

Email chain with Arthur Watts, CSFO for Birmingham City Schools regarding the 2012-2013 salary schedule and health and life insurance benefits. Details for life and health insurance coverage is noted below (highlighted in yellow).

From: **ARTHUR WATTS** <AWATTS@bhm.k12.al.us>
Date: Wed, Oct 10, 2012 at 1:25 PM
Subject: RE: Request for teacher salary schedule and benefits
To: Anissa Sepulveda <asepulveda@nctq.org>

I'm sorry. Single coverage is \$15 monthly or \$180 annually; while family coverage is \$714 monthly or \$8,568 annually.

From: Anissa Sepulveda [asepulveda@nctq.org]
Sent: Tuesday, October 09, 2012 5:51 AM
To: ARTHUR WATTS
Subject: Re: Request for teacher salary schedule and benefits

Dear Mr. Watts,

Thank you so much for getting back to me. The information you provided was exactly what I needed, and I will check your website tomorrow for the current year's salary schedule. And, just to confirm, the employee's contribution for single coverage health insurance is only \$15 annually?

Thank you again. I appreciate your help.

Best,
Anissa

From: **ARTHUR WATTS** <AWATTS@bhm.k12.al.us>
Date: Fri, Oct 5, 2012 at 2:46 PM
Subject: RE: Request for teacher salary schedule and benefits
To: Anissa Sepulveda <asepulveda@nctq.org>

Ms. Sepulveda,

Birmingham City School's salary schedule will be up on its website by October 10, 2012. Health Insurance allocation is paid by the State and the employee. The amount that is paid by the State is \$8,568 (annually) while an individual would pay the following: Single coverage=\$15 Family coverage=\$177.

Our District provides each employee with a \$15,000 life insurance policy. Employee has the option of increasing the amount.

Please let me know if you require additional information. Thanks.

From: Anissa Sepulveda [asepulveda@nctq.org]
Sent: Thursday, October 04, 2012 8:54 AM
To: ARTHUR WATTS
Subject: Re: Request for teacher salary schedule and benefits

Dear Mr. Watts,

I am following up on a request I sent on September 21 for the 2012-2013 teacher's salary schedule and benefit information for teachers (see original email below for specific details). As I mentioned then, I am in the process of updating this information in NCTQ's TR3 database for Birmingham and would very much appreciate your assistance. It would be most helpful if you could provide me with this information no later than **Wednesday, October 10**.

Please do not hesitate to reach out should you have any questions. I look forward to hearing from you soon.

Anissa

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Anissa Sepulveda
Research Analyst - TR3
National Council on Teacher Quality
1420 New York Ave NW, Suite 800
Washington, DC 20005
asepulveda@nctq.org

On Fri, Sep 21, 2012 at 4:26 PM, Anissa Sepulveda <asepulveda@nctq.org> wrote:
Dr. Pate,

Thank you so much for your quick response and for directing me to the appropriate district contact person.

Mr. Watts - please don't hesitate to reach out if you need further clarification on what I'm looking for.

Thanks!

Anissa

On Fri, Sep 21, 2012 at 3:36 PM, SARAH PATE <SPATE@bhm.k12.al.us> wrote:

Ms. Sepulveda:

I am copying this request to Mr. Arthur Watts, CSFO for the District as the Salary Schedules and Benefits are under his area. I am sure he will direct you to the correct parties for this information. Thank you.

Sarah S. Pate, EdD

Personnel Coordinator-Certified

Birmingham City Schools

PO Box 10007

Birmingham, AL 35202

[205.231.4688](tel:205.231.4688) (Phone)

[205.231.4698](tel:205.231.4698) (Fax)

Email:spate@bhm.k12.al.us

Website:www.bhm.k12.al.us

From: Anissa Sepulveda [mailto:asepulveda@nctq.org]

Sent: Friday, September 21, 2012 1:51 PM

To: SARAH PATE

Subject: Request for teacher salary schedule and benefits

Dear Dr. Pate,

I am writing on behalf of the National Council on Teacher Quality (NCTQ), a Washington, DC-based non-profit which advocates for reforms in a broad range of teacher policies at the federal, state, and local levels in order to increase the number of effective teachers.

Our district policy team manages NCTQ's Teacher Rules, Roles & Rights (TR3) database, where we compile data on 114 districts nationwide, including Birmingham City. I have been unable to locate the **2012-2013 teacher salary schedule or 2012-2013 benefit information for teachers (namely health and life insurance and whether or not the district offers a supplemental retirement plan to the state's plan)**. I would very much appreciate it if you could provide me with this information or direct me to the appropriate staff member who could best assist me. We request that you provide this information by Friday, September 28.

As a non-profit, we request a waiver of any fees associated with this transaction. If necessary, please treat this letter as a request under your state's open records act.

Thank you, in advance, for your assistance.

Anissa

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Anissa Sepulveda
Research Analyst - TR3

National Council on Teacher Quality

1420 New York Ave NW, Suite 800
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asepulveda@nctq.org

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