

September 16, 2019

To the Baraboo Board of Education,

On behalf of the Baraboo Education Association, we respectfully decline the Baraboo School District's base wage proposal presented to the negotiation team on August 28, 2019.

In discussions with the executive board and our membership, it became clear that the proposal fails to address the concerns of the certified staff. Of primary concern is the concept of equity. While we welcome the suggestion that the starting salaries be increased, allocating base wage money for the increases will lead to counter-productive inequities between colleagues and staffs.

We, as a district, are making great strides to improve equity for our students, as we should. The same concept must be applied to our staff. The proposal is counter to the concept of equity. Rather than addressing the district's strategic plan of teacher retention, the proposal does not encourage staff to remain with the district. In fact, the current system of compensation makes it difficult for teachers to "stay empowered and resilient." Instead, little is done to reward the loyalty of the certified staff and the successful work being done by educators already within the district. We welcome proposals that encourage educators to join our district, but we also believe it is important that equitable treatment be considered for the existing staff as well.

It is our position that all staff that were in line to move a step for 2019-2020 receive their \$1000 increase and the remaining funds be distributed in a manner that positively impacts all the dedicated members of all the teaching staff, not select sub-groups.

Moving forward, the BEA would welcome the opportunity to meet and confer with the District to consider an alternative compensation plan and other issues facing the District. Creating a compensation plan that restores the concepts of fairness and equity, which will, in turn, lead us to greater levels of teacher retention is the goal. The current salary matrix does not address this goal.

Sincerely,

BEA Executive Board