



May 19, 2020

**EXECUTIVE SUMMARY: SALARY CONCESSIONS TO ADDRESS ANTICIPATED BUDGET DEFICITS**

The Council Rock School District is facing a substantial budget deficit for the 2020-21 school year and likely beyond, and has already made difficult decisions such as suspending our capital plan and making budget cuts, including instructional technology and textbooks, that would directly benefit our students. Today we announce another important layer of addressing the budget deficit, as tentative agreements have been reached with both the Council Rock Education Association (CREA) and the Council Rock Administrators Association (CRAA) that would result in an approximate total of \$4.6 million in salary concessions over an 18-month period. The CREA tentative agreement extends the current contract by one year, through June 30, 2022. CREA membership and the CRSD Board of School Directors will each respectively vote on Thursday, May 21, 2020. Also of note is that the Council Rock Educational Support Professional group (CRESPA) contractually does not permit any step (years of service) movement increases for the 2020-2021 school year, which had previously resulted in substantial savings.

If approved, the salary concessions made by CREA will result in a total approximate savings of \$4.2 million (savings of \$2.3 million in the 2020-21 school year and \$1.9 million in the 2021-22 school year). This tentative agreement calls for an 18-month total freeze on all horizontal and step (years of service) movement from the end of the 2019-20 school year, while a .5% increase will be made to the current salary matrix for both the 2020-21 and 2021-22 school years. In addition to these substantial salary concessions, the contractually-scheduled increases to employee benefits premium shares will rise to 16% and 7%, respectively, for the non-buy up plan options from the previous thresholds of 15% and 6%. The teacher work year will also be abbreviated by one day from 190 days to 189 days, and members will be permitted to roll over two unused family illness days at the end of the 2019-20 school year.

The CRAA concessions, if approved, will join those of the Superintendent of Schools, Assistant Superintendent, Director of Business Administration, and the Director of Human Resources and will result in a total approximate savings of \$407,000 (\$211,000 in the 2020-21 school year and \$196,000 in the 2021-22 school year). This agreement calls for an 18-month total salary freeze through and including December 31, 2021. During this 18-month period, all administrators' salaries will remain at the rates in effect during the 2019-2020 school year. This agreements maintain the amounts the employee health insurance contributions at 15% and 6%, respectively, for the non-buy up plan options.

These salary concessions are a recognition of both the current and future difficulties facing the District and the community. The willingness of all CRSD employees to make these salary concessions during this difficult time is a testament to their dedication and commitment to the District and our students.

*Office of the Superintendent  
Chancellor Center*