

The purpose of this letter is to provide you with factual information to help you understand the components of the Governor's proposed plan for K-12 funding and the implications of applicable policies and laws on a potential teacher "walk-out".

Governor's Proposed Plan

As you are aware, the Governor and Legislature have been discussing a statewide budget for the next fiscal year, including K-12 funding. At this time, we understand the Governor's plan to include the following:

- Teacher Salaries - 20% increase for teachers' salaries by 2020.
- District Additional Assistance (DAA) - Additional \$371 million for District Additional Assistance by 2022. The DAA will equate to approximately \$5 million for Chandler Unified School District in 2018-19 and approximately \$20 million by 2023. DAA funds soft-capital items such as textbooks, computer software licenses and student furniture. Capital has not been fully funded since the recession of 2008.
- Annual Inflation - The plan also protects the additional money districts will receive annually for inflation and capital expenditures. This year's inflation is 1.77%.

Of course, this is only a proposed plan and must be approved by the Arizona Legislature. We have been actively advocating for increased funds for schools and teachers for the past decade. The Governor's proposed plan is not perfect but is a step in the right direction.

Impact of the Governor's Proposed Plan on CUSD Staff

The comprehensive plan, as communicated by the Governor, provides flexibility that will help CUSD distribute funds to ALL employee subgroups. Although there are still many questions and unknowns, the Governor's proposed plan released on April 12 will have a positive impact on District funding. The CUSD Super Q team (the shared leadership team) originally developed a compensation plan based on the Governor's first proposed plan from January. In an attempt to be proactive and prepared, the CUSD Super Q team met yesterday to develop options for distributing the new funding proposal.

The Chandler Unified School District Governing Board has always supported salary increases for ALL employees, regardless of their position. The Governor's proposed plan calls for a 10% increase for teachers by July 2018, a 5% increase by July 2019 and a 5% increase by July 2020. Even though this plan does not specifically earmark increases for other employee classifications, the Governor's proposed plan allows the Governing Board the flexibility to utilize the DAA and inflation funding to support raises for all other employee classifications. This plan allows us to meet district needs, from capital to new programs to our most valuable assets, our employees.

Potential Walk-Out

It is our understanding that a walk-out date would be given in advance to allow us to make preparations. Due to the need for appropriate supervision of students, we will notify staff and parents that schools will close in the event of a walk-out. After lengthy consideration, it was determined that there are too many unknowns to appropriately prepare to continue daily school operations. The safety and supervision of our students is a major factor in this decision. Many of you are conflicted about whether or not to walk-out. A District-wide closure will alleviate additional pressure among and between staff that could be harmful to long-term relationships.

If we are notified in advance of a walk-out, we will immediately communicate with parents and staff. We are considering all factors and seeking resources to mitigate any negative impact on students, parents, staff and the community. The following bullets address a few of the primary questions related to school closure:

Employee Work Schedule and Pay

- Employees who work directly with students or are on the same calendar with students, would not work during school closure. This includes, but is not limited to, teachers, counselors, health professionals, security, bus drivers, paraeducators, and food and nutrition workers.
- Salaried (exempt) employees, such as teachers, will continue to be paid if the walk-out is short term (a week or less). However, teachers will be expected to report for make-up days at the end of the school year without additional compensation.
- Twelve-month employees and all other employees scheduled to work the first week of June will be required to work during a walk-out or take appropriate leave or time off without pay.
- By state law, hourly employees who are not scheduled to work due to school closure would not be compensated. Hourly employees may use appropriate paid leave such as general leave, comp time or vacation. If there is no appropriate leave, the employee would not be paid.

Extended School Year

- If make-up days are required, student days will be added to the end of the school year. Employees will be expected to work on those subsequent make-up days.
- Teachers will not be paid for the additional time as they received compensation during school closure.
- Hourly employees will be paid for time worked on the make-up days.

Impact on Other Programs

School closure will also impact the following areas. The District is researching how each area will be addressed:

- Childcare for working parents.
- Breakfast and lunch for children who qualify for free and reduced meals.
- Athletics, student clubs, and field trips.
- Scheduled school events.

Although you are likely to have a number of additional questions, we hope this letter is helpful. We are developing a Frequently Asked Questions document to provide more details.