

# San Francisco Unified School District

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## FACT SHEET SFUSD NEGOTIATIONS WITH UESF

- SFUSD firmly believes that teachers and paraprofessionals deserve appropriate raises, and the Board's difficult decisions to close, merge and relocate schools has improved its ability to pay teachers and paraprofessionals.
- Unfortunately, the current financial situation does not allow the District to meet UESF's demand for a 10% increase within the next year, plus a bonus equal to an additional 1%.
- The District has offered 7.5% by June 2007 (up from 4%) with 2% immediately.
- The District continues to provide 100% coverage of health care costs for individuals and subsidized health care for dependents for current employees as well as retirees.

<b>SFUSD Current Proposal</b>
<ul style="list-style-type: none"> <li>• 2% salary increase immediately (retroactive to 1/1/06)</li> <li>• 1% additional salary increase effective 7/1/06</li> <li>• 1% additional salary increase effective 1/1/07</li> <li>• 3.5% salary increase effective 6/30/07</li> <li>• Total offer is 7.5% by June 2007</li> <li>• Total estimated cash value over the next three years of the salary increases offered by SFUSD is over \$34 million, including more than \$3 million this year and \$10 million next year</li> </ul>
<p>Three-year estimates include costs from 7/1/05 through 6/30/08 (Fiscal Years 2006, 2007, and 2008). Cost of 1% salary increase equals \$2.3 million for teachers and \$ 0.4 million for paraprofessionals, totaling \$2.7 million.</p>

### State Funding Cost of Living Adjustment (COLA): Where Does It Go?

<b>FY 2005-06</b>		<b>FY 2006-07 (Projected)</b>	
\$13,700,000	Gross COLA	\$18,500,000	Projected Gross COLA
- \$ 5,041,000	Step and column salary increases	- \$ 5,041,000	Step and column salary increases
+ \$ 2,855,000	Salary savings from retirement	+ \$ 2,855,000	Salary savings from retirement
- \$ 2,101,000	Active employee health care increase	- \$ 3,186,000	Active employee health care increase
- \$ 2,130,000	Retiree health care increase	- \$ 2,343,000	Retiree employee health care increase
- \$ 600,000	Utilities costs increase	- \$ 600,000	Utilities costs increase
- \$ 4,500,000	Declining enrollment	- \$ 5,200,000	Declining enrollment
\$ 2,183,000	Net COLA	\$ 4,985,000	Net COLA
0.83% Net COLA Based on Rev. Lim. of \$264 million		1.82% Net COLA Based on Rev. Lim. of \$273 million	