



# NEGOTIATIONS UPDATE

## What's at stake for teachers in a work stoppage

It is critical that teachers in the Sacramento City Unified School District fully understand what is at stake for them as individuals in the event SCTA calls for a work stoppage. Here are the facts:

For each day that a teacher fails to report during a strike, they will be docked one day's pay at their per diem rate. You can calculate this for yourself by using the following formula:

$$\text{Your annual salary} \div 184 \text{ work days} = \text{Your per diem pay}$$

	Annual Salary	1% salary increase	Per Diem Pay Rate
Beginning teacher (Step 1, Col. 1)	\$35,782	\$357.82	\$194.47
Mid-range teacher (Step 10, BA + 60 units)	\$47,026	\$470.26	\$255.58
Veteran teacher (maximum)	\$76,036	\$760.36	\$413.24

If a strike lasts more than two days, individual teachers will lose more income than the one percent salary increase proposed by the district for 2002-03. Any per diem deductions will be reflected on the next pay check the employee receives.

Teachers also stand to lose STRS retirement credits for each day they are on strike. This means they will not have completed this full work year. To make up that lost credit, teachers will either have to work an entire summer school session (six weeks) or another school year. The district hires teachers for the entire duration of the summer or regular work years, not for individual days. Some teachers who participated in the 1989 strike found it necessary to work the full summer school session this year in order to qualify for retirement at the level they wanted.

Finally, the district may assess striking teachers for the cost of their health benefits and retirement contributions for each day they are off the job.