

PVUSD Negotiations Update with PVFT 02/18/2020

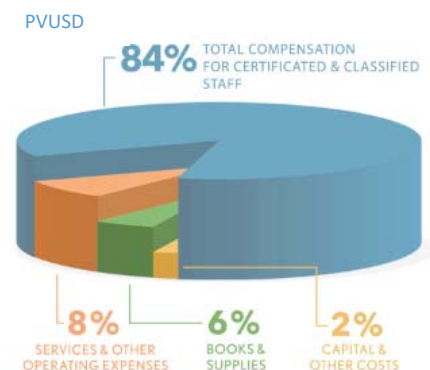
On February 18, 2020, PVUSD and PVFT met to continue our efforts on contract agreements. Our commitment to invest in our valued employees is reflected in our Total Compensation proposal. We continue to make progress in our collaborative efforts with PVFT to resolve the remaining caseload and workload issues.

The District's number one priority is to increase employees' salaries provided there is additional revenue. In our new Total Compensation of February 18, 2020, the District offered to revise to the salary schedule for the Early Childhood Education Program to exceed the Governor's proposed minimum wage increases years ahead of schedule. In addition, since the salary increases can be absorbed in the Adult Education Block Grant without impact on the PVUSD General Fund, the District proposed the following for Adult Education without any revenue contingencies: 1% salary increase in 2019-20 and a 1% salary increase plus a 1% one-time salary payment for 2020-21.

In addition to the Total Compensation proposals, the District made a number of other proposals to improve pay and working conditions, including, but not limited to the following:

- Additional department chair position at the middle and junior high schools
- Stipends for hard to fill Special Education positions
- Clarification of the Reassignment/Transfer and Evaluation articles to improve notification and procedural practices

As seen in the image to the right, PVUSD already allocates 84% of its budget on employee salary and benefits. The amount spent on benefits directly affects the amount we can pay in terms of salary. Due to the large contribution to benefits by PVUSD, as illustrated on the attached *Impacting Students by Investing in Staff* flyer, after employees subtract their contribution to benefits, the salary of a teacher receiving full family benefits is higher in PVUSD than in almost all comparable districts. This is true for all teachers at every step who receive full family benefits, including a first year teacher highlighted in this example.



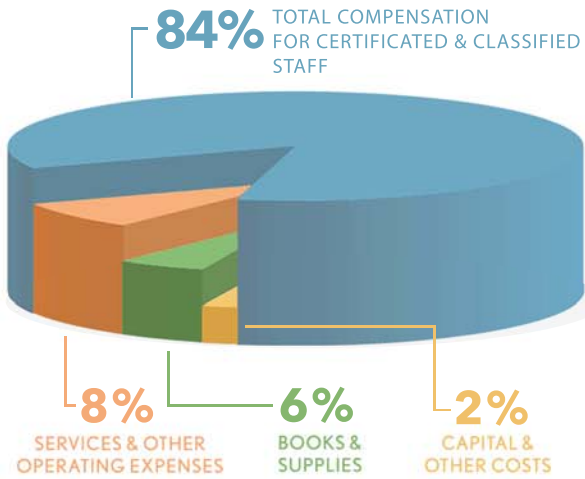
On October 2019, health/welfare benefits plans' annual costs increased by almost 7% and PVUSD absorbed this increase. For PVFT membership, this 7% increase exceeds \$3 million just in the current year.

As a result of revenue losses from declining enrollment combined with increasing costs of total compensation for employees, the proposed salary increases must be contingent on receipt of additional revenues. The contingencies include increasing our District's average daily attendance rates and receipt of additional funding from the Governor's Proposed Budget. On January 28, the District sent out a communication about the proposal to PVFT, which can be accessed [here](#).

We look forward to continued collaboration with PVFT to achieve our attendance goal and reach agreement on the remaining articles.



Impacting Students by INVESTING IN STAFF



84% of the PVUSD budget goes toward salaries and benefits for certificated and classified employees

PVUSD's commitment to investing in staff is supported in a side-by-side comparison with 6 other districts intentionally selected based on their location and/or their comparability as a district to PVUSD. A closer look at first year salaries when adjusted to account for Health and Welfare benefits, finds that PVUSD is among the most generous districts in regard to first year teacher take home pay.

FIRST YEAR TEACHER SALARY COMPARISON

BASE SALARY COMPARISON

District	Salary
Coachella USD	\$53,870
Gilroy USD	\$53,849
Santa Cruz City Schools	\$52,834
Hemet USD	\$48,359
Monterey Peninsula USD	\$46,924
Pajaro Valley USD	\$46,666
Salinas Union HSD	\$46,325

ANNUAL HEALTH/WELFARE BENEFITS MAX CONTRIBUTIONS **

District	Employee Contribution	District Contribution
Pajaro Valley USD	\$1,080	\$31,000
Coachella USD	\$2,440	\$20,184
Monterey Peninsula USD	\$3,440	\$7,786
Hemet USD	\$12,639	\$10,600
Salinas Union HSD	\$13,129	\$18,852
Gilroy USD	\$15,855	\$18,812
Santa Cruz City Schools	\$13,872	\$16,128

FINAL SALARY AFTER EMPLOYEE BENEFITS CONTRIBUTION

District	Final Salary
Coachella USD	\$51,430*
Pajaro Valley USD	\$45,586
Monterey Peninsula USD	\$43,484
Santa Cruz City Schools	\$38,962
Gilroy USD	\$37,994
Hemet USD	\$35,720
Salinas Union HSD	\$33,196

* PVUSD has no cap on H/W and absorbs all annual increases.
Coachella USD caps H/W contribution at \$20,184

** Comparison of districts' best family medical plan

Source: J90 2018-19 CDE report for 1st year teachers and respective school district human resources department

