



The Rye City School District
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Board of Education
Joshua C. Nathan, President
Laura M. Slack, Vice President
Kendall Egan
Edward M. Fox
Katy Keohane Glassberg
Young Kim

June 19, 2010

Re: Rye City School District Teacher Contract Negotiations

Dear Members of the Community,

I am pleased to report that the Board of Education and the Rye Teachers Association have reached agreement on the terms for a new teachers' contract. At a special meeting held this morning, the Board unanimously ratified the terms accepted by the teachers late Thursday afternoon. I want to thank the teachers and their negotiating committee for working collaboratively and directly with the Board to reach an agreement that: (1) significantly slows the growth of the school budget, (2) creates needed flexibility in the scheduling of professional development time, (3) provides a fair total compensation package to our faculty during a challenging economic period, and (4) enables the District to retain the number of teaching positions necessary to maintain class size guidelines and support our excellent educational program.

I also want to thank the parents, the teachers, the students and the District's community at large for their patience as we worked through what proved to be a more collaborative process to achieve a new collective bargaining agreement. This past fall when more than two-and-half years of negotiations through traditional collective bargaining means with labor counsel and various formal procedures had failed, we sought a different approach. Dr. Shine, Laura Slack and myself from the Board, and Mary Lou Pullis, James Baker and Karen Kozan from the RTA, came together on nearly a dozen occasions to collaboratively problem solve, narrow issues and develop compromises around each of the issues in which the parties had been apart in the formal negotiations. Through these small group sessions we ultimately achieved our goal of an equitable agreement.

The agreement covers six years: July 1, 2007 through June 30, 2013. As set out below, the salary schedule will increase at an average rate of 1.5% each year and during the contract term teachers will increase their health insurance contributions from 8% to 15%.

School Year	Salary Schedule Increases	Health Insurance Contribution Increases
2007-08	1%	8%
2008-09	2%	10%
2009-10	1%	12%
2010-11	2%	14%
2011-12	1%	14%
2012-13	2%	15%

In addition, the teachers have agreed to several modifications concerning benefits and to changes to the steps and columns in their salary schedule, including lengthening the time it takes to reach maximum salary level from 15 years to 18 years. This addition of three years to the salary schedule slows the overall rate at which salaries increase, which in turn slows budget growth and associated tax rate increases while preserving our outstanding educational program.

As part of the agreement, the District is also offering eligible teachers a retirement incentive of \$15,000 to teachers who retire by July 1, 2010. Teachers who retire will be replaced with teachers who are at a lower rate on the salary schedule.

We are projecting that with the new salary schedule, adjustments in benefits including the increases in healthcare premium contributions to 15% and a minimum number of incentivized retirements, the total cost to the District of teacher compensation will be slowed down by nearly one-half of the rate of increase the District had been experiencing under the prior contract. This new rate and the contract overall is entirely consistent with the District's budgeting.

The teachers also agreed to a new and flexible schedule for professional development. This new schedule will enable the District to better align teacher development with on-going curriculum initiatives, which are essential to continuing to improve excellence in core academic subjects and maintaining our standard of delivering what is recognized as one of the best educational programs in the United States.

As the school year comes to a close and we look at the breadth of achievements of our students across all disciplines, their community service record and where they are accepted into college, the Rye community has much for which to be proud. Together with our faculty, administration, staff and volunteers, we have built a program that teaches critical skills, nurtures curiosity, sharpens analysis, and strives to have each of our students leave Rye with what they need to navigate and succeed in a rapidly changing and more competitive world. And together, in the toughest economic period most of us have ever experienced, we have managed to meet the demands of increasing enrollment without unsustainable tax increases, without cutting teaching positions and without cutting vital programs.

Again, let me express our thanks to you, our teachers and staff for your unwavering support of our schools and our children.

Sincerely and on behalf of the Board of Education,

A handwritten signature in black ink, appearing to read "Joshua C. Nathan", with a long, sweeping flourish extending to the right.

Joshua C. Nathan

President, RCSD BOE