

## 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% |                            |
| <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.