

SMJUHSD PROPOSAL AT A GLANCE

YEAR ONE COMPENSATION 2018-2019

ONGOING
COMPENSATION

2% =

BRINGS THE COMBINED
TOTAL TO 22% IN THE
LAST FIVE YEARS

ON SCHEDULE
RAISE

1.07%

ACROSS SALARY
SCHEDULE RAISE FOR
CERTIFICATED UNIT

+

ADDED SALARY
SCHEDULE STEPS

.43%

(COLUMN V)
STEP 26 \$106,583
STEP 30 \$109,248
EACH STEP IS THE
EQUIVALENT OF
2.5% INCREASE

+

INCREASE
HEALTH CARE
CONTRIBUTION

.5%

DISTRICT CONTRIBUTION
SINGLE: \$6,704
2 PARTY: \$13,277
FAMILY: \$18,237

YEAR TWO COMPENSATION 2019/20

OFF SCHEDULE RAISE

1.5%



REQUIRES A DISTRICT WIDE INCREASE OF
150 STUDENTS

ARTICLE 5 TRANSFER LANGUAGE

TRANSFER LANGUAGE

Interpretation of current contract language is in dispute. It has been interpreted multiple ways in the past. The District Proposal contains new language that clarifies the transfer process by allowing equal access for all teachers, regardless of seniority, while ensuring the sites are able to select the candidate that best serves our students.

OTHER

UNDER THE
DISTRICT'S
PROPOSAL OUR
TEACHERS REMAIN
THE HIGHEST
COMPENSATED HIGH
SCHOOL TEACHERS IN
SANTA BARBARA
AND SAN LUIS
OBISPO COUNTIES

SMJUHSD TOTAL COLA VS. TEACHER COSTS



| | |
|---------------------------------------|-----------|
| Increased Health Benefit Contribution | \$191,500 |
| Additional Steps 26,30 | \$164,916 |
| 1.07% Raise | \$408,201 |
| CalSTRS Increase | \$707,441 |
| Step & Column Increase | \$705,979 |

Total SMJUHSD COLA (3.7%)

Total Teacher Costs