



Evergreen Elementary School District

NEGOTIATION FAQs

Facts & answers to questions about labor negotiations

Committed to keeping you informed —

Our District is currently in contract negotiations with the Evergreen Teachers Association. The Board of Education and District Administration believe all stakeholders in the education community should have access to accurate, timely, and complete information. Decisions made in these negotiations will affect students, employees, parents, and our community. Editions of this publication provide facts and answers to frequently asked questions about the collective bargaining process, issues being discussed in negotiations, and District finances. Interested parties can obtain additional information by accessing the District's web site at www.eesd.org and clicking on Negotiations Update.

Evergreen Teacher Salary & Benefits

Q. How much does the District pay for employee health benefits?

A. The District offers 100% paid benefits for full-time employees and their families. Employees may choose between Kaiser or Blue Shield coverage. 2012-2013 composite rates per employee are as follows:

Kaiser \$14,055 per year Blue Shield \$17,313 per year

Additional benefits include dental coverage through Delta Dental at \$1,785 per employee per year.

The table below details the annual per employee premium costs between 2007-2008 and 2012-2013

Plan	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Blue Shield	\$9,807	\$11,614	\$13,820	\$15,834	\$16,151	\$17,313
Kaiser	\$10,845	\$11,094	\$11,883	\$11,346	\$13,404	\$14,055
Delta Dental	\$1,571	\$1,664	\$1,702	\$1,751	\$1,786	\$1,785

Q. How does this compare to other districts?

A. The most recently available comparisons from School Services of California are for the 2010-2011 school year.

In 2010-2011 the statewide average district contribution for employee health and welfare benefits was \$11,879. In 2010-2011 Evergreen's average health and welfare benefit contribution was \$14,881. Among local districts, Evergreen's expenditure was fourth highest behind East Side Union High School District (\$15,871), Saratoga Union Elementary School District (\$15,537), and Palo Alto Unified School District (\$15,494). The tables below, from the 2010-2011 School Services report shows what the total compensation of salary and benefits are for Evergreen teachers at Step 1 (a new teacher) and at Step 10 (a more veteran teacher) relative to other local districts and the State.

COMPARATIVE ANALYSIS OF CERTIFICATED SALARIES AND BENEFITS, 2010-11

TOTAL COMPENSATION: SALARY PAID FOR BA+30, STEP 1,
PLUS AVERAGE DISTRICT CONTRIBUTION FOR HEALTH AND WELFARE BENEFITS

DISTRICT NAME	RANK	TOTAL COMPENSATION	SALARY AT BA+30 STEP 1	AVERAGE HEALTH AND WELFARE BENEFIT CONTRIBUTION
PALO ALTO UNIFIED	1	66,916.47	51,422	15,494.47
SARATOGA UNION ELEMENTARY	2	65,660.29	50,123	15,537.29
EVERGREEN ELEMENTARY	3	64,949.42	50,068	14,881.42
EAST SIDE UNION HIGH	4	63,645.58	47,774	15,871.58
CAMBRIAN ELEMENTARY	5	62,471.12	51,302	11,169.12
MORELAND ELEMENTARY	6	61,055.28	48,516	12,539.28
MOUNTAIN VIEW WHISMAN SCHOOL D	7	60,719.05	45,948	14,771.05
SAN JOSE UNIFIED	8	60,634.40	47,406	13,228.40
CUPERTINO UNION ELEMENTARY	9	59,643.23	50,003	9,640.23
SANTA CLARA UNIFIED	10	59,538.80	49,136	10,402.80
SUNNYVALE ELEMENTARY	11	59,187.30	48,540	10,647.30
OAK GROVE ELEMENTARY	12	59,185.07	44,910	14,275.07
BERRYESSA UNION ELEMENTARY	13	58,834.51	45,974	12,860.51
LOS GATOS UNION ELEMENTARY	14	58,726.83	51,200	7,526.83
MILPITAS UNIFIED	15	58,579.72	49,732	8,847.72
REGION 5 ELEMENTARY AVERAGE	16	58,117.04	46,238	11,879.04
FRANKLIN-MCKINLEY ELEMENTARY	17	57,748.61	47,729	10,019.61
UNION ELEMENTARY	18	57,713.78	48,481	9,232.78
ALUM ROCK UNION ELEMENTARY	19	56,812.67	46,567	10,245.67
CAMPBELL UNION ELEMENTARY	20	55,416.20	48,300	7,116.20
GILROY UNIFIED	21	54,113.88	43,810	10,303.88
STATEWIDE ELEMENTARY AVERAGE	22	53,858.02	43,394	10,464.02
MORGAN HILL UNIFIED	23	51,514.32	42,427	9,087.32

