

**EQUITY** – the state of being equal; the same in quantity, degree, value, rank, ability or status; equally balanced; “on a par with the BEST

**“THIS IS WHAT WE EXPECT HBCSD TO BE THE BEST OF THE BEST”**

LET’S REFLECT & CONSIDER WHAT HAPPENED LAST YEAR:

**DEC 06** – a 6.5 % salary increase is approved for MANAGEMENT & The SUPERINTENDENT’S CABINET

**HBETA** – MEANWHILE, HBETA IS STILL NEGOTIATING AND AFTER OUR 6<sup>TH</sup> SESSION OF NEGOTIATIONS WITH THE DISTRICT, IMPASSE WAS DECLARED ON JAN 23, 07

**EQUITY NOT FELT BY US**

FEB 07 – While teachers are not feeling valued, the District is QUICK TO SETTLE WITH **US** –

FEB 27 – HBETA THANKS THE SCHOOL BOARD FOR THEIR DECISION TO AGREE TO A 6.5% INCREASE

~~~~~**Little did we know**~~~~~

DURING A CLOSED SESSION SCHOOL BOARD MEETING, YOU DISCUSS COMPENSATION FOR THE SUPERINTENDENT, ASSISTANT SUPERINTENDENTS, AND PRINCIPALS

**EQUITY NOT FELT BY US**

**MARCH 12 – 6.5% SALARY INCREASE APPROVED FOR  
TEACHERS**

**MARCH 12 – SAME NIGHT AN ADDITIONAL INCREASE OF 2% IS  
APPROVED FOR THE PRINCIPALS**

 **DID YOU NOT THINK WE WOULD NOTICE?**

 **WHERE IS THE EQUITY IN THESE DECISIONS?**

**Last year the Board demonstrated what your PRIORITIES are,  
and teachers were NOT a priority! - We want equity.**

**Trustee Rechstiener you were quoted last March in the  
Independent as stating “ We’re trying to get all our employee  
groups to at least to about the average of all the comparable  
school districts.”**

**I DON’T BELIEVE Mr. Rechsteiner lied.**

**I want to believe that the Board will live up to Mr. Rechsteiner’s  
words and take actions to ensure that our teacher salaries do  
NOT continue to RANK WELL BELOW THE COUNTY AVERAGE**