

Comparison Data Part Deux

VTA General Meeting
January 19, 2016

Board Policy and LCAP

- BP 4151(a): In order to recruit and retain employees committed to the district's goals for student learning, the Governing Board recognizes the importance of offering a competitive compensation package...
- LCAP page 46: Recruit and Develop Highly Qualified Teachers, Encourage diversity in hiring practices

14-15, 15-16 and 16-17 Ongoing Salary Settlements

| | 2014-15 | 2015-16 | 2016-17 |
|--|----------------|--|----------------|
| Vacaville | 4.00% | 6.08% | not settled |
| Napa | 3.50% | 4.77% | not settled |
| Fairfield | 3.75% | not settled | not settled |
| Travis | 1.50% | 3% | 1.50% |
| Vallejo | 2.50% | \$5000 per cell* | not settled |
| Davis | 2% | not settled | not settled |
| Dixon | 4% | not settled | not settled |
| Benicia | 2.50% | 3.50% | 5.50% |
| | | | |
| Average (among those settled) | 3% | 4.3%* Vallejo not include in average % | 3.5% |

BA+30 Step 1

14-15 vs. 15-16

| | |
|---------------------|------------------|
| BA+30 Step 1 | |
| Fairfield | \$48,113 |
| Travis | \$44,960 |
| Napa | \$52,384 |
| Vacaville | \$41,218 |
| Vallejo | \$41,088 |
| Dixon | \$39,144 |
| Davis | \$37,595 |
| Benicia | \$42,748 |
| AVERAGE | \$43,406 |
| VUSD +/- AVG | -\$2,188 |
| VUSD +/- TOP | -\$11,166 |

| | |
|---------------------|-----------------|
| BA+30 Step 1 | |
| Fairfield (w/3.75%) | \$49,917 |
| Travis | \$46,309 |
| Napa | \$54,883 |
| Vacaville | \$45,474 |
| Vallejo | \$46,704 |
| Dixon | \$43,255 |
| Davis | \$41,676 |
| Benicia | \$46,701 |
| AVERAGE | \$46,865 |
| VUSD +/- AVG | -\$1,391 |
| VUSD +/- TOP | -\$9,409 |

BA+30 Step 5

14-15 vs. 15-16

| | |
|---------------------|-----------------|
| BA+30 Step 5 | |
| Fairfield | \$51,780 |
| Travis | \$51,886 |
| Napa | \$53,909 |
| Vacaville | \$45,668 |
| Vallejo | \$44,355 |
| Dixon | \$42,755 |
| Davis | \$44,406 |
| Benicia | \$49,422 |
| AVERAGE | \$48,023 |
| VUSD +/- AVG | -\$2,355 |
| VUSD +/- TOP | -\$8,241 |

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|---------------------|-----------------|
| BA+30 Step 5 | |
| Fairfield (w/3.75%) | \$53,722 |
| Travis | \$53,443 |
| Napa | \$56,480 |
| Vacaville | \$50,383 |
| Vallejo | \$50,020 |
| Dixon | \$47,146 |
| Davis | \$45,293 |
| Benicia | \$53,991 |
| AVERAGE | \$51,310 |
| VUSD +/- AVG | -\$927 |
| VUSD +/- TOP | