

Why LCTA Awaits a Fair and Meaningful Contract

What increases has the LCUSD budget received this year?

2014-15 LCFF Ongoing Revenue	2015-16 LCFF Ongoing Revenue	
\$26,744,529	\$29,737,410	11.19% increase* This percentage is likely to increase following the governor's May revise on May 10th.
District STRS cost increase for 2016-17	1.85%	-1.85%
LCUSD health benefits contribution increase for 2016-17	.47%	-.47%
		8.87% left that could be used towards making salary more competitive

*Information approved by the LCUSD school board as the second interim budget

How do LCUSD health benefits contributions compare?

	PPO Plan (monthly)	HMO Plan (monthly)
La Canada Employee Employer	Blue Shield (80/20 plan) \$331.28 \$1,193.16	Kaiser \$392.68 \$1,349.98
San Marino Employee Employer	Anthem (90/10 plan) \$724.19 \$1,820.54	Kaiser \$514.21 \$1,257.84
Palos Verdes Employee Employer	PERS Select (90/10 plan) \$874.69 \$678.36	Kaiser \$864.14 \$678.36
Manhattan Beach Employee Employer	UHC PPO#2 (90/10 plan) \$1,621.21 \$1,720.44	Kaiser \$269.56 \$1,720.44
South Pasadena Employee Employer	PERS Select \$403.17 \$1,305.19	Kaiser \$391.56 \$1,305.19

How do LCTA salaries compare to other comparable districts?

Comparable Districts (Latest salary settlement year)	Educators w/ MA + 0 years of experience	Educators w/ MA + 15 years of experience	Highest Possible Earnings	Lifetime Earnings	Difference between Lifetime Earnings in Comparable Districts and LCUSD
San Marino (14-15)	\$51,266	\$83,087	\$100,423	\$4,181,459	\$318,062 more than La Canada
South Pasadena (14-15)	\$50,742	\$87,833	\$99,949	\$4,159,035	\$295,644 more than La Canada
Palos Verdes (15-16)	\$53,936	\$85,110	\$98,471	\$4,110,944	\$247,553 more than La Canada
Manhattan Beach (15-17)	\$53,378	\$92,765	\$100,572	\$4,276,385	\$412,988 more than La Canada
La Canada (14-15)	\$51,430	\$80,575	\$90,720	\$3,923,391	

*Comparable districts were chosen by LCUSD and LCTA based on their comparable size and funding structures.

How does the District's proposed restructure compare?

	Educators w/ MA + 0 years of experience	Educators w/ MA + 15 years of experience	Highest Possible Earnings	Lifetime Earnings	Difference between Lifetime Earnings in Comparable Districts and LCUSD
La Canada (Proposed 16-17 Restructure)	\$54,415	\$85,014	\$97,851	\$4,103,251	Manhattan Beach +\$173,134 San Marino +\$78,208
Rank among comparable districts	1st	4th	5th	5th	South Pasadena +\$55,784 Palos Verdes +\$7,693

**We may RECRUIT freshmen teachers,
but we sure won't RETAIN high quality educators!**

What does the District's proposed restructure mean for you?

Year	BA+15	% *	CA Cred	%*	CA Cred +15	%*	MA	%*	MA+15	%*
1	47687	-4.63	50071	-2.64	51824	-1.15	54415	0.21	56864	1.28
2	49118	-2.04	51573	-0.49	53379	1.03	56047	2.50	58570	2.21
3	50591	0.53	53121	2.21	54980	3.55	57729	5.05	60327	3.06
4	52109	2.00	54714	3.46	56629	3.52	59461	5.37	62137	3.94
5	53672	4.36	56356	3.81	58328	2.60	61245	4.56	64001	4.25
6	55282	2.39	59174	3.55	61828	4.79	64919	6.93	67841	7.26
7	56941	0.91	60949	3.54	63683	3.42	67191	5.70	70215	6.83
8	58649	-0.12	62777	2.44	65593	2.27	69543	4.69	72673	5.60
9	60408	2.88	64661	1.03	67561	0.84	71977	2.83	75216	3.70
10	62221	-2.35	68540	2.31	71615	1.49	76296	2.51	79917	4.62
11	64087	-0.54	69911	2.67	73047	1.72	77822	2.59	81515	1.01
12		-1.85	71309	3.22	74508	2.35	79378	3.13	83146	2.24
13		-3.11	74875	7.08	78233	6.21	80966	3.87	84809	1.97
14		-4.34		5.90		4.80	85014	7.85	89049	4.72
16		-5.35		5.25		3.52		5.51	90429	4.07
18									91831	5.69
20									93254	5.09
22									94700	6.72
24									96168	6.72
25									97851	7.86

*Change from LC 14-15

“Some will win, some will lose.”

The 4.3% figure the District has cited for the proposed restructure is close to the cost to implement, but is not the increase members will see. In fact, many members will receive significantly less than 4.3%. Remember, next year we anticipate STRS contributions will increase by 1% of salary along with an approximate .5% increase in healthcare premiums.

Cells in grey will likely perceive a salary increase that is LESS than projected STRS and health premiums increases.