The amount indicated is the salary paid at step 1 with a requirement of bachelor's degree plus an additional 30 semester units. If the district did not have a BA+30 column on its schedule, the salary reflected is that amount paid for the next lower column on the schedule. As an example, if the salary schedule reflected characteristics of columns "BA+24" and "BA+36," this summary would reflect the salary paid at BA+24--the next lowest salary column.

The statewide and regional totals shown for average Health and Welfare benefits do not reflect Other Benefits.

COMPARATIVE ANALYSIS OF CERTIFICATED SALARIES AND BENEFITS, 2010-11

TOTAL COMPENSATION: SALARY PAID FOR BA+60, STEP 10,
PLUS AVERAGE DISTRICT CONTRIBUTION FOR HEALTH AND WELFARE BENEFITS

DISTRICT NAME	RANK	TOTAL COMPENSATION	SALARY AT BA+60 STEP 10	AVERAGE HEALTH AND WELFARE BENEFIT CONTRIBUTION
PALO ALTO UNIFIED	1	97,354.47	81,860	15,494.47
EVERGREEN ELEMENTARY	2	94,820.42	79,939	14,881.42
SARATOGA UNION ELEMENTARY	3	92,163.29	76,626	15,537.29
EAST SIDE UNION HIGH	4	90,315.58	74,444	15,871.58
SANTA CLARA UNIFIED	5	86,194.80	75,792	10,402.80
MILPITAS UNIFIED	6	85,020.72	77,173	8,847.72
CAMBRIAN ELEMENTARY	7	83,074.12	71,905	11,169.12
SAN JOSE UNIFIED	8	83,070.40	69,842	13,228.40
FRANKLIN-MCKINLEY ELEMENTARY	9	82,821.61	72,802	10,019.61
ALUM ROCK UNION ELEMENTARY	10	82,742.67	72,497	10,245.67
OAK GROVE ELEMENTARY	11	82,162.07	67,887	14,275.07
CUPERTINO UNION ELEMENTARY	12	82,101.23	72,461	9,640.23
MOUNTAIN VIEW WHISMAN SCHOOL D	13	81,308.05	66,537	14,771.05
SUNNYVALE ELEMENTARY	14	80,966.30	70,319	10,647.30
MORELAND ELEMENTARY	15	80,761.28	68,222	12,539.28
LOS GATOS UNION ELEMENTARY	16	80,537.83	73,011	7,526.83
REGION 5 ELEMENTARY AVERAGE	17	80,518.04	68,639	11,879.04
BERRYESSA UNION ELEMENTARY	18	80,178.51	67,318	12,860.51
CAMPBELL UNION ELEMENTARY	19	77,977.20	70,861	7,116.20
UNION ELEMENTARY	20	77,215.78	67,983	9,232.78
STATEWIDE ELEMENTARY AVERAGE	21	75,925.02	65,461	10,464.02
GILROY UNIFIED	22	74,840.88	64,537	10,303.88
MORGAN HILL UNIFIED	23	74,402.32	65,315	9,087.32

The amount indicated is the salary paid at step 10 with a requirement of bachelor's degree plus an additional 60 semester units. If the district did not have a BA+60 column on its schedule, the salary reflected is that amount paid for the next lower column on the schedule. As an example, if the salary schedule reflected characteristics of columns "BA+56" and "BA+64," this summary would reflect the salary paid at BA+56--the next lowest salary column.

The statewide and regional totals shown for average Health and Welfare benefits do not reflect Other Benefits.