

How Sac City Teachers Compare

BA + 90 (10 Years)

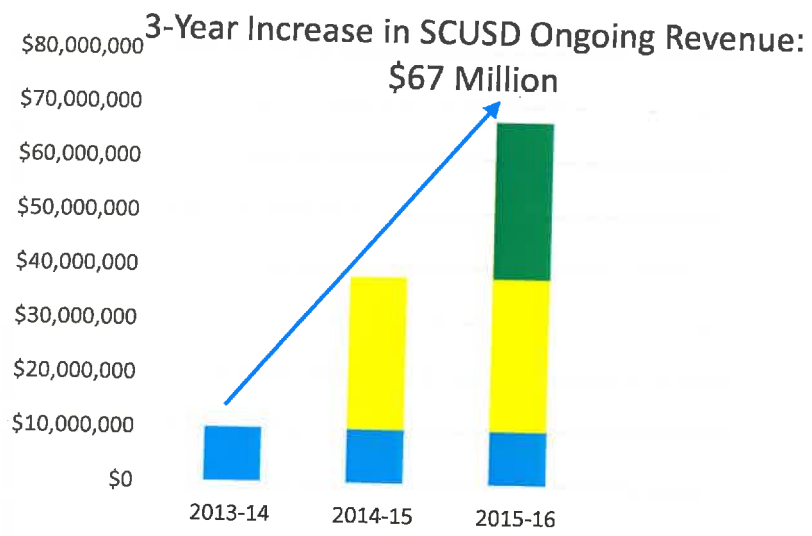


	Sac City	San Juan	Elk Grove	Folsom-Cordova
BA + 90 (10 Years)	\$ 61,646.00	\$ 80,552.00	\$ 71,313.00	\$ 74,093.00
Actual Dollar Difference		\$ 18,906.00	\$ 9,667.00	\$ 12,447.00
% Difference		31%	16%	20%

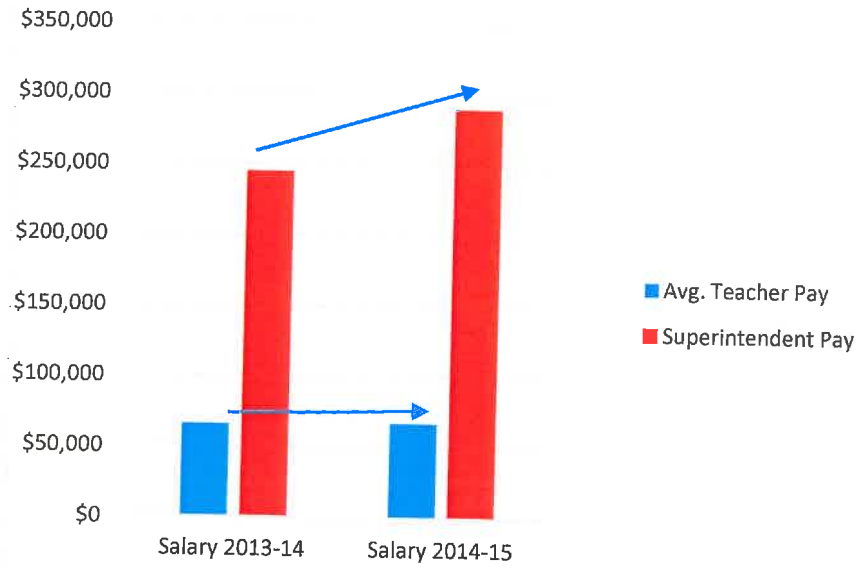
Sacramento City Unified School District by the Numbers

1. Size of District in Sacramento County based on student enrollment (ADA): 2nd out of 13.
2. Pay for Superintendent: 1st of 13.
3. Percentage of District Budget Spent of Administrators: 1st of 13.
4. Amount of District Budget Spent on Outside Consultants: 2nd out of 13.
[\$12.8 million second only to Twin Rivers at \$12.9 million.]
5. Amount in Reserve Budget: 2nd out of 13.

6. Average Teacher Salary: 12th out of 13. Ahead of only River Delta Joint Unified school district that is 22 times smaller.



Avg Teacher Salary Increase vs Superintendent Increase



District Priorities

Position	2011-12	2012-13	2013-14	2014-15	2015-16	% in 2014-16
Teachers	2095	1975	1965	1984	2009	2.20%
Administrators	185	173	166	190	244	32%
Ratio Teachers/Ad	11.3	11.4	11.8	10.44	8.23	

SBC. Cost Analysis of District's Labor Agreements - Management/Supervisor/Confidential Employees

DATA ENTRY Click the appropriate Yes or No button for "Status of Management/Supervisor/Confidential Labor Agreements as of the Previous Reporting Period." There are no extractions in this section.

