



Strong. Resilient. Built for Education.

TO: GCSC Team and Community Supporters

RE: Update on Teacher Negotiations

Our ongoing negotiations with the Gary Teachers Union unexpectedly came up during yesterday's DUAB meeting, so we wanted to follow up and make sure you heard directly from us.

Our team of six that has been negotiating with the union. Over the last two months, we have met with the union's team more than 10 times. We have made progress toward an agreement, but unfortunately, we're not there yet, and we are now entering into mediation to hopefully get the rest of the way there.

We know you have questions, and we would like to provide answers. We are limited by the ongoing negotiations in what we can say, but we can share the following information:

1. Is GCSC offering teachers raises?

Yes. GCSC is offering teachers a 3% raise.

2. Why is GCSC not offering a higher raise?

GCSC needs to remain financially solvent with a balanced budget in order to help end state control. We have lots of expenses, and we believe teacher salaries are a very valuable expense. That's why we've given teachers increases three times over the last 12 months that add up to \$14,000 on average. We know how important teachers are to students' success, and we believe teachers deserve to be compensated accordingly.

3. Is GCSC proposing to pay teachers' insurance premiums?

Yes. GCSC is proposing to still cover teachers' insurance premiums.

4. Is GCSC saying teachers will only get paid based on performance?

GCSC is offering a 3% raise and coverage of insurance premiums, among other benefits. In addition, we are offering teachers the opportunity to earn up to \$7,000 more each year. The criteria for this additional pay is achievable for each staff member and is tied to areas where GCSC needs to improve. If we improve, teachers will share in the benefit.