

March 6, 2015

TO: Superintendent Merrill Grant and members of the Sierra-Plumas Joint Unified School District Board of Trustees
FR: Janet McHenry and the SPTA Negotiating Team
RE: 2014-15 Negotiations

Thank you for reconsidering SPTA's proposal for changes to the 2014-15 and 2015-16 contracts, as follows:

2014-15 Contract Proposals

- 1. Salary Schedule Extension for Longevity (Article 12): (See Attachment C.)**
To extend the Class VI column to 23 years, as indicated in Attachment C (and then to 25 years in 2015-16).
- 2. Position Compensation (Stipends, Article 12.5)**
 - a. LHS TIC: To increase from \$2,000 to \$4,000 yearly.
 - b. Cheer Coach: To increase to \$2,000/season.
 - c. Downieville Athletic Director: To increase to \$500/team with a ceiling cap of \$2,000/year.

2015-16 Contract Proposals

- 1. Salary Schedule Cost of Living Adjustment (Article 12):**
To provide a Cost of Living Adjustment (COLA) of 10% to the overall 2015-16 salary schedule.
- 2. Extra Duty Sessions (Article 12.2C):**
To increase extra duty sessions from \$20 for an eight-hour session to \$20 per hour, capped at no more than \$200 per day.
- 3. Salary Schedule Extension for Longevity (Article 12): (See Attachment D.)**
To extend the Class VI column to 25 years, as indicated on Attachment D.

SPTA appreciates that the District wants to make prudent plans for the future, but it respectfully reminds the District of the following:

- 1. Cost of Living**
Since SPTA began recording Cost of Living changes in 2002 as indicated on the Consumer Price Index, teachers are now 17.7% behind the Cost of Living over the last 13 years (including a negative adjustment of 1.4% for Nov. 2014-Jan. 2015). Our dollar is buying less. Just as the district may now need to pay more for energy and building maintenance costs, teachers struggle to find ways to meet their and their families' needs. A COLA should not have to be something teachers must fight for year by year.

2. Projections vs. Actuals (See Attachment A.)

Over the last six years (2008-09 through 2013-14) the following has been true:

- Revenue has been 7.48% higher than projected.
- Expenditures have been 5.19% less than projected.
- The ending District balance has been 32.73% higher than projected.
- Reserves have been 27.7% higher than projected.

3. Reserves (See Attachment B.)

Reserves averaged 50.67% from 2009-10 through 2013-14, with reserves at 45.52% for 2014-15. The membership of SPTA would like to remind the District that the best investment it can make in children's education is with those who work daily with those children—the teachers.

4. "Deficit Spending" (See Attachment A.)

While the District reports that it has been deficit spending and that this is negatively impacting the District, there actually has been a positive \$450,677 toward the District over the last six years (Actual Total Revenues minus Actual Total Expenditures), as follows:

2008-09	+\$706,454
2009-10	-\$129,131
2010-11	+\$351,230
2011-12	-\$174,946
2012-13	-\$243,472
2013-14	-\$59,458
Balance	+\$450,677

5. Comparables

- The most senior teachers in Plumas Unified are earning \$8,542 more than the most senior teachers in SPJUSD.
- The most senior teachers in Tahoe-Truckee are earning \$26,139 more than the most senior teachers in SPJUSD.

6. Savings

Former years of negotiation were often at least partly predicated on burdens the district had been bearing—Sierraville School maintenance, Pliocene School maintenance and sale, Loyalton Middle School maintenance and sale, Loyalton High School roof and parking lot expenses, and busing costs. As of this present time the following is true:

- Sierraville School is being maintained by the County.
- The District has sold Pliocene School.
- The District has sold the Middle School main building and a lot to the city of Loyalton.
- The LHS roof was installed, and the parking lot was redone.
- The District has taken on busing costs, indicating last year that yearly savings of \$275,000 were expected.

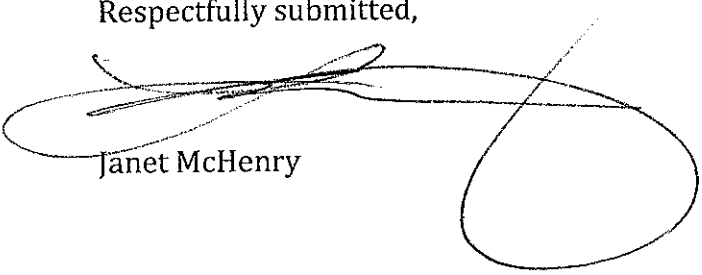
Early in this year's negotiation process the District acknowledged the following:

- That SPJUSD teachers were significantly behind that of neighboring districts.
- That the District wanted to become more competitive with its salary schedule.
- That the District wanted to finalize negotiations early so as to plan for future budgeting purposes.

