



Santee School District

SCHOOLS:

- Cajon Park
- Carlton Hills
- Carlton Oaks
- Chet F. Harritt
- Hill Creek
- Pepper Drive
- PRIDE Academy
at Prospect Avenue
- Rio Seco
- Sycamore Canyon
- Alternative
Success Program

December 11, 2015

Dear Santee Staff, Parents, and Community Members,

Santee School District values and respects its teachers, their talents, and their devotion to educating the children of Santee. When funds are available, the District believes in giving raises to our employees. The District's current proposal is a **5.65%** Total Compensation increase. When combined with prior years, this would give **teachers over a 12% increase for a three-year period.**

The District has negotiated with the teachers' union 10 times since March 2015. The teachers' union declared Impasse on October 13, 2015. The next step is Mediation, which is scheduled for Monday, January 25, 2016.

Below is a synopsis of factual information on Santee School District Teachers' Total Compensation, Reserve Levels, and the Impasse Process. The links below provide more detail on each topic.

Santee School District Teachers' Total Compensation Data			
Current Total Compensation for Teachers Data		Total Compensation Data with Additional 5.65%	
<i>Average Teacher Total Compensation</i>	\$94,000	<i>Average Teacher Total Compensation</i>	\$98,500
<i>Total Compensation More Than...</i>	<i>Percent of Teachers</i>	<i>Total Compensation More Than...</i>	<i>Percent of Teachers</i>
\$90,000	56%	\$90,000	61%
\$100,000	36%	\$100,000	46%
\$110,000	10%	\$110,000	30%

Note: Percentages will not add up to 100% since some teachers would be counted in more than one category. For example, a teacher with a total compensation greater than \$110,000 is also counted in those with greater than \$90,000 and with those greater than \$100,000.

[Click here for more information on Santee School District Teachers' Total Compensation](#)

A District's ability to respond to economic downturns is often measured by its reserve percentage. Santee School District's estimated reserve level with the 5.65% total compensation package fully implemented is 18.70%. This reserve level is considered adequate for weathering future economic downturns and is consistent with other Elementary School Districts in the State.

[Click here for more information on District Reserve Levels](#)

The Educational Employment Relations Act requires teacher unions to adhere to certain steps in the Negotiations Process before teachers can strike.

[Click here for more information on the Negotiations Process](#)

Santee School District welcomes the opportunity to once again meet with the teachers' union leadership on January 25 and hopes a mediator will assist in reconciling our differences.

Sincerely,

Cathy A. Pierce, Ed.D.
Superintendent

BOARD OF EDUCATION · Dustin Burns, Dianne El-Hajj, Ken Fox, Elana Levens-Craig, Barbara Ryan
DISTRICT SUPERINTENDENT · Cathy A. Pierce, Ed.D.

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Santee School District Teachers' Total Compensation Data

Santee School District is committed to once again provide a much deserved salary increase to our teachers, just as in years past:

- ✓ **2.5%** Salary Increase in 2013-14
- ✓ **4%** Salary Increase in 2014-15
- ✓ **5.65%** Total Compensation Package Offered for 2015-16
 - **4.0% Salary Increase**
 - **1.65% Health Benefit Cap Increase**

We value and respect our teachers, their talents, and their devotion to educating the children of Santee. When funds are available, the District believes in giving raises to our employees. Hence, with the current proposal, teachers in Santee School District would receive **over a 12% increase for a three-year period**. In addition, some teachers' annual salary is increased due to "step and column" raises designated on the salary schedule.

Santee Teachers' Total Compensation Facts:

1. *Today the average Total Compensation for a teacher in Santee School District is **\$94,000**.*
2. ***\$98,500** will be the average Total Compensation for a teacher with an additional 5.65% increase.*
3. ***Over 60% of Santee teachers will have Total Compensation greater than \$90,000 with a 5.65% increase.***
4. *Almost a third of Santee teachers will have Total Compensation **greater than \$110,000** with a 5.65% increase.*

Santee School District Teachers' Total Compensation Data			
Current Total Compensation for Teachers Data		Total Compensation Data with Additional 5.65%	
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<i>Total Compensation More Than...</i>	<i>Percent of Teachers</i>	<i>Total Compensation More Than...</i>	<i>Percent of Teachers</i>
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Santee School District Reserve Levels

A District's ability to respond to economic downturns is often measured by its reserve percentage. Reserves are equivalent to an individual setting aside money for unforeseen circumstances.

