



# Negotiations Update

From School Board of Trustees

Dear Lakeside School District Community,

The Board of Trustees and District Administration recognize and value all of our teachers and acknowledge that it is the unique qualities of each teacher that provide for the superior educational experience offered at Lakeside. The Board of Trustees and the School Administration are committed to reaching an agreement with the Lakeside Teachers Association (LTA) for the 2016-2017 school year, which provides fair and competitive compensation, preserves our unique learning environment, and ensures that the District is fiscally solvent.

## Background Information

Educators in school districts across the country are compensated using a salary schedule based on their years of service and units in education. As teachers increase in years of service they move down a “step” on the salary schedule. As teachers acquire additional educational units, beyond their BA, they move across on the “column” schedule (See attached salary schedule). A move on the step and/or column result in an increase in salary every year.

In 2014-2015, the School Board approved a restructuring of the salary schedule to allow teachers more opportunities to move in step and column. The focus on the new salary schedule was to encourage teachers to further advance their education to remain current in the field. This resulted in an average increase of 8.9% in teacher salaries (negotiated for the 2014-2015 & 2015-2016 school years). Prior to that, the district provided a 5% raise in the 2013-2014 school year.

## What is the Fact-finding Process?

When two negotiating parties are unable to come to an agreement, then they are deemed to be at “impasse” and a State mediator is brought in to help. On June 14, 2017, the District and LTA were not able to reach agreement, so the State mediator authorized the parties to go to the next phase of the impasse process known as “Fact-finding.”

A Fact-finding hearing is currently scheduled for October 3, 2017. The District and LTA will each have a chance to present their respective positions to a Fact-finding Panel who will make a recommendation as to an appropriate settlement. This recommendation will be shared publicly; however, the parties can always try to come to an agreement before then. The District hopes this process will help bring the parties together resulting in an agreement.

## Did you know ...

- Our enrollment at Lakeside is 73 students
- Lakeside spends more on teacher salaries per student (\$6,354) than 20 other comparable local districts (\$4,489 median for comparable local districts)
- Lakeside classes have fewer students on average District-wide (11.0) than 20 other comparable local districts (24.1 median for comparable local districts) (See attached tables)

## **What was the District's Offer for 2016-2017?**

The Board of Trustees has committed to improving teacher compensation over time. The District has offered a 3% one-time increase for the 2016-2017 school year. LTA's request was an 8% ongoing increase to the salary schedule and \$1000 to benefits. During confidential mediation both sides worked hard but could not reach an agreement.

## **The District's Offer Maintains Fiscal Stability**

The Board's overriding concern is that the District remain financially solvent and able to meet expenses for the foreseeable future. The District is in a pattern of "deficit spending" in which its ongoing expenses exceed new income received in 2016-2017. The District's annual budget must be approved by the County Office of Education. This requires that the District show the ability to balance its budget for the current and two subsequent school years. The District received approximately \$75,000 in new revenue from local property taxes in 2016-2017. However, there were new expenses which have taken up the new money. These include increased special education costs and a continuing 2% per year cumulative increase to our required employer contribution to employee retirement funds (STRS/PERS). This is why the District is offering a 3% bonus out of its one-time reserves rather than an ongoing salary increase for 2016-2017.

The Board of Trustees and District administration continue to strive to provide teachers compensation that is equitable with school districts that are similar to Lakeside while remaining fiscally solvent. We have been open and transparent in our budget process and continue to invite input from the public. We are confident that our budget decisions are sound and that the Fact-finding process will show that we have offered an employee compensation increase which is fair and reasonable under the circumstances.

## **In Conclusion**

Our Lakeside community has to continue to work together in order to meet the needs of all of our students and staff. It is always the goal of the District to be guided by the mission statement in decision making. The Board continues to recognize and appreciate the efforts of all staff members at Lakeside to implement the mission of the district and meet the needs of all the students.

