

Proposal for 2015

I. INCREASE THE BASE SALARY BY 2.5%

The Consumer Price Index (CPI) for 2013 was 1.5%, for 2012 it was 1.6% and for 2011 it was 3.6%. Over the past 10 years, the CPI has averaged 2.38% annually. During this same time our annual salary increase has averaged just 1.5%. This modest increase will help restore some lost buying power while allowing ORS to remain competitive with other top school systems.

II. MAINTAIN FUNDING FOR ALL STAFF POSITIONS - CERTIFIED AND TEACHING ASSISTANTS

The top budget priority should be to fully fund all existing staff positions and programs that directly impact student achievement and success.

III. INCREASE ALL ELIGIBLE PERSONNEL BY ONE EXPERIENCE INCREMENT

The revised salary index is so constructed that each staff member may advance on the basis of experience and education. The current salary index provides incentive for Oak Ridge Schools to retain professionals with years of experience within the system.

IV. MAINTAIN HEALTH INSURANCE, EYE CARE AND DENTAL BENEFITS AT CURRENT LEVELS.

Our current plan allows our employees to receive these services at reduced costs.

V. PROVIDE A ONE-TIME BONUS PAY OF \$100 FOR CERTIFICATED STAFF FOR EACH YEAR OF SERVICE WITH THE OAK RIDGE SCHOOLS. THIS BENEFIT WOULD BE PAYABLE UPON RETIREMENT. THE MAXIMUM BONUS PAID WILL BE CAPPED AT \$3000 FOR 30 YEARS OR MORE OF SERVICE.

This benefit is a way of rewarding those who have dedicated their careers to ORS.

VI. PROVIDE ONE ADDITIONAL PERSONAL LEAVE DAY FOR FULL-TIME STAFF MEMBERS.

This modest benefit allows employees an extra day to attend to needed personal matters.