

NEWS MESSENGER #25
APRIL 21, 2010

Dear Colleagues:

The good news is that the number of rescissions is now up to 275 but there are still about 460 on the lay off list. More rescissions are expected next week. A number of the lay offs are related to categorical fund programs and those positions hinge on the return of those fund sources, not the general fund. Teachers should expect that categorical type positions will be on the lay off or temporary list on an on going basis. Additionally, new Federal categorical requirements have created more confusion for fund use and more lay offs for classified and teachers.

SCTA has reached a current understanding with the District to postpone assignment change decisions until June 4 and surplus placement starting around June 7 in order to give our system sufficient time to adjust to the final lay off actions. The mutual goal is to try to keep teachers who receive notices that are rescinded at their sites.

Regarding the District's action on Sunshining certain proposals to reduce salaries and benefits at the last Board meeting, SCTA has no new information. Sunshining is a term for collective bargaining laws that requires a school district or union to publicize its proposals for the purpose of outlining initial proposals. As stated earlier, SCTA intends to sunshine its proposals in 2011 as required by the contract.

SCTA ideas for balancing future budgets include:

- 1) Reducing total District positions and school sites to a number warranted by a 43,000 student school district.
- 2) Using CPT funds (title 2) and title 1 funds to pay for staff development rather than the use of the general fund.
- 3) Shifting the funds from non teaching positions in the district to positions that reduce class sizes and support other direct student services such as counseling.
- 4) Making above ratio general fund SCTA positions part of school site staffing ratios to support programs such traveling music.
- 5) Working with the District to pass a parcel tax to support our schools.
- 6) Reviewing and applying the results of SCTA's surveys of membership.

SCTA surveys of membership are being sent to your school sites this week. We request that members take the time to review and discuss the ideas suggested in the survey. If necessary, we will do follow up surveys to clarify issues and questions that come forward.

SCTA salary and benefit comparisons show that we are very good in some areas and not so good in others. Recently the District provided SCTA with the latest information received from Schools Services, their consultant group. The District gave SCTA about 30 tables that show a variety of comparisons for areas such as beginning, average, and high salaries and benefits. The tables show expected 10, 20 and 25 year earnings. They show changes in enrollment, actual raises, and more. The back of this messenger identifies one of the areas related to average salary and average benefits. The table shows pretty much what is called average total compensation, salaries and benefits, but not the cost for STRS, Medicare, and unemployment insurance.

The table is the single most important comparative inasmuch that it shows the true cost of an employee on average. In comparison with other like districts in the state, Sac City is well below average. A further reduction in salaries or benefits would reduce that comparison even more. The lower average cost means that the school district is using funds that could go to teacher salaries and benefits for other purposes.

Capistrano Unified School District was slated to go on strike on April 22. Capistrano is a district of about 48,000 students and they are one the largest districts in the state and one of the comparatives used by our district's consultants. The teachers are going on strike over issues related to salary, benefits and transfers. SCTA will be considering a recommendation to send a contribution to the Capistrano strike fund from SCTA's legal/crisis fund.

COMPARISON OF CERTIFICATED SALARIES AND BENEFITS, 2008-09

TOTAL COMPENSATION, AVERAGE SALARY PLUS AVERAGE DISTRICT CONTRIBUTION FOR BENEFITS

DISTRICT	RANKING	TOTAL COMPENSATION SALARY & BENEFITS	AVERAGE SALARY	AVERAGE DISTRICT HEALTH CONTRIB.
GARDEN GROVE UNIFIED	1	92,210.20	78,330	13,880.20
CAPISTRANO UNIFIED	2	89,258.03	76,384	12,874.03
SANTA ANA UNIFIED	3	87,073.95	76,447	10,626.95
MONTEBELLO UNIFIED	4	84,087.26	73,148	10,939.26
LONG BEACH UNIFIED	5	82,981.02	71,734	11,247.02
CORONA-NORCO UNIFIED	6	81,568.52	75,988	5,580.52
RIVERSIDE UNIFIED	7	80,682.43	70,424	10,258.43
SAN JOSE UNIFIED	8	79,448.46	66,170	13,278.46
SAN JUAN UNIFIED	9	78,579.12	69,380	9,199.12
ELK GROVE UNIFIED	10	76,972.58	65,348	11,624.58
SAN BERNARDINO CITY UN.	11	76,894.92	68,103	8,791.92
STATEWIDE UNIFIED AVE.	12	76,212.30	66,728	9,484.30
FREMONT UNIFIED	13	75,672.00	75,672	-0-
FRESNO UNIFIED	14	75,438.81	65,094	10,344.81
SAN DIEGO CITY UNIFIED	15	74,800.57	64,318	10,482.57
LOS ANGELES UNIFIED	16	74,695.88	66,435	8,260.88
REGION 12 UNIFIED AVE.	17	73,736.52	63,791	9,945.52
SACRAMENTO CITY UNIFIED	18	73,044.22	60,532	12,512.22
STOCKTON CITY UNIFIED	19	71,597.89	58,540	13,057.89
WEST CONTRA COSTA UN.	20	67,891.72	55,821	12,070.72
SAN FRANCISCO UNIFIED	21	67,302.25	60,116	7,186.25
MT. DIABLO UNIFIED	22	65,593.00	61,095	4,498.00
OAKLAND UNIFIED	23	63,728.05	54,157	9,571.05