

5. Why does a mutual agreement between the Board and the CTEA always take so long?

- Reasons Why Negotiations Take a Long Time
 - There are approximately 206 members of the CTEA, and they comprise a wide range of disciplines that include: teachers, teaching assistants, school guidance counselors, long term substitutes, school nurses, school psychologists, learning disabilities teacher consultants, school social workers, occupational therapists, physical therapists, speech therapists, behavioral specialists, custodial and maintenance staff, and secretaries.
 - There are a large number of complex topics to discuss and agree upon for each of these disciplines. For example: Percentage increases, increment cost, benefits, tuition reimbursement, stipends, personal leave, disability leave, evaluations, number of work hours in a day, work week and year.
 - The District operates under a 2% General Fund Tax Levy CAP on spending. This CAP complicates costs versus statutory caps.
 - Rising Cost in Healthcare Benefits to the District
 - This has had a HUGE impact on negotiations. Rising healthcare benefit costs, spending caps, declining revenues in public education complicate and lengthen negotiations.
 - High increment cost to the current salary guide.