Sound, Prudent Budgeting:

Particularly noteworthy, is that the salary increases previously provided to teachers came on the heels of a devastating recession. Through sound, prudent budgeting in years prior to and during the recession, the District was able to avoid deeper cuts and recover faster than other districts. A quick study of economics illustrates another economic decline will happen, and we need to prepare for the future now.

As evidenced by the data below, the District reserve level is considered adequate for weathering future economic downturns and is consistent with other Elementary School Districts in the State:

- A 19.28% reserve on June 30, 2007, provided a level of financial stability during the Great Recession
- Elementary School Districts throughout the State have an average reserve level of 21.13%
- Santee School District's reserve is estimated to be 18.70% with our current proposal

The Great Recession and District Reserves:

- On June 30, 2007, just before the stock market crash, massive home foreclosures and skyrocketing unemployment rates, Santee School District's Reserve was 19.28%.
- Without a doubt, this reserve level significantly helped the District safeguard employees' jobs, weather years of devastating economic turmoil, and rebound from the recession quicker than many districts.

Average Reserve Levels for Districts throughout California:

State Certified Reserve for Economic Uncertainties Averages for Type of District 2013-14	
Unified School Districts	13.13%
High School Districts	16.82%
<i>Elementary School Districts</i>	<i>21.13%</i>

Santee School District's Estimated Reserve Level:

Santee School District Reserves <i>5.65% total compensation package fully implemented</i>		
2015-16	2016-17	2017-18
18.70%	16.52%	14.73%

Frankly, public school funding will never match the wants and needs of a District. Thus, the District must balance the needs of a high-quality education program with the need to provide salary increases to employees, while providing an adequate level of protection against economic downturns. This balance involves highly complex, yet delicate decisions.

The Negotiations Process – From Mediation to Fact-Finding to Strike Facts

Because of philosophical differences in expending funds, the teachers' union has declared Impasse. Although teacher unions sometimes describe a declaration of Impasse as a "breakdown in negotiations," the Impasse process is actually an extension of the negotiation process. In fact, we welcome the opportunity to once again meet with the union leadership and hope a mediator will assist in reconciling our differences.

Q: *What is Impasse?*

A: Impasse is a point during negotiations at which the parties' differences on pending issues are so substantial that one or both organization declare future meetings would be futile. Once this occurs either party may declare that an Impasse exists. Next, the Public Employment Relations Board ("PERB") is the agency that appoints mediators.

Q: *Who declared Impasse?*

A: The Santee Teachers' Union declared Impasse during the October 13, 2015 negotiations session.

Q: *What is Mediation?*

A: The first step in the Impasse procedure is mediation. PERB will assign a mediator in an attempt to broker settlement. The mediator is a state employee who works with the district and its employee groups to seek resolution of the Impasse. Once a mediator has been appointed, the parties schedule a date for mediation.

Q: *Has a Mediation date been scheduled?*

A: Yes. Mediation is scheduled for Monday, January 25, 2016.

Q: *What happens during Mediation?*

A: The mediator's goal is to meet jointly and/or separately with the parties to persuade them to resolve their differences and enter into a mutually acceptable agreement.

The mediator's recommendations are private and non-binding upon the parties. The Mediator has no authority to compel a negotiations settlement. Most impasses are resolved through the Mediation process.

If agreement is not reached during mediation, negotiations enter "Fact-Finding."

Q: *What is Fact-Finding?*

A: Fact-Finding is a more formal proceeding during which each party presents data and documentation to support their "case."

During Fact-Finding, each party selects an individual to appoint to a 3 member Fact-Finding panel, with a third party, commonly called "the neutral," being appointed by PERB or by mutual agreement of the parties. The Fact-Finding panel then deliberates and issues a Fact-Finding Report with non-binding recommendations which can, but may not, be contained in a subsequent agreement.

Q: *Can teachers strike during Mediation?*

A: No. Teachers are not permitted to strike during Mediation.

Q: *Can teachers strike during Fact-Finding?*

A: No. Teachers are not permitted to strike during Fact-Finding.

Q: *When can teachers strike?*

A: Teachers can strike after the Fact-Finding panel has issued its report.

Q: *Will the District be prepared for strike?*

A: Yes. Although the District is optimistic about coming to an agreement with the teachers' union soon, the District is in the process of developing a contingency plan in case a strike occurs. The District is fully committed to ensure learning experiences continue for all students under the direction of a credentialed instructor.