

EXHIBIT Q

CONTRA COSTA TIMES

Richmond: Teacher raises included in contract approved by West County school board

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RICHMOND -- West Contra Costa schools trustees on Wednesday approved a new contract with its teachers union, in a deal that may not help with teacher recruitment as much as had hoped and will require some program cuts to fulfill, according to a board member.

The deal calls for 12 percent across-the-board raises for district teachers and librarians over the next 11 months.

By Jan. 1, 2017, when a three-step series of pay increases is complete, beginning teachers and librarians will receive between \$43,517 and \$48,076 annually, with salaries rising to between \$79,919 and \$90,735 per year after 28 years on the job.

A retroactive increase of 6 percent on Feb. 1 will be followed by 3 percent increases on July 1 and Jan. 1.

The district went into bargaining with the idea of raising pay dramatically at the lower end of the salary scale to help recruit beginning teachers, while providing lower percentage increases for teachers at the top of the salary schedule.

That idea was rejected by the United Teachers of Richmond during months of negotiations.

"We're having trouble finding people across all (subject areas)," said school board member Todd Groves. "Our beginning teacher salaries are not in range with neighboring districts."

Groves said he hopes the new contract will help with the recruitment problem, but added that the district is going to have "to make some cuts" in order to afford the raises.

Union members had previously approved the agreement.

At Wednesday's board meeting, trustees also authorized the sale of up to \$125 million in bonds authorized under 2010 Measure D and 2012 Measure E.

Most of the money raised will go toward the completion of the new Pinole Valley High School that is now under construction, Groves said.

Pinole Valley is operating in a temporary campus constructed on a former athletic field while the old campus has been razed and a new campus is being built on the site.

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