



\$25 Million Teacher Contract Offer



\$25 million investment in teachers to receive the support they need including:

- Additional school psychologists
- Additional language, speech and hearing specialists



6% immediate salary increase for all teachers:

- 2.5% retroactive salary increase for 2016-17
- 3.5% salary increase for 2017-18

In addition:

- Potential 2.5% salary increase in 2018-19



Lifetime health benefits after 15 to 20 years of service

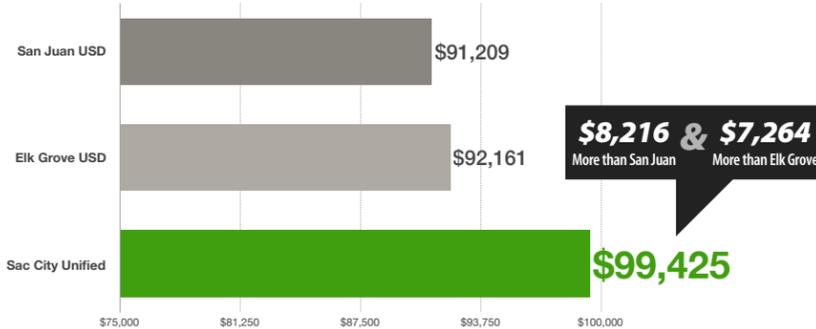


100% free family health insurance

How Sac City Unified's Contract Offer Compares

Proposed Compensation Package

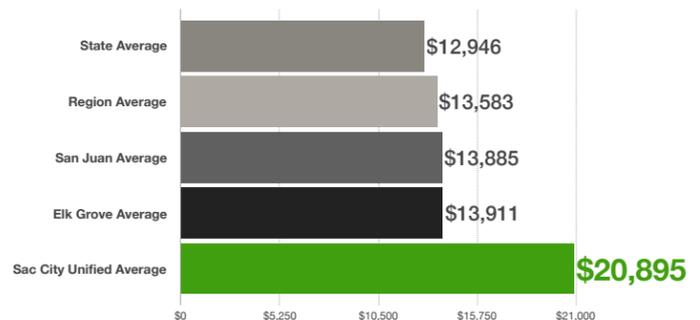
Sac City Unified teachers' total average compensation would further outrank nearest districts in the region*



*Calculation based on information provided by other districts for 2016-18

Health Benefit Coverage

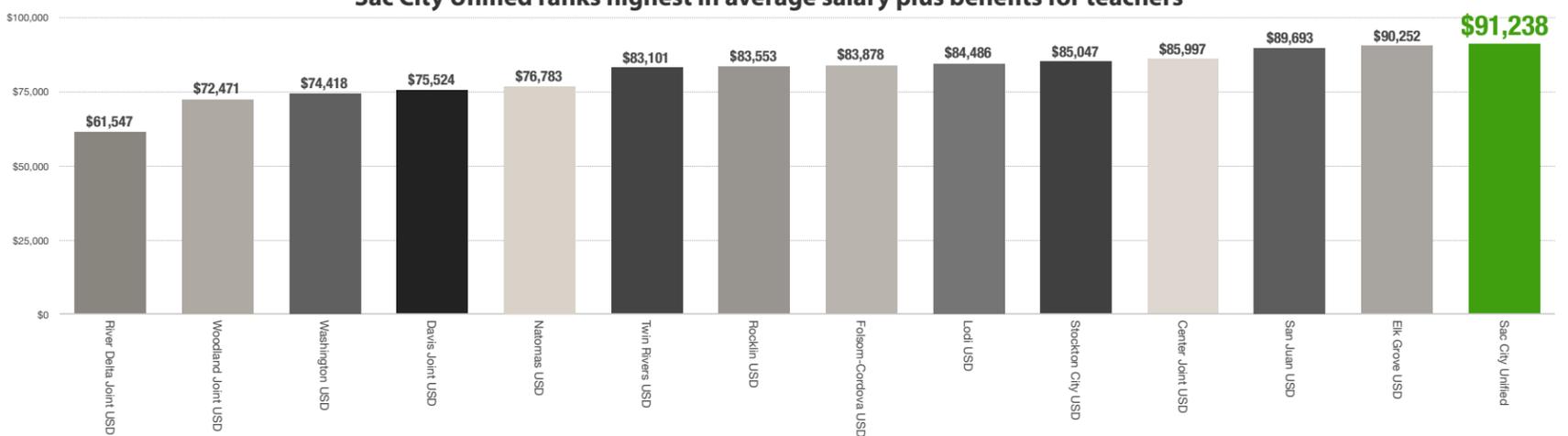
Sac City Unified invests the most in health benefits for teachers*



*Based on 2015-16 data

Total Average Compensation

Sac City Unified ranks highest in average salary plus benefits for teachers*



*Based on latest year of certified data- 2015-16

Lifetime Health Benefits

Sac City Unified teachers pay the least for lifetime health benefits



Salary Based on Years of Experience

Current and new teachers would be placed on the salary scale based on total years of experience

Current teachers would be moved higher on the salary scale based on all years of prior teaching experience. See chart for example of a current teacher that joined the district with 13 years of outside experience.

New Hires would be placed on the salary scale based on all prior years of teaching experience.

