

San Dieguito Faculty Association Master Contract Summary

Trustee Michael Allman

Issues Regarding the Proposed Master Services Agreement with the SDFA

1. The existing teacher pay package is about 20% over market
2. The proposed increase is large
3. The proposed contract only settles this year
4. The proposed contract creates substantial deficit spending for the District

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The Existing Teacher Pay Package is about 20% Over Market

San Diego County			
Average Salary	2020	2021	Peer
San Dieguito Union High	\$108,201.00	\$109,020.00	\$109,020
San Diego County Office of Education	\$97,958.00	\$99,052.00	
Del Mar Union Elementary	\$97,309.00	\$96,056.00	\$96,056
Solana Beach Elementary		\$93,124.00	\$93,124
South Bay Union	\$89,469.00	\$92,641.00	
Cardiff Elementary	\$92,617.00	\$92,042.00	\$92,042
Sweetwater Union High	\$88,620.00	\$89,408.00	
San Ysidro Elementary	\$87,705.00	\$89,209.00	
La Mesa-Spring Valley	\$89,048.00	\$89,200.00	
Grossmont Union High	\$87,284.00	\$89,115.00	
Rancho Santa Fe Elementary	\$87,082.00	\$88,400.00	\$88,400
San Diego Unified	\$86,877.00	\$87,535.00	
Carlsbad Unified	\$87,207.00	\$87,175.00	\$87,175
San Marcos Unified	\$84,108.00	\$86,950.00	\$86,950
National Elementary	\$83,098.00	\$86,117.00	
Encinitas Union Elementary	\$87,014.00	\$86,031.00	\$86,031
Fallbrook Union High	\$83,500.00	\$85,881.00	
Chula Vista Elementary	\$82,315.00	\$85,506.00	
Escondido Union High	\$82,401.00	\$85,101.00	\$85,101
Poway Unified	\$84,123.00	\$85,042.00	\$85,042
Oceanside Unified	\$85,673.00	\$84,649.00	\$84,649

Vista Unified	\$83,222.00	\$84,177.00	\$84,177
Coronado Unified	\$79,216.00	\$82,106.00	\$82,106
Cajon Valley Union	\$82,609.00	\$81,971.00	
Valley Center-Pauma Unified	\$83,731.00	\$81,954.00	
Fallbrook Union Elementary	\$83,967.00	\$81,012.00	
Santee	\$80,510.00	\$80,618.00	
Escondido Union	\$82,510.00	\$80,366.00	
Lemon Grove	\$84,564.00	\$78,886.00	
Lakeside Union Elementary (San Diego)	\$76,196.00	\$77,299.00	
Ramona City Unified	\$75,762.00	\$76,739.00	
San Pasqual Union Elementary	\$78,276.00	\$76,560.00	
Bonsall Unified	\$72,040.00	\$76,093.00	
Vallecitos Elementary		\$74,302.00	
Alpine Union Elementary	\$75,443.00	\$73,253.00	
Jamul-Dulzura Union Elementary	\$66,884.00	\$70,917.00	
Dehesa Elementary		\$61,925.00	
Mountain Empire Unified	\$61,847.00	\$61,021.00	
Julian Union High	\$67,763.00		
Grand Total			\$1,050,853

Average \$87,571
SDUHSD 1.24

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Top Paid California Public School Districts

Average Salary	2020	2021
Mountain View-Los Altos Union High	\$139,132.00	\$145,192.00
Saint Helena Unified	\$131,820.00	\$139,975.00
Montecito Union Elementary	\$123,763.00	\$121,534.00
Alameda County Office of Education	\$116,274.00	\$119,916.00
Santa Clara Unified	\$115,731.00	\$119,826.00
Menlo Park City Elementary		\$119,736.00
Palo Alto Unified	\$114,644.00	\$119,703.00
Hillsborough City Elementary	\$115,539.00	\$119,023.00
Carmel	\$116,245.00	\$118,996.00
Woodside Elementary	\$113,043.00	\$117,723.00
Fremont Union High	\$109,508.00	\$116,854.00
San Mateo Union High	\$114,241.00	\$116,526.00
Las Lomitas Elementary		\$114,983.00

