

## I read in the Daily Herald that Geneva has the second highest paid teachers in Kane County. I thought the GEA said they were paid lower?

While the average salary of Geneva teachers might be the second highest in Kane County, this statistic in the Daily Herald is not the best metric to use to compare teacher salaries. This is because it represents a combination of salary, experience, and educational attainment for teachers in a district. To compare salaries, the best method is to look at what teachers with the same experience and education are paid in one district compared to another. Geneva teachers' salaries are less than almost every other Kane County district.

The GEA used the actual salary schedule from each school district to make more meaningful comparisons. You can find that information compiled here:

<https://www.gea4students.org/negotiation-information>.

(Example: A Geneva teacher with 10 years of experience and a Master's Degree would earn less than a teacher with the same experience and education in any other Kane County school district, except for East Aurora).



Geneva has a larger number of teachers reaching the end of their career, who are scheduled to retire soon. This is why Geneva's salary average is slightly higher than some of the surrounding districts. However, the Illinois State Report Card also shows that over the past five years, Geneva is one of the only districts whose average salary has declined, while almost all of the others have grown, some by as much as \$9,000.

According to the the State Report Card, the state average has also risen by more than \$3,000 over the past five years while Geneva's average has dropped by \$6,756 since 2012. This is because highly-educated, experienced teachers have retired in the the last six years, and they were replaced with less experienced teachers early in their teaching careers. The money saved when this happens has been used to pay down district debt. Now that the debt has been refinanced, the GEA is asking for this money to be used to enhance teacher compensation that will attract and retain high quality teachers for students in Geneva schools. This adds no cost to district budgets.

Geneva is scheduled to have 33 more teachers retire in the next two years. Because the current salary schedule in Geneva is behind all of the other Kane County districts except Kaneland, the average salary will drop significantly below these districts in the next few years. A competitive compensation package is needed for Geneva to replace these 33 retiring teachers with high quality new teachers who can continue the tradition of excellence our community has come to expect from Geneva Schools.