



November 12, 2021

Dear SBCSC Families,

This week, our negotiations with our teacher's union came to an impasse. Now that we are working toward mediation, I'd like to share what has been discussed with our National Education Association partners.

After the referendum passed in 2020, the corporation was able to act on its promise of increasing teacher salaries, and we spent \$3.1 million on last year's raises, bringing up the base salaries for first-year teachers to \$41,000. In addition, every teacher received either a \$1,500 or \$2,000 stipend from the federal CARES money.

Because of the referendum passing, this year, the corporation was able to offer teachers an additional \$5.8 million, for a total of \$8.9 million in base salary increases.

That sum exceeds the \$4.1 million promised for teacher raises during referendum campaigning.

This latest proposal would mean a starting salary of \$42,800 for first-year teachers.

Our longstanding teachers in the district – those who have taught for between 10-23 years – in the past had not received base salary increases commensurate with their experience. This year, we sought to address that problem by offering those teachers a 7% increase in base pay salary, bringing the new maximum to \$78,350.

Again, we would not have been able to offer these increases without your support in helping us pass the referendum. I want to express again my sincere gratitude to our teachers, partners, and community members for their help in making this referendum a success. We continue to deliver on our promise to our teachers as we move forward with this process.

If you'd like additional details of our salary proposal, it's posted on the homepage of our website; I encourage you to take a look.

On Wednesday, Washington senior Mila Reynolds had her formal signing with the University of Maryland. She has been a truly inspirational athlete to watch over the past few years, building up her team, family, and our west side community. Mila, we're proud of you. We're eager to see how you and the Panthers keep on the road to state this season. The Terrapins are lucky to have you.

Adams High School seniors had signings too—Emily Kidwell will play softball at Bethel University, and Rianna Wilson and Amaya Shuppert will play volleyball for Glen Oaks Community College in Centreville, Michigan. Alanya Wilson will play soccer for the University of the Columbians in Williamsburg, Kentucky. Congratulations to these outstanding athletes

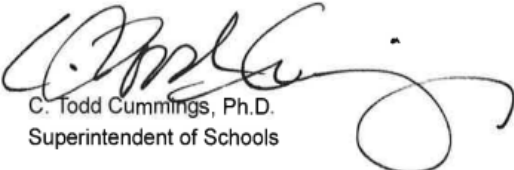
Nuner Fine Arts Academy second and third-grade students did a tremendous job performing *The Three Billy Goats Gruff* on Thursday evening. Thanks to our fifth graders for their work on the set and for serving as crew members.

Thursday was Veterans Day. I want to thank again all who have served our country and giving the ultimate sacrifice for our nation, freedom, and democracy.

Remember to join us for the School Board meeting on Monday, November 15 at Clay High School. Finally, be sure to join us at Century Center on Thursday, November 18 at 6:30 pm for our Showcase of Schools. This is going to be an amazing event, and I can't wait to see you there.

Take time to read a book this weekend, watch a classic film, and listen to an album.

Sincerely,



C. Todd Cummings, Ph.D.
Superintendent of Schools