Status of Management/Supervisor/Confidential Labor Agreements as of the Previous Reporting Period

Were all management/confidential labor negotiations settled as of budget adoption?
If Yes or n/a, complete number of FTEs, then skip to S8
If No, continue with section SBC

Management/Supervisor/Confidential Salary and Benefit Negotiations

	Prior Year (2nd Interim) (2014-15)	Current Year (2015-16)	1st Subsequent Year (2016-17)	2nd Subsequent Year (2017-18)
Number of management supervisor and confidential FTE positions	190.0	244.0	244.0	244.0

1a Have any salary and benefit negotiations been settled since budget adoption?
If Yes, complete question 2
If No, complete questions 3 and 4

No

1b Are any salary and benefit negotiations still unsettled?
If Yes, complete questions 3 and 4

Yes

Negotiations Settled Since Budget Adoption

2 Salary Settlement

Is the cost of salary settlement included in the interim and multiyear projections (MYPs)?

Total cost of salary settlement

Change in salary schedule from prior year (may enter text, such as "Reopener")

	Current Year (2015-16)	1st Subsequent Year (2016-17)	2nd Subsequent Year (2017-18)
Total cost of salary settlement			
Change in salary schedule from prior year (may enter text, such as "Reopener")			

Negotiations Not Settled

3 Cost of a one percent increase in salary and statutory benefits

343,166

4 Amount included for any tentative salary schedule increases

	Current Year (2015-16)	1st Subsequent Year (2016-17)	2nd Subsequent Year (2017-18)
Amount included for any tentative salary schedule increases	0	0	0

Management/Supervisor/Confidential Health and Welfare (H&W) Benefits

- Are costs of H&W benefit changes included in the interim and MYPs?
- Total cost of H&W benefits
- Percent of H&W cost paid by employer
- Percent projected change in H&W cost over prior year

	Current Year (2015-16)	1st Subsequent Year (2016-17)	2nd Subsequent Year (2017-18)
Are costs of H&W benefit changes included in the interim and MYPs?	Yes	Yes	Yes
Total cost of H&W benefits	1,574,227	1,791,422	1,916,822
Percent of H&W cost paid by employer	Varies 7.0%	Varies 7.0%	Varies 7.0%

Management/Supervisor/Confidential Step and Column Adjustments

- Are step & column adjustments included in the budget and MYPs?
- Cost of step & column adjustments
- Percent change in step and column over prior year

	Current Year (2015-16)	1st Subsequent Year (2016-17)	2nd Subsequent Year (2017-18)
Are step & column adjustments included in the budget and MYPs?	Yes	Yes	Yes
Cost of step & column adjustments	152,412	153,175	153,840
Percent change in step and column over prior year	0.5%	0.5%	0.5%

Management/Supervisor/Confidential Other Benefits (mileage, bonuses, etc.)

- Are costs of other benefits included in the interim and MYPs?
- Total cost of other benefits
- Percent change in cost of other benefits over prior year

	Current Year (2015-16)	1st Subsequent Year (2016-17)	2nd Subsequent Year (2017-18)
Are costs of other benefits included in the interim and MYPs?	Yes	Yes	Yes
Total cost of other benefits	43,200	43,200	43,200
Percent change in cost of other benefits over prior year	0.0%	0.0%	0.0%