SPTA would suggest that with the long-term history of more-than-healthy reserves and with the savings the district has made as detailed above, that now is the time to make things right with teachers to get them to more equitable compensation for the hard work that has brought the District such a strong reputation for providing such a solid education.

Thank you.

Respectfully submitted,



Janet McHenry

SPJUSD Budget Projections VS Actuals for 2008/09-2012/13

	Year	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
Fund 01							
Projected Total Revenues		\$5,599,870	\$5,829,703	\$5,651,310	\$5,418,151	\$4,302,531	\$4,401,742
Actual Total Revenues		\$6,686,474	\$5,859,333	\$5,798,529	\$5,140,108	\$4,957,260	\$4,941,629
% Difference		19.40%	0.51%	2.61%	-5.13%	15.22%	12.27%
Projected Total Expenditures		\$6,409,339	\$6,188,280	\$5,918,804	\$5,649,596	\$5,429,675	\$5,161,368
Actual Total Expenditures		\$5,980,020	\$5,988,464	\$5,447,299	\$5,315,054	\$5,200,732	\$5,001,087
% Difference		-6.70%	-3.23%	-7.97%	-5.92%	-4.22%	-3.11%
Projected Ending Balance		\$1,785,313	\$2,759,279	\$2,615,711	\$3,433,977	\$2,369,204	\$1,743,156
Actual Ending Balance		\$3,132,882	\$2,990,351	\$3,791,660	\$3,574,629	\$2,496,090	\$2,755,931
% Difference		75.48%	8.37%	44.96%	4.10%	5.36%	58.10%
Projected Total Unrestricted Reserves		\$1,667,886	\$2,704,932	\$2,577,234	\$3,129,527	\$2,093,329	\$1,684,507
Actual Total Unrestricted Reserves		\$2,861,736	\$2,824,002	\$3,498,012	\$3,312,535	\$2,192,223	\$2,424,323
% Difference		71.58%	4.40%	35.73%	5.85%	4.72%	43.92%

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BEN - Budget Essentials for Negotiations

