

North Ridgeville Teacher Salary and Funding Fact Sheet

The following provides clarifying information regarding teacher salaries as it relates to revenue in NRCS

Forum of Communication & Public Negotiation

- NR BOE works to keep negotiations between leadership and the association. The philosophy has always been to refrain from making bargaining a public forum.

Timeline of Negotiation Process

- NR BOE follows an interest-based bargaining process that requires groups to identify a small number of items and then work through the process of identifying each party's interest in these items.
 - The process is collaborative, concerted and engaging.
 - A party cannot prolong negotiations any more than what is agreed upon by both parties.

Calculating Salaries & Comparisons Across Lorain County

- Competitiveness of a NRCS teacher salary is based on examining the average income over the life of a career, or examining the relative positions of salaries within the salary schedule.
 - Using this method of analysis, NRCS teachers rank 7 out of 14 in Lorain County.
- Information in local media articles that calculated salary averages across each district is not an accurate reflection of competitiveness.
 - In general, if a district has less experience in its teaching staff, the district will be paying a lower average. If a district has more experienced teachers, the district pays a higher average.
- NRCS Teachers Experience:
 - **In the last eight (8) years, many teachers have retired from North Ridgeville. Currently, 25% of NRCS staff is in their first five (5) years of teaching.**
 - **As a result, NRCS average salary is lower and is not an accurate measure of the actual competitiveness of the District's pay.**

Local Revenue as it Relates to Funding Salaries

- Comparison of teacher salaries must take into account a **district's ability to raise revenue to pay salaries.**
 - NRCS ranks **12 out of 14** in Lorain County in the amount of state aid per pupil received from State Funding.
 - 86.9% of local taxes come from residential properties in North Ridgeville - **North Ridgeville homeowners bear the burden.**
 - 11.2% of local taxes come from commercial and industrial.
 - A very small percent of funds come from Public Utilities.
 - 12 other Lorain County districts have less burden placed on homeowners.
 - 11 districts in the county have higher voted millage than North Ridgeville.

End Results

- **The conversation concerning teacher salaries, and their competitiveness, requires a more holistic examination and an understanding that NRCS' ability to create revenue ranks at the bottom of the county (usually 12) while the current competitiveness in salaries ranks at seven (7).**
- **The offer which the board has recently provided the NREA Negotiations Team takes into account all known, projected and current revenues as well as all budgeted reserves. Given the budget calculations related to those figures and given the current structure of school funding in Ohio, NRCS will likely require an additional tax levy on the ballot in 2019 or 2020.**
- **A contract that exceeds the current offer would necessitate NRCS to place a levy on the ballot prior to 2019 in order to maintain the services currently provided to students.**