

## Frequently Asked Questions

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

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#### ■ Salary Increase

**1. What is the total compensation package offered by the District?**

- a. The total compensation package is 5.65%, distributed as follows:
  - i. Salary increase of 4% effective July 1, 2015
  - ii. Health Benefits increase of \$1800 which is approximately equivalent to a 1.65% salary increase

**2. What does “effective July 1, 2015” mean?**

- a. Effective July 1, 2015 means the District is proposing to increase all certificated staff’s salary by 4% retroactively to July 1, 2015

**3. How will I be paid my retroactive pay?**

- a. Employees would experience an increase in their monthly pay starting one or two months after ratification by STA of an agreement and adoption by the Board of Education
- b. In addition, employees would receive a one-time lump sum payment for the retroactive portion within two or three months after ratification by STA of an agreement and adoption by the Board of Education