Table 1

## AVERAGE CLASS SIZE BY GRADE LEVEL

RANK	DISTRICT	DISTRICT AVERAGE	GRADE K-3	GRADE 4-6	GRADE 7-8	GRADE 9-12
1	Berryessa Union Elementary	28.68	23.13	29.49	30.43	0.00
2	Cambrian Elementary	27.93	24.68	29.05	28.38	0.00
3	Union Elementary	27.52	23.19	27.71	29.11	0.00
4	Soquel Union Elementary	27.30	23.25	27.38	28.58	0.00
5	Oak Grove Elementary	27.11	24.55	30.19	27.18	0.00
6	Los Gatos Union Elementary	27.06	22.52	27.84	28.01	0.00
7	Moreland Elementary	26.93	19.25	29.27	30.14	0.00
8	Sunnyvale Elementary	26.18	22.25	26.67	28.25	0.00
9	Campbell Union Elementary	26.16	22.23	26.21	28.39	0.00
10	Mountain View Whisman Elementary	26.01	23.43	26.67	26.99	0.00
11	Live Oak Elementary	25.42	22.58	27.60	25.37	0.00
12	Orchard Elementary	24.84	19.38	27.23	25.08	0.00
13	Saratoga Union Elementary	24.83	17.08	25.52	26.34	0.00
14	Los Altos Elementary	24.22	21.66	26.47	24.50	0.00
15	<b>COMPARATIVE GROUP</b>	<b>24.12</b>	<b>21.02</b>	<b>24.78</b>	<b>21.96</b>	<b>0.00</b>
16	Mt. Pleasant Elementary	23.83	21.53	23.31	25.24	0.00
17	Loma Prieta Joint Union Elementary	23.38	21.63	21.60	27.19	0.00
18	Luther Burbank Elementary	22.12	20.70	24.14	0.00	0.00
19	<b>ALL ELEMENTARY SCHOOL DISTRI</b>	<b>19.89</b>	<b>17.73</b>	<b>21.18</b>	<b>13.90</b>	<b>0.09</b>
20	Mountain Elementary	15.50	19.50	11.50	0.00	0.00
21	Happy Valley Elementary	14.67	16.00	13.00	0.00	0.00
22	Bonny Doon Union Elementary	12.69	11.78	14.75	0.00	0.00
23	<b>Lakeside Joint Elementary</b>	<b>11.00</b>	<b>9.00</b>	<b>17.00</b>	<b>0.00</b>	<b>0.00</b>



