

Repeal the 3 percent initiative!

Ask your state senator to support SB 60 and your state representative to support HB 350, which will return the lid on salary increases to 6 percent before a district would have to pay any money to the state.

1. This is a diversion of local resources: The new law takes money from your local classrooms and schools and sends it to Springfield. It is essentially a cost shift, forcing districts, if they want to fairly compensate employees, to pay more toward the employees' pensions, likely passing the cost on to local property owners or students enrolled in institutions of higher education.
2. The 3 percent limitation is being applied to active Teachers' Retirement System and State Universities Retirement System members regardless of how close they are to retirement. And, many school districts and institutions of higher education are taking the position that all increases in compensation, for any reason, should not exceed 3 percent because they do not want to pay the additional costs of a pension payment. This reluctance is impacting the ability of these public schools and institutions to attract and retain the best and brightest while also having to compete against the private sector and out-of-state entities that can offer more attractive financial packages.
3. Career sustainability is at risk because of the 3 percent limitation. All type of pay is impacted, even compensation received as a result of pursuing a master's degree or obtaining additional academic credentials, cost of living increases, stipends paid for extracurricular duties, coaching stipends, seniority payments, promotions (teacher to principal), overtime compensation, National Board Certified Teacher (NBCT) stipends and other duties that directly enhance the education of the students. It is the truth to say that the 3 percent limitation is a disincentive for school districts to offer any increase in compensation above 3 percent regardless of whether the educator goes the extra mile to be the best in their field.

This measure needs to be repealed and it needs to be repealed now. Ask your lawmakers to either sign on to be a sponsor of the bills mentioned above, or to be supportive of them.