

## **Finance Committee Update to Teachers' Compensation Review Report**

### **Introduction**

The original Teachers' Compensation Review Report compared the Sudbury Public Schools (SPS) and the Lincoln-Sudbury Regional High School District (LSRHSD) teachers' contracts for the 2003-2004 school year to contracts for the following districts: Acton, Acton Boxborough Regional School District, Concord, Concord Carlisle Regional School District, Dover, Hudson, Sherborn, Dover-Sherborn Regional School District, Lincoln, Wayland, Weston and Wellesley. This update compares those same districts for the 2004-2005 school year.

### **Summary**

The "lanes" used in this update are the same as those used in the original report. They are the Bachelors, Masters, Masters + 30 and Top Lanes. Each of the districts included in this sample received salary increases for 2004-2005:

Sudbury.....	2.75%
Lincoln Sudbury Regional.....	3.00%
Acton-Boxborough Regional.....	4.00%
Dover Sherborn Regional.....	4.00%
Hudson.....	3.50%
Lincoln.....	3.00%
Wellesley.....	2.50%
Weston.....	2.50%
Wayland (Mid-Yr).....	2.00%
Concord Carlisle Regional (2002/3 vs 2004/5).....	5.06%

In each of the four lanes reviewed, SPS teachers continue to be paid lower salaries than comparable teachers employed by the districts in the sample with the exception of steps one and two in the Bachelors lane. Between steps 15 and 17, the SPS salaries

become more competitive falling into the low mid-range. There are zero occurrences where the SPS teachers are offered top salary.

LSRD teachers starting pay (step one) remains close to the average starting salaries with the exception of the Top Lane. The LSRD salaries were better than those of SPS and Concord Carlisle in the Bachelor's lane but, in all other lanes the LSRD salaries were exceeded by all districts reviewed with the exception of SPS until step 13 and beyond. At this point, LSRD salaries fall into the mid range of salaries being offered. There are zero occurrences where LSRD offers the top salary.

Although the salaries for SPS and LSRHS become more competitive in each lane between steps 13 and 15, seven of the ten districts reviewed achieve their maximum salaries between steps 10 and 13.

### **Conclusion**

As in the original report, it is the opinion of the Finance Committee that any claims made that the Sudbury Public Schools or the Lincoln-Sudbury Regional District's teachers are overpaid in comparison to peer districts is erroneous and unsupported by the facts.