CTA DISTRICT FINANCIAL PROFILE	A		B		C		D		E		F		G		H		M		N	
	YEAR:	2009-10	2010-11	2011-12	2012-13	2013-14	5-Yr Average	SierraPlumas Joint U	2014-15 Budget	% CHANGE 2009-10 Thru 2013-14	% CHANGE 2009-10 Thru 2014-15 Budget									
71	Books & Supplies	\$278,746	\$160,721	\$207,405	\$184,339	\$171,609	\$200,164	\$225,829	-37.99%	-18.40%										
72	% of Total Outgo	4.37%	2.92%	3.87%	3.05%	3.33%	3.51%	4.27%	-12.14%	-37.33%										
73	Services & Other Oper	\$1,516,480	\$1,371,555	\$1,334,542	\$1,353,516	\$1,332,433	\$1,381,705	\$950,406	80.24%	870.50%										
74	% of Total Outgo	23.93%	24.91%	24.91%	22.42%	26.87%	24.41%	17.99%	-99.17%	13.02%										
75	Capital Outlay	\$27,610	\$45,807	\$76,215	\$47,280	\$49,763	\$49,285	\$267,953	5.07%	80.00%										
76	% of Total Outgo	0.44%	0.83%	1.42%	0.78%	0.97%	0.89%	5.07%	1.51%											
77	Other Outgo	\$70,792	\$10,539	\$12,254	\$33,948	\$588	\$25,802	\$80,000												
78	% of Total Outgo	1.12%	0.19%	0.23%	0.69%	0.01%	0.42%													
79	Transit Dir/Intr Costs																			
80	% of Total Outgo																			
81	Interfund Transfers Out	\$348,488	\$59,578	\$42,084	\$835,087	\$148,451	\$296,534	\$145,568												
82	Other Uses																			
83	TOTAL OUTGO	\$6,336,952	\$5,505,877	\$5,357,138	\$6,035,799	\$5,148,538	\$5,877,081	\$5,283,517	-18.74%	-16.62%										
84	END BALANCES																			
85	ENDING BALANCE	\$2,950,348	\$3,791,680	\$3,574,828	\$2,486,080	\$2,755,931	\$3,121,732	\$2,717,528	-7.84%	-9.12%										
86	% of Total Outgo	47.19%	68.87%	66.73%	41.35%	53.92%	55.63%	51.43%												
87	Restricted End Bal	\$148,871	\$73,412	\$47,809	\$62,438	\$125,627	\$91,531	\$101,114	-15.61%	-32.08%										
88	% of Total Outgo	2.35%	1.33%	0.89%	1.03%	2.44%	1.61%	1.91%												
89	Budgeted Reserve	\$534,731	\$1,294,730	\$214,288	\$520,073	\$521,021	\$594,111	\$521,021	9.88%											
90	Budgeted Reserve %	10.02%	23.52%	4.00%	8.62%	10.12%	10.45%	9.88%	-18.74%	-16.82%										
91	Reserve Standard	\$253,478	\$220,235	\$214,288	\$241,432	\$205,582	\$227,082	\$211,341												
92	Reserve for EU %	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%												
93	Unrestricted Fund 01 RESERVE	\$2,841,478	\$3,718,247	\$3,526,520	\$2,433,655	\$2,630,305	\$3,030,101	\$2,616,415	-7.43%	-7.92%										
94	% of Total Outgo	44.84%	67.53%	66.53%	40.32%	51.08%	53.92%	49.52%												
95	Unr Fund 01 EB oiu REU	\$2,588,000	\$3,488,012	\$3,312,535	\$2,182,223	\$2,424,323	\$2,803,018	\$2,405,074	-6.32%	-7.07%										
96	Unr Fund 01 EB oiu REU/DA	\$9,170	\$9,883	\$8,553	\$6,024	\$6,506	\$7,327	\$6,802	11.83%	7.07%										
97	Unr Fund 01 EB oiu REU/																			
98	FUND 17:	40.84%	63.53%	61.83%	38.32%	47.08%	48.82%	45.52%												
99	Fund 17 RESERVE	\$236,000					\$47,200		-100.00%	-100.00%										
100	% of Total Outgo	3.72%					0.74%													
101	TOTAL Unrestricted Funds 0117	\$3,077,478	\$3,718,247	\$3,526,520	\$2,433,655	\$2,630,305	\$3,077,391	\$2,616,415	-14.53%	-14.89%										
102	RESERVES																			
103	% of Total Outgo	48.59%	67.53%	66.53%	40.32%	51.08%	54.67%	49.52%												
104	TOTAL Unrestricted Funds 0117	\$2,824,000	\$3,499,012	\$3,312,535	\$2,182,223	\$2,424,323	\$2,850,219	\$2,405,074	-14.15%	-14.83%										
105	Ending Balance oiu REU																			
106	% of Total Outgo	44.55%	63.53%	61.83%	38.32%	47.08%	50.67%	45.52%												

Reserves: 40% of expenditures rec'd. by CDF

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SIERRA COUNTY OFFICE OF EDUCATION
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT
2014 - 2015

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	\$ 34,346	\$ 34,346	\$ 39,955	\$ 40,954	\$ 41,978	\$ 43,027
2	\$ 34,346	\$ 34,346	\$ 40,954	\$ 41,978	\$ 43,027	\$ 44,104
3	\$ 34,346	\$ 34,346	\$ 41,978	\$ 43,027	\$ 44,104	\$ 45,206
4	\$ 35,205	\$ 35,205	\$ 43,027	\$ 44,104	\$ 45,206	\$ 46,336
5	\$ 36,085	\$ 36,085	\$ 44,104	\$ 45,206	\$ 46,336	\$ 47,494
6	\$ 36,987	\$ 36,987	\$ 45,206	\$ 46,336	\$ 47,494	\$ 48,682
7		\$ 37,912	\$ 46,336	\$ 47,494	\$ 48,682	\$ 49,898
8		\$ 38,860	\$ 47,494	\$ 48,682	\$ 49,898	\$ 51,146
9			\$ 48,682	\$ 49,898	\$ 51,146	\$ 52,425
10			\$ 49,898	\$ 51,146	\$ 52,425	\$ 53,735
11				\$ 52,425	\$ 53,735	\$ 55,078
12				\$ 53,735	\$ 55,078	\$ 56,456
13						\$ 57,867
14						\$ 59,314
15						\$ 60,797
16						\$ 62,316
17						\$ 63,874
18						\$ 65,471
19						\$ 67,108
20						\$ 68,785
21						\$ 70,506
					22	72,269
					23	74,075

