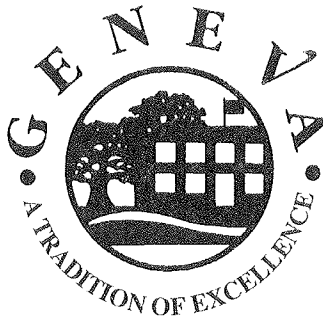


227 N. Fourth Street
Geneva, Illinois 60134
Office: 630/463.3000
Fax: 630/463.3009



Dr. Kent Mutchler
Superintendent of Schools

Community Unit
School District 304

May 5, 2011

Mr. Bob McQuillan
Via E-mail: bobmcquillan@sbcglobal.net

Dear Mr. McQuillan:

In response to your request received April 28, 2011, under the provision of the Freedom of Information Act, please find the following information:

Requested: "Attached please find a list of teacher salaries for the school years 2009-10 and 2010-11 ... Since 2010-11 as the second year of the contract, the increase was communicated as 2.96% ... According to the attached comparison, a total of 273 teachers received an increase of more than 3% vs. 2009-10 base salary ... Could you provide a reason for those teachers who received an increase above 2.96%."

Response: (Provided by Craig Collins, Assistant Superintendent Personnel Services)

I have had the opportunity in the last two days to review your email from last week.

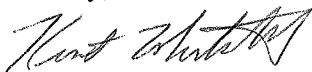
Let me first say that it would take more than two hours to comply with your request to provide a specific reason why certain teachers received an increase over and above 2.96 percent. I can offer the following general response:

1. When we reported out in the summer of 2009 that the total percentage increase for salaries and extracurricular stipends is 2.67% in the first year, 2.96% in the second year, and 3.49% in the third year of the collective bargaining agreement, this represents our best estimate as to the aggregate cost to the District, expressed in an average, when you take into account movement down the salary schedule (step movement) in each of the three years of the collective bargaining agreement and the additional cost for extracurricular position compensation with an increase in the base salary. Because this is an average, some teachers received an increase above the 2.96 percent level in the 2009/2010 school year and some will receive an increase of less than 2.96 percent. The amount of an increase for each teacher depends on a number of factors (see next paragraph).

2. When we do these projections, we factor in some but not all lane advancement on the salary schedule (movement to the right on the salary schedule). We do not factor in lane advancement on the extracurricular salary schedule, a change in assignment (e.g. moving from part-time to full-time), taking on additional paid extracurricular positions, and/or retirement enhancements. The reason that we do not take into account these factors is because it is too difficult to determine when, for example, someone might be changing a lane, submitting a retirement request, or taking on a new paid extracurricular duty. We do make our best estimates during each budget cycle to account for these costs, but it has not been our practice, due to the variability of calculating these costs, to report out these projections when we conclude the negotiation process.
3. Due to a lane change, a retirement enhancement, or a new extracurricular activity, some teachers will receive an increase in excess of 2.96%. In fact, if you review the salary schedules published in the teacher contract, you will note that a teacher on Step 5 in the 2009/2010 school year who moves from lane five to lane six will receive a 4.9% increase, a teacher on Step 5 who moves two lanes will receive a 13.3% increase, and a teacher on Step 6 in 2009/2010 who earns a second master's degree would see a 26% increase.
4. I should point out that the aggregate increases of 2.67%, 2.96%, and 3.49% represent some of the lowest numbers in our District over the past ten years and certainly some of the lowest in the region over the past five years. We have been using the same cost projection methodology for many years. The Board and administration are mindful, of course, that the fiscal landscape has changed dramatically since we negotiated back in the spring 2009.
5. In reviewing the data that you have shared with us and then reviewing the data that was submitted to the Illinois State Board of Education, we have discovered several errors. For example, Pat Fordonski earned \$101,912 during the 2009/2010 school year, not \$50,956 as we reported. Unfortunately, we cannot correct this error as the Illinois State Board of Education has not provided a mechanism for making changes to the report after it is submitted. We are currently reviewing the accuracy of the data that was submitted to ISBE to ensure its accuracy when we file our report this June. An understatement of salary in the June ISBE report will result in an incorrect salary percentage increase.
6. In quickly reviewing the chart that you sent me, I noticed that there was at least one teacher on your list who does not teach in the District this year. There may be others.

The information in the response was provided by Assistant Superintendent Craig Collins and compiled by FOIA Officer and Communications Coordinator Kelley Munch. If additional information is required, please call Mrs. Munch at 630-463-3011.

Sincerely,



Kent D. Mutchler

KDM/kcm