



Academic Excellence
in a Caring Community

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May 23, 2019

Dear KSD Community,

As a follow up to the Kentfield School Board's community letter dated May 16, 2019, we want to clarify that not all teachers receive a "step and column" increase every year. We are aware that only teachers who qualify - based on the number of years teaching and earned professional academic units - receive these increases in any given year. Also, some teachers, given their many years of service to the District, have reached the top of the salary schedule and are no longer eligible for "step and column" increases. Nevertheless, the District must factor into our calculations the total budget, which changes year to year based on our staffing and "step and column" increases. As a reference, "step and column" increases vary each year and cost the District \$73,284 in 2018-2019 and anticipated \$84,034 in 2019-2020. Based on current staffing projections, 34 teachers will receive "step and column" increases in 2019-2020 with an average of a 2.96% increase in salary for those teachers.

In addition to the above clarifying information regarding "step and column," we want to additionally advise the community regarding next steps. As many of you know, the parties jointly declared impasse on May 10, 2019. Once impasse is declared, mediation is the next step in the collective bargaining process. As such, the District's and KTA's bargaining teams will meet for mediation on June 12, 2019 before a neutral, third-party mediator appointed by the Public Employment Relations Board. Our Board is committed to working with KTA in good faith at mediation to find a mutually agreeable solution to this impasse as soon as possible.

If you have any questions or comments, please feel free to contact our Board President, Heather McPhail Sridharan, at hmcphailsridharan@kentfieldschools.org. Feedback is always welcome.

Your KSD Board of Trustees,

Davina Goldwasser
Sarah Killingsworth
Heather McPhail Sridharan
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