



March 7, 2023

Dear PPS Community,

Our educators are the frontline of our district. We want to attract new educators and retain the valuable educators we have, and we do that in part by offering competitive salaries and benefits.

We pay our educators among the highest salaries in the state regardless of how long they've been teaching here. Roughly half of our educators are at the top of our salary schedule and have been teaching here for years. That dedication is reflected in our general fund commitment: 75% of our general funds pay for our licensed educators' salaries and benefits.

Even as we face a deficit, we want to sustain that commitment. We've offered our educators a proposal that would mean approximately half of PPS educators get at least a 5.9% increase each year for the next three years. Our educators' union proposed over four times that increase. They also presented multiple costly proposals, totalling what we estimate to be well over \$100 million – which is 15% of our current budget.

Our educators deserve to be generously compensated, and we must achieve a balanced budget. We cannot agree to unsustainable costs and contractual terms that also decrease student instruction time.

As we go forward from today, we will continue to balance these elements, and to make fiscally responsible decisions that enable high-quality teaching and learning for our students.

Sincerely,

Sharon Reese

Chief Human Resources Officer