

The Members' Perspective:

It has always been the Union's position that the salary schedule is NOT to make adjustments for inflation, but rather to recognize longevity and the increase in experience and skills that come with longevity.

Salary Schedule		Consumer Price Index	
Year	Increase	Year	Increase**
05-06	1.0%	2005	3.4%
06-07	2.6%	2006	2.5%
07-08	2.7%	2007	4.1%
08-09	2.6%	2008	0.1%
09-10	2.7%	2009	2.7%
10-11	2.6%	2010	1.5%
11-12	0	2011	3.0%
12-13	1.4%*	2012	1.7%
13-14	0-1.3%		
14-15	0.5% 1.3%		
15-16	0.5% 1.3%		

*Increase to base

**Source: <ftp://ftp.bls.gov/pub/special.requests/cpi/cpi.ai.txt>

Concessions the Union has already agreed to:

- Language stating that teachers will be responsible for any increases in teacher retirement contributions

- Mid-year lane changes
- \$300 per year Health Reimbursement Arrangement (HRA)
- Numerous increases in co-pays in health insurance coverage