

Salary and Benefits Committee

The following questions and answers should help to clarify the information that was presented by the chairperson of the Salary and Benefits Committee, Bob Hahn, during the November 3rd General Membership Meeting.

Q. What is the main recommendation of the Salary and Benefits Committee?.

A. The Committee recommends that everyone begin to move upward on the pay scale, beginning with the second year of the next contract. Eventually, everyone will be able to reach the top of the salary scale .

Q. What is "compression"?

A. Compression is the process of combining steps. The plan calls for compression to take place in the first year of the new contract.

Q. What are the advantages of compression?

A. There are two benefits of compression. First, it will make the steps more evenly spaced. This even spacing will insure that each teacher receives relatively steady salary increases. Second, compression will reduce the number of steps in the salary scale. Therefore, every teacher who stays in the System will reach maximum salary sooner in their careers.

Q. Who decides which steps will be combined?

A. The steps selected will be part of the negotiating process. The goal is to have upward movement through fewer steps that are relatively evenly spaced.

Q. What happens to the salaries of teachers who are already at the top of the pay scale?

A. Every contract would include negotiated raises for everyone, including those at the top.

Q. Is the ACT Executive Board in favor of this plan?

A. The Salary and Benefits Committee met with the Board in and in June of 2005 and explained the proposed restructuring . The ACT Executive Board has endorsed the concept.

Q. Did the Salary and Benefits Committee make any recommendations concerning benefits?

A. Yes, the committee researched and recommended the introduction of health and savings accounts for teachers. The Association presented the Committee's findings to the Office of Catholic Education and flexible savings accounts will be introduced in 2006.

**The present salary schedule
(base salaries)**

Step	2005-06	Increments
1	\$ 31,700	
2	\$ 32,500	\$800
3	\$ 33,300	\$800
4	\$ 34,100	\$800
5	\$ 34,720	\$620
6	\$ 35,310	\$590
7	\$ 35,920	\$610
8	\$ 36,480	\$560
9	\$ 37,040	\$560
10	\$ 37,600	\$560
11	\$ 37,960	\$360
12	\$ 38,320	\$360
13	\$ 38,680	\$360
14	\$ 39,090	\$410
15	\$ 39,450	\$360
16	\$ 39,660	\$210
17	\$ 39,920	\$260
18	\$ 39,980	\$60
19	\$ 40,140	\$160
20	\$ 40,300	\$160
21	\$ 40,590	\$290
22	\$ 40,810	\$220
23	\$ 41,510	\$700
24	\$ 42,190	\$680
25	\$ 42,900	\$710
26	\$ 43,720	\$820
27	\$ 44,520	\$800
28	\$ 45,760	\$1,240
29	\$ 47,070	\$1,310
30	\$ 48,390	\$1,320
31	\$ 49,680	\$1,290
32	\$ 50,880	\$1,200
33	\$ 52,230	\$1,350
34	\$ 53,500	\$1,270
35	\$ 54,620	\$1,120
36	\$ 55,570	\$950
37	\$ 56,620	\$1,050
38	\$ 57,720	\$1,100
39	\$ 59,160	\$1,440
40	\$ 61,390	\$2,230

**Subtotals of the increments
between steps 2005 – 2006**

1 to 4	\$ 2,400
5 to 8	\$ 1,760
9 to 12	\$ 1,280
13 to 16	\$ 980
17 to 20	\$ 380
21 to 24	\$ 1,600
25 to 28	\$ 2,860
29 to 32	\$ 3,810
33 to 36	\$ 3,340
37 to 40	\$ 4,770

An example of salary compression 40 steps

compressed to 30 steps before negotiated raises

	2005-06	old step	new level	salary
		new hires	1	unknown
1	\$ 31,700	1	2	\$31,700
2	\$ 32,500	2	3	\$32,500
3	\$ 33,300	3	4	\$33,300
4	\$ 34,100	4	5	\$34,100
5	\$ 34,720	5	6	\$34,720
6	\$ 35,310	6	7	\$35,310
7	\$ 35,920	7	8	\$35,920
8	\$ 36,480	8	9	\$36,480
9	\$ 37,040	9	10	\$37,190 ***
10	\$ 37,600	10+11	11	\$38,190 ***
11	\$ 37,960	12+13+14	12	\$39,190 ***
12	\$ 38,320	15+16+17+18+19	13	\$40,190 ***
13	\$ 38,680	20+21+22	14	\$41,190 ***
14	\$ 39,090	23+24	15	\$42,190
15	\$ 39,450	25+26	16	\$43,720
16	\$ 39,660	27	17	\$44,720 ***
17	\$ 39,920	28	18	\$45,760
18	\$ 39,980	29	19	\$47,070
19	\$ 40,140	30	20	\$48,390
20	\$ 40,300	31	21	\$49,680
21	\$ 40,590	32	22	\$50,880
22	\$ 40,810	33	23	\$52,230
23	\$ 41,510	34	24	\$53,500
24	\$ 42,190	35	25	\$54,620
25	\$ 42,900	36	26	\$55,620 ***
26	\$ 43,720	37	27	\$56,620
27	\$ 44,520	38	28	\$57,720
28	\$ 45,760	39	29	\$59,160
29	\$ 47,070	40	30	\$61,390
30	\$ 48,390			
31	\$ 49,680			
32	\$ 50,880			
33	\$ 52,230			
34	\$ 53,500			
35	\$ 54,620			
36	\$ 55,570			
37	\$ 56,620			
38	\$ 57,720			
39	\$ 59,160			
40	\$ 61,390			

*** indicates a slight further adjustment

**Increments between levels after compression
before negotiated raises**

Level	Salary	Increment
1	Unknown	
2	\$31,700	
3	\$32,500	\$800
4	\$33,300	\$800
5	\$34,100	\$800
6	\$34,720	\$620
7	\$35,310	\$590
8	\$35,920	\$610
9	\$36,480	\$560
10	\$37,190	\$710
11	\$38,190	\$1,000
12	\$39,190	\$1,000
13	\$40,190	\$1,000
14	\$41,190	\$1,000
15	\$42,190	\$1,000
16	\$43,720	\$1,530
17	\$44,720	\$1,000
18	\$45,760	\$1,040
19	\$47,070	\$1,310
20	\$48,390	\$1,320
21	\$49,680	\$1,290
22	\$50,880	\$1,200
23	\$52,230	\$1,350
24	\$53,500	\$1,270
25	\$54,620	\$1,120
26	\$55,620	\$1,000
27	\$56,620	\$1,000
28	\$57,720	\$1,100
29	\$59,160	\$1,440
30	\$61,390	\$2,230

**Subtotals of the increments between
levels after compression before
negotiated raises**

Steps	Increments
1 to 4	\$2,400 <small>estimated</small>
5 to 8	\$1,820
9 to 12	\$2,710
13 to 16	\$3,530
17 to 20	\$3,670
21 to 24	\$3,820
25 to 28	\$3,100
27 to 30	\$4,770