Exhibit A - Scope of Services

Sacramento City Unified School District – K to 8 CCSS Math Implementation

Fees: \$250,000

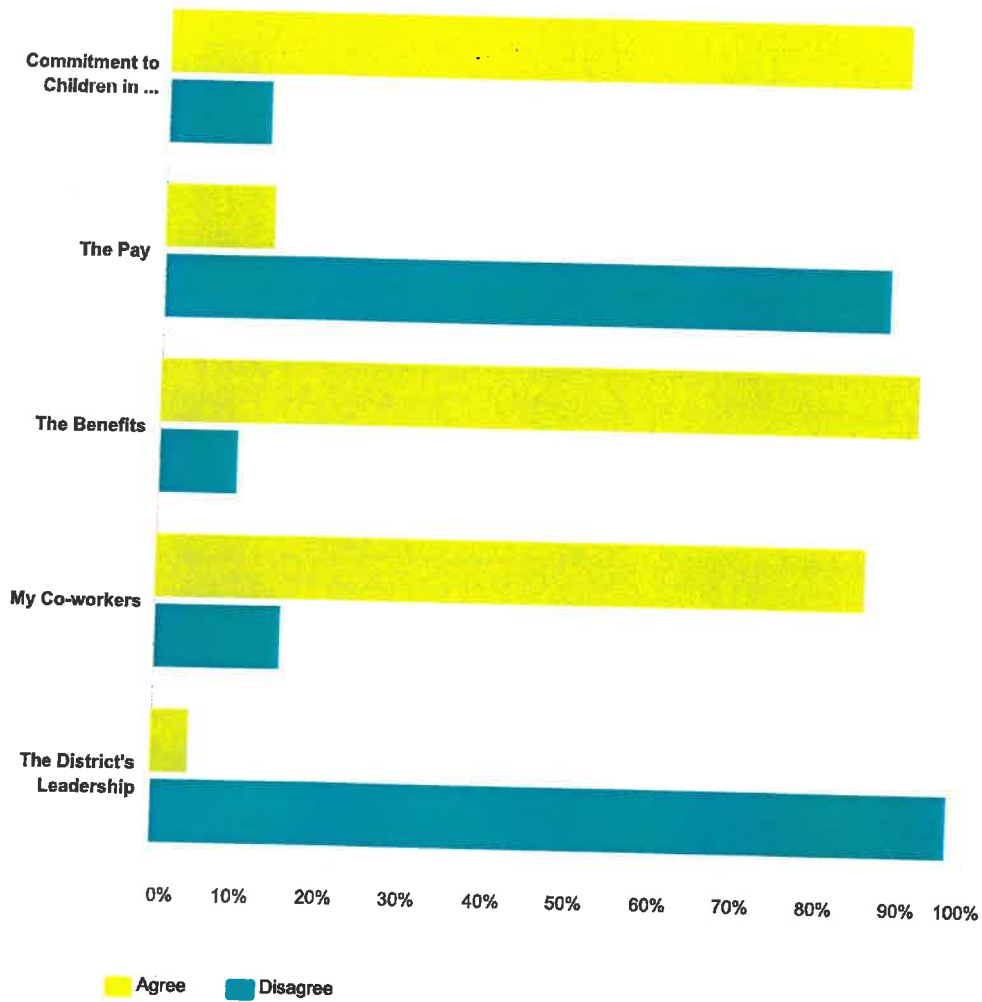
Generation Ready specialist(s) will provide 100 days of support to coach and mentor the instructional leaders in the following activities:

Leadership:			
Principals Workshops	8 days with 1 consultant	8 x \$2500 =	\$20,000
Planning	10 days with 1 consultant	10 x \$2500 =	\$25,000
Training Specialists:			
Workshops	10 days with 1 consultant	10 x \$2500 =	\$25,000
Teachers:			
District Convenings - Workshops	18 days with 1 consultant	18 x \$2500 =	\$45,000
	14 days with 1 consultant	14 x \$2500 =	\$35,000
District Convenings - Planning	6 days with 1 consultant	6 x \$2500 =	\$15,000
Networks of Schools	18 days with 1 consultant	18 x \$2500 =	\$45,000
Networks of Schools - Planning	6 days with 1 consultant	6 x \$2500 =	\$15,000
Coaching:			
In School Job-Embedded	10 days with 1 consultant	10 x \$2500 =	\$25,000
Total		100 days =	\$250,000

\$425,000

Q9 What are the primary reasons you have chosen to stay at Sac City? (You can choose more than one)

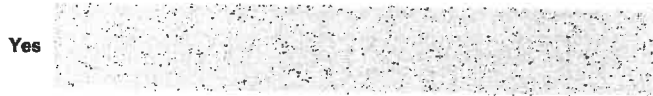
Answered: 697 Skipped: 34



	Agree	Disagree	Total Respondents
Commitment to Children in a Large Urban School District	88.88% 719	12.24% 99	809
The Pay	13.11% 89	87.04% 591	679
The Benefits	90.97% 766	9.38% 79	842
My Co-workers	85.25% 659	15.01% 116	773
The District's Leadership	4.51% 30	95.49% 635	665

Q7 Have YOU considered leaving Sac City because of pay issues?

Answered: 914 Skipped: 17

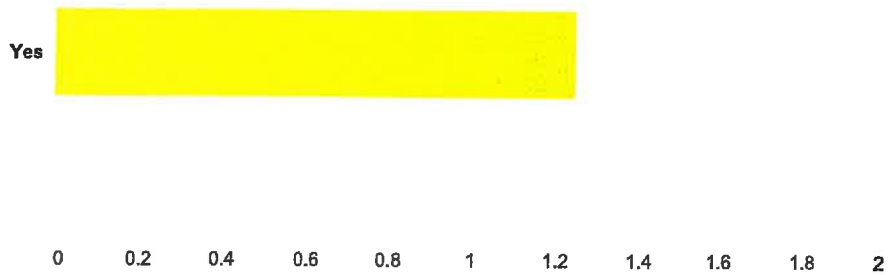


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	Yes	No	Total	Weighted Average
Yes	53.61% 490	46.39% 424	914	1.46

Q6 Are you aware of co-workers who have accepted jobs at other districts because they pay more than Sac City?

Answered: 918 Skipped: 13



	Yes	No	Total	Weighted Average
Yes	75.27% 691	24.73% 227	918	1.25