Key to Classifications

- Class I Bachelor's Degree
- Class II Bachelor's Degree plus 15 semester units
- Class III Bachelor's Degree plus 30 semester units, or Preliminary or Clear Credential
- Class IV Bachelor's Degree plus 45 semester units and regular credential
- Class V Bachelor's Degree plus 60 semester units and regular credential or 45 semester units and regular credential with Master's Degree
- Class VI Bachelor's Degree plus 75 semester-units and regular credential, or Master's Degree and 60 semester units and regular credential

Vocational Credentials: Those unit members teaching under the authority of a Vocational Education Credential shall be placed on the salary schedule as follows:

With a Preliminary Designated Subject Vocational teaching credential, placement shall be in Class I or II only

With a Clear Designation Subject Vocational teaching credential, placement shall be:

- Class III Clear Designated Subjects Credential
- Class IV Bachelor's Degree plus 45 semester units and Clear Designated Subjects Credential
- Class V Bachelor's Degree plus 60 semester units and Clear Designated Subjects Credential or 45 semester units and credential with Master's Degree
- Class VI Bachelor's Degree plus 75 semester units and Clear Designated Subjects Credential or Master's Degree and 60 semester units and credential

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SIERRA COUNTY OFFICE OF EDUCATION
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT
2014 - 2015

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	\$ 34,346	\$ 34,346	\$ 39,955	\$ 40,954	\$ 41,978	\$ 43,027
2	\$ 34,346	\$ 34,346	\$ 40,954	\$ 41,978	\$ 43,027	\$ 44,104
3	\$ 34,346	\$ 34,346	\$ 41,978	\$ 43,027	\$ 44,104	\$ 45,206
4	\$ 35,205	\$ 35,205	\$ 43,027	\$ 44,104	\$ 45,206	\$ 46,336
5	\$ 36,085	\$ 36,085	\$ 44,104	\$ 45,206	\$ 46,336	\$ 47,494
6	\$ 36,987	\$ 36,987	\$ 45,206	\$ 46,336	\$ 47,494	\$ 48,682
7		\$ 37,912	\$ 46,336	\$ 47,494	\$ 48,682	\$ 49,898
8		\$ 38,860	\$ 47,494	\$ 48,682	\$ 49,898	\$ 51,146
9			\$ 48,682	\$ 49,898	\$ 51,146	\$ 52,425
10			\$ 49,898	\$ 51,146	\$ 52,425	\$ 53,735
11				\$ 52,425	\$ 53,735	\$ 55,078
12				\$ 53,735	\$ 55,078	\$ 56,456
13						\$ 57,867
14						\$ 59,314
15						\$ 60,797
16						\$ 62,316
17						\$ 63,874
18						\$ 65,471
19						\$ 67,108
20						\$ 68,785
21						\$ 70,506

22	72,269
23	74,075
24	75,927
25	77,825

Key to Classifications

- Class I Bachelor's Degree
- Class II Bachelor's Degree plus 15 semester units
- Class III Bachelor's Degree plus 30 semester units, or Preliminary or Clear Credential
- Class IV Bachelor's Degree plus 45 semester units and regular credential
- Class V Bachelor's Degree plus 60 semester units and regular credential or 45 semester units and regular credential with Master's Degree
- Class VI Bachelor's Degree plus 75 semester units and regular credential, or Master's Degree and 60 semester units and regular credential

Vocational Credentials: Those unit members teaching under the authority of a Vocational Education Credential shall be placed on the salary schedule as follows:

With a Preliminary Designated Subject Vocational teaching credential, placement shall be in Class I or II only

With a Clear Designation Subject Vocational teaching credential, placement shall be:

- Class III Clear Designated Subjects Credential
- Class IV Bachelor's Degree plus 45 semester units and Clear Designated Subjects Credential
- Class V Bachelor's Degree plus 60 semester units and Clear Designated Subjects Credential or 45 semester units and credential with Master's Degree
- Class VI Bachelor's Degree plus 75 semester units and Clear Designated Subjects Credential or Master's Degree and 60 semester units and credential