03% to 15%.

School Year 2012-2013

- ❖ No increase on the base salary from 2010-2011. The base salary for the 2012-2013 school year will remain \$37,730.00.
- ❖ No step increases for experience. Additional compensation for educational advancement (post-graduate work) will continue.

School Year 2013-2014

- ❖ No step increases for experience. They will have been eliminated and replaced by a Differentiated Compensation Plan developed jointly by the Oakwood Teachers' Association and Administration, and approved by the Board.

District teachers and administrators began work on the new compensation plan this year as part of the district's participation in Race to the Top. Work will continue during the next 18 months with an anticipated completion date of January 2013.

“One of our district's core values is Accountability which is defined as ‘the commitment to examine all endeavors with a constructive and critical eye in order to take responsible and dynamic action,’” summarized Superintendent Scalzo. “ Now is the time for bold, dynamic action and, collectively, we've rolled up our sleeves to create the best plan for Oakwood.”