

## Wages and Benefits

- 1. How much are we planning to fund the pension gap that was previously identified? Where can I find that in the budget?**

The total budget for support staff retirement plans is \$765,685 found in account 50243. An annual actuarial analysis for the support staff defined benefit plan indicates that \$587,304 should be budgeted from the general fund. The remaining amount of \$178,381 is the District's contribution to those eligible for the various defined contribution deferred revenue plans for those eligible positions.

- 2. Does this new budget really include an 8.8% raise for the Superintendent and other administrators?**

No. The increase in the Administrator's salary line is 3.1% in this proposed budget. This covers the salaries of all administrators in the District. There are no new positions included in the proposed budget.

- 3. There is frustration about the trend in specific line items, specifically salaries. Why are there salary increases and how much salaries are going up?**

Salary increases are primarily the result of additional staff that were added in the current year, and proposed through new initiatives for next year. Salary contracts for teachers and support staff are currently being negotiated and are estimated in the budget at anticipated settlement amounts plus some contingency in case negotiations are less favorable than expected. Any savings resulting from favorable negotiations are carried forward as revenues to be used in a future year's budget. Also, please refer to page 15 of the budget document which shows staffing ratios at the following web address:

<https://www.sbschools.net/cms/lib/VT01819219/Centricity/Domain/26/Budget%20Book%20FY18.pdf>

- 4. Is it true that teachers do not contribute toward the cost of their health insurance? Do the District's taxpayers pay 100% of the cost of the healthcare?**

Teachers do contribute to the costs of premiums for their health insurance coverage. In the current contract between the District and the South Burlington Educator's Association (SBEA), teachers contribute 17% of the premiums for this purpose. Here are the negotiated contribution rates over the past ten years:

2008	10%	2013	15%
2009	10%	2014	16%
2010	12%	2015	16%
2011	15%	2016	17%
2012	15%	2017	17%