Los Gatos-Saratoga Union High		\$113,819.00
Laguna Beach Unified	\$113,763.00	\$113,421.00
Los Gatos Union Elementary	\$107,702.00	\$113,011.00
Calistoga Joint Unified	\$110,546.00	\$112,454.00
Sequoia Union High	\$108,234.00	\$110,728.00
Santa Clara County Office of Education	\$100,635.00	\$109,731.00
Pacific Grove Unified	\$103,808.00	\$109,193.00
Saratoga Union Elementary	\$107,240.00	\$109,161.00
San Dieguito Union High	\$108,201.00	\$109,020.00
Beverly Hills Unified	\$102,945.00	\$108,758.00
Tamalpais Union High	\$105,245.00	\$107,908.00
Chaffey Joint Union High	\$105,136.00	\$107,798.00
Portola Valley Elementary		\$106,714.00
Garden Grove Unified	\$102,857.00	\$106,047.00
Ballard Elementary	\$104,702.00	\$105,846.00
San Mateo County Office of Education	\$99,443.00	\$105,124.00
Arcadia Unified	\$103,631.00	\$105,082.00
Los Alamitos Unified	\$103,865.00	\$104,896.00
Orange County Department of Education	\$102,448.00	\$104,782.00
Fullerton Joint Union High	\$98,972.00	\$103,870.00
Brawley Union High	\$103,278.00	\$103,821.00
San Rafael City High	\$103,914.00	\$103,787.00
Brawley Elementary	\$99,353.00	\$103,467.00
Corona-Norco Unified	\$102,877.00	\$103,360.00
New Haven Unified	\$102,986.00	\$103,295.00
Sunnyvale	\$96,750.00	\$103,145.00

Ranked 22 out of 800
Who is above
SDUHSD?
Mountain View
Saint Helena
Montecito
Menlo Park
Palo Alto
Carmel
San Mateo
Las Gatos
Laguna Beach

2021/22 Teacher Pay Distribution - SDUHSD

SDUHSD Teacher Pay

Distribution

	Number	Schedule A Salary
Minimum	1	\$ 64,557
Bottom Decile	57	\$ 85,746
Bottom Quartile	143	\$ 95,071
Median	286	\$ 112,913
Top Quartile	430	\$ 120,253
Top Decile	516	\$ 126,211
Maximum	573	\$ 132,169

Market Comparison

1. SDUHSD has the highest salary in the County and is about 25% over comparable districts.
2. SDUHSD is 22 out of 800 in the State of California for salary
3. SDUHSD health and welfare benefits are the lowest in the County and are about 10% of salary below comparable districts
4. Pension benefits are ~ 20% of salary, 20% of 25% ~ 5% of salary over comparable districts
5. SDUHSD total compensation value ~ 20% over comparable districts

The Proposed Increase is Large

2022/23 Fiscal Year Budget					
	With No Pay Changes (1)	With Agreed Contract	Change		Notes
	(\$'000)	(\$'000)	(\$'000)	%	
Revenue	170,735,199	170,735,199	-		On-going, structural Revenue, not considering one-off funding.
Labor Costs					
Certificated Staff	83,796,128	90,067,758	6,271,630	7.5%	Total pay to everyone covered by the Master Contract
Classified Staff	28,458,321	29,942,367	1,484,046	5.2%	
Management / Other	13,939,151	13,992,152	53,001	0.4%	
Total Labor Costs	126,193,600	134,002,277	7,808,677	6.2%	
Other Costs and Allocations	51,513,017	51,513,017	-	0.0%	All other costs and contribution to various reserves.
Total Expenses	177,706,617	185,515,294	7,808,677	4.4%	
Net Surplus (Deficit)	(6,971,418)	(14,780,095)	(7,808,677)		Structural Surplus / (Deficit)
(1)	Assume we had the same Schedule A - No change.				

The 7.5% pay increase for certificated staff is on top of the "Step and Column" increase already provided. The minimum raise is 7.5% (for a teacher who is in the "gap" between steps), to ~10.5% raise for those who receive a 3% step and column raise.

The system wide average teacher raise is ~8.7% year-over-year.

The proposed contract increases our structural deficit from (\$7.0m) loss to a (\$14.8m) loss, on increased deficit of ~\$7.9m.