	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE
Semester	AB+80.	AB+85.	AB+90.	AB+95.	AB+100.	AB+105.	AB+110.	AB+115.	AB+120.	AB+125.	AB+130.	AB+135.	AB+140.	AB+145.	AB+150.
Quarter	AB+120.	AB+127.5	AB+135.	AB+142.5	AB+150.	AB+157.5	AB+165.	AB+172.5	AB+180.	AB+187.5	AB+195.	AB+202.5	AB+210.	AB+217.5	AB+225.
Years of service															
1	\$ 57,961	\$ 58,347	\$ 58,698	\$ 59,015	\$ 59,302	\$ 59,561	\$ 59,796	\$ 60,008	\$ 60,199	\$ 60,372	\$ 60,528	\$ 60,669	\$ 60,796	\$ 60,911	\$ 61,014
2	\$ 60,163	\$ 60,564	\$ 60,928	\$ 61,257	\$ 61,555	\$ 61,825	\$ 62,068	\$ 62,288	\$ 62,487	\$ 62,666	\$ 62,828	\$ 62,974	\$ 63,106	\$ 63,225	\$ 63,332
3	\$ 62,335	\$ 62,751	\$ 63,128	\$ 63,469	\$ 63,777	\$ 64,056	\$ 64,309	\$ 64,537	\$ 64,743	\$ 64,929	\$ 65,096	\$ 65,248	\$ 65,384	\$ 65,508	\$ 65,619
4	\$ 64,473	\$ 64,903	\$ 65,293	\$ 65,645	\$ 65,965	\$ 66,253	\$ 66,514	\$ 66,750	\$ 66,963	\$ 67,155	\$ 67,329	\$ 67,486	\$ 67,627	\$ 67,754	\$ 67,869
5	\$ 66,573	\$ 67,017	\$ 67,420	\$ 67,784	\$ 68,114	\$ 68,412	\$ 68,681	\$ 68,925	\$ 69,145	\$ 69,343	\$ 69,523	\$ 69,684	\$ 69,830	\$ 69,962	\$ 70,080
6	\$ 68,634	\$ 69,092	\$ 69,507	\$ 69,882	\$ 70,222	\$ 70,529	\$ 70,807	\$ 71,058	\$ 71,285	\$ 71,490	\$ 71,674	\$ 71,841	\$ 71,991	\$ 72,127	\$ 72,249
7	\$ 70,652	\$ 71,123	\$ 71,550	\$ 71,937	\$ 72,287	\$ 72,603	\$ 72,889	\$ 73,148	\$ 73,381	\$ 73,592	\$ 73,782	\$ 73,953	\$ 74,108	\$ 74,248	\$ 74,374
8	\$ 72,626	\$ 73,110	\$ 73,549	\$ 73,946	\$ 74,306	\$ 74,631	\$ 74,925	\$ 75,191	\$ 75,431	\$ 75,647	\$ 75,843	\$ 76,019	\$ 76,178	\$ 76,322	\$ 76,451
9	\$ 74,553	\$ 75,050	\$ 75,501	\$ 75,909	\$ 76,278	\$ 76,612	\$ 76,913	\$ 77,186	\$ 77,432	\$ 77,655	\$ 77,855	\$ 78,037	\$ 78,200	\$ 78,347	\$ 78,480
10	\$ 76,432	\$ 76,942	\$ 77,404	\$ 77,822	\$ 78,201	\$ 78,543	\$ 78,852	\$ 79,132	\$ 79,384	\$ 79,612	\$ 79,818	\$ 80,004	\$ 80,171	\$ 80,322	\$ 80,459
11	\$ 78,263	\$ 78,785	\$ 79,258	\$ 79,686	\$ 80,074	\$ 80,424	\$ 80,741	\$ 81,027	\$ 81,286	\$ 81,519	\$ 81,730	\$ 81,920	\$ 82,091	\$ 82,246	\$ 82,385
12	\$ 80,043	\$ 80,577	\$ 81,061	\$ 81,499	\$ 81,895	\$ 82,254	\$ 82,578	\$ 82,871	\$ 83,135	\$ 83,374	\$ 83,589	\$ 83,784	\$ 83,959	\$ 84,117	\$ 84,260
13	\$ 81,773	\$ 82,319	\$ 82,813	\$ 83,261	\$ 83,666	\$ 84,032	\$ 84,363	\$ 84,662	\$ 84,932	\$ 85,176	\$ 85,396	\$ 85,595	\$ 85,774	\$ 85,935	\$ 86,081
14	\$ 83,453	\$ 84,009	\$ 84,514	\$ 84,970	\$ 85,384	\$ 85,757	\$ 86,095	\$ 86,400	\$ 86,676	\$ 86,925	\$ 87,149	\$ 87,352	\$ 87,535	\$ 87,700	\$ 87,849
