

Frequently Asked Questions

2015-16 Contract Negotiations with Santee Teachers Association (STA)

■ Attracting and Retaining Highly Qualified Teachers

1. *Is the District committed to attracting and retaining highly qualified teachers?*

- a. Yes, the District values teachers and their dedication and commitment towards supporting student learning each day
- b. The District's LCAP includes an action step to provide a compensation package that attracts and retains highly qualified employees

2. *What is the District's plan to attract and retain highly qualified teachers?*

- a. The District believes that both compensation and non-compensation factors contribute to attracting and retaining highly qualified teachers
- b. Trust, integrity, respect, citizenship, honesty, responsibility, commitment, and pride are the foundations on which our District is built
- c. The District operates efficiently and effectively through focused leadership, fiscal responsibility, and open communication, with a strong academic program as the top priority
- d. Santee Schools provide a welcoming and caring environment for all stakeholders as part of the school community and the community at-large
- e. Santee School District highly values innovation and promotes opportunities for innovation among staff and students
- f. This year the District proposes a 5.65% total compensation package, distributed as follows:
 - i. Salary increase of 4%
 - ii. Health Benefits Cap increase of \$1800, which is approximately equivalent to a 1.65% salary increase
- g. As a means to personalize the teachers' professional development, teachers have the option to design their own professional development through the Personalized Learning Plan (PLP) and be paid a \$315 stipend upon completion
- h. In addition to this stipend opportunity, occasionally teachers have the opportunity to contribute to the curriculum and instruction program and are paid for their contributions, such as the stipends paid for CCSS Curriculum Guides for ELA and mathematics
- i. Santee School District provides cutting-edge technology for its teachers and students to learn in a 21st Century environment