

## ATU Negotiation Data

1 message

Joe Romero &lt;jromero@anacondaschools.org&gt;

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To: Gayle Venturelli &lt;gventurelli@anacondaschools.org&gt;, Jaime Valentini &lt;jvalentini@anacondaschools.org&gt;

Hi Jaime and Gayle,

I spent the last few hours digesting the 2020 Montana Teacher Salary data. The numbers were helpful, but did not delineate Montana Class B schools specifically. So, I pulled each of the 39 districts from the data sets and re-ran the numbers on the the 2019-2020 Salary Analysis and 2019-2020 Salary & Single Benefit Analysis for direct comparison.

Here's what the data shows:

### 2019-2020 Salary Analysis

**Base salary:** Anaconda ranks 12/39 (top 28% in Class B) and 35/218 (Top 16% statewide)

3.2% above the class B average and 9% above state average

**BAMAX :** Anaconda ranks 10/39 (top 25% in class B) and 49/218 (Top 22% statewide)

5% above class B average and 9.3% above the state average

**SCHMAX:** Anaconda ranks 12/39 (top 30% in class B) and 56/218 (Top 26% statewide)

4.5% above class B average and 9.7% above the state average

**26YREP :** Anaconda ranks 9/39 (top 23%) and 38/218 (Top 17% statewide)

4.9% above class B average and 10.4% above the state average

### 2019-2020 Salary & Single Benefits Analysis

**Base salary+ Benefits:** Anaconda ranks 11/39 (top 30%) and 35/218 (Top 16% statewide)

5.3% above the class B average and 9% above state average

**BAMAX :** Anaconda ranks 10/39 (top 25% in class B) and 38/218 (Top 17% statewide)

6.2% above class B average and 10.6% above the state average

**SCHMAX:** Anaconda ranks 13/39 (top 33% in class B) and 47/218 (Top 21% statewide)

5.7% above class B average and 8.5% above state average

**26YREP :** Anaconda ranks 10/39 (top 25% in class B) and 33/218 (top 15% statewide)

6.5% above class B average and 11.7% above the state average

A this time, I did not extrapolate the data further to evaluate Anaconda vs other Class B districts for the **2019-2020 Salary & Family Benefit Analysis** as the provided metrics demonstrated at least 4.9-8% above average marks in every category compared to the rest of districts in the state.

I was forwarded a compilation of the Work-Day language from other Class B CBAs in the MFPE. Of the 39 districts represented in class B, 20 either did not share or did not have clear/specific work-day language regarding hours per day in their CBAs. 12 of 39 had specific 8hr/day language (with some minor variations) and 7 of 39 had requirements between 7:40 and 7:50. A few other observations:

1. Many districts negotiated CBAs with specific allowance for teachers to leave early on Fridays and preceding holidays.
2. Many districts negotiated specific pupil contact hours and/or hours worked within the contracted 180-187 day period.

Lastly, I also evaluated the cost of living indices (Food & Groceries, Housing, Median Home Cost, Utilities, Transportation, Healthcare, and Miscellaneous) for the districts reporting the top 12 base salaries (Anaconda was 12th). Although on average it was approximately 10% cheaper to live in Anaconda in comparison to the 12 other districts, two districts were extreme statistical outliers. When removed from the data set, Anaconda is still approximately 2% less expensive.

|          | COL Indices | COL +/- |
|----------|-------------|---------|
| Colstrip | 74.7        | -3.50%  |
| Harlem   | 70.1        | -9.40%  |

|                  |      |             |         |
|------------------|------|-------------|---------|
| Poplar           |      | 77.4        | -8.30%  |
| Lame Deer        |      | 65.3        | -15.60% |
| COLUMBUS         |      | 93.3        | 20.50%  |
| Baker            |      | 83.2        | 7.50%   |
| Lodge Grass      |      | 68.4        | -11.60% |
| Huntley Project  |      | 83.2        | 7.50%   |
| Manhattan        |      | 110.1       | 42.2    |
| BigFork          |      | 116.1       | 50%     |
| Arlee            |      | 96.2        | 24.00%  |
| AVERAGE          |      | 85.27272727 |         |
| Outliers removed | 79.1 |             |         |
| Anaconda         |      | 77.1        |         |

I realize this is a lot of information. Hopefully it is helpful in providing some context to our future negotiations. Please let me know if you have any specific questions.

Thanks,

Joe