15	\$ 85,080	\$ 85,648	\$ 86,162	\$ 86,638	\$ 87,049	\$ 87,430	\$ 87,775	\$ 88,086	\$ 88,367	\$ 88,620	\$ 88,850	\$ 89,056	\$ 89,243	\$ 89,411	\$ 89,562
16	\$ 86,657	\$ 87,235	\$ 87,759	\$ 88,233	\$ 88,662	\$ 89,050	\$ 89,401	\$ 89,718	\$ 90,004	\$ 90,263	\$ 90,496	\$ 90,707	\$ 90,896	\$ 91,068	\$ 91,222
17	\$ 88,183	\$ 88,771	\$ 89,304	\$ 89,787	\$ 90,223	\$ 90,618	\$ 90,975	\$ 91,298	\$ 91,589	\$ 91,852	\$ 92,089	\$ 92,303	\$ 92,497	\$ 92,671	\$ 92,828
18	\$ 89,658	\$ 90,256	\$ 90,798	\$ 91,288	\$ 91,732	\$ 92,134	\$ 92,497	\$ 92,824	\$ 93,121	\$ 93,388	\$ 93,629	\$ 93,847	\$ 94,044	\$ 94,221	\$ 94,381
19	\$ 91,082	\$ 91,690	\$ 92,240	\$ 92,739	\$ 93,190	\$ 93,598	\$ 93,966	\$ 94,299	\$ 94,600	\$ 94,872	\$ 95,117	\$ 95,338	\$ 95,538	\$ 95,718	\$ 95,880
20	\$ 92,457	\$ 93,074	\$ 93,633	\$ 94,138	\$ 94,596	\$ 95,010	\$ 95,385	\$ 95,723	\$ 96,028	\$ 96,304	\$ 96,553	\$ 96,777	\$ 96,980	\$ 97,163	\$ 97,327
21	\$ 93,783	\$ 94,408	\$ 94,975	\$ 95,488	\$ 95,953	\$ 96,373	\$ 96,752	\$ 97,095	\$ 97,405	\$ 97,685	\$ 97,937	\$ 98,165	\$ 98,371	\$ 98,556	\$ 98,723
22	\$ 95,064	\$ 95,694	\$ 96,269	\$ 96,789	\$ 97,260	\$ 97,686	\$ 98,070	\$ 98,418	\$ 98,732	\$ 99,016	\$ 99,271	\$ 99,502	\$ 99,711	\$ 99,898	\$ 100,068
23	\$ 96,293	\$ 96,924	\$ 97,515	\$ 98,042	\$ 98,519	\$ 98,950	\$ 99,339	\$ 99,692	\$ 100,010	\$ 100,297	\$ 100,556	\$ 100,790	\$ 101,001	\$ 101,191	\$ 101,363
24	\$ 97,473	\$ 98,104	\$ 98,715	\$ 99,247	\$ 99,730	\$ 100,166	\$ 100,561	\$ 100,917	\$ 101,239	\$ 101,530	\$ 101,792	\$ 102,029	\$ 102,243	\$ 102,435	\$ 102,609
25	\$ 98,603	\$ 99,234	\$ 99,845	\$ 100,401	\$ 100,915	\$ 101,396	\$ 101,843	\$ 102,256	\$ 102,634	\$ 102,976	\$ 103,281	\$ 103,549	\$ 103,789	\$ 104,001	\$ 104,194
26	\$ 99,683	\$ 100,314	\$ 100,925	\$ 101,501	\$ 102,042	\$ 102,548	\$ 103,016	\$ 103,447	\$ 103,836	\$ 104,184	\$ 104,499	\$ 104,777	\$ 105,017	\$ 105,228	\$ 105,411
27	\$ 100,713	\$ 101,344	\$ 101,955	\$ 102,531	\$ 103,082	\$ 103,608	\$ 104,099	\$ 104,556	\$ 105,000	\$ 105,414	\$ 105,791	\$ 106,130	\$ 106,431	\$ 106,694	\$ 106,929
28	\$ 101,743	\$ 102,374	\$ 102,985	\$ 103,561	\$ 104,112	\$ 104,638	\$ 105,129	\$ 105,586	\$ 106,040	\$ 106,454	\$ 106,825	\$ 107,154	\$ 107,445	\$ 107,698	\$ 107,923
29	\$ 102,773	\$ 103,404	\$ 104,015	\$ 104,591	\$ 105,142	\$ 105,668	\$ 106,159	\$ 106,616	\$ 107,070	\$ 107,484	\$ 107,855	\$ 108,184	\$ 108,475	\$ 108,728	\$ 108,953
30	\$ 103,803	\$ 104,434	\$ 105,045	\$ 105,621	\$ 106,172	\$ 106,708	\$ 107,209	\$ 107,676	\$ 108,140	\$ 108,610	\$ 109,085	\$ 109,564	\$ 110,047	\$ 110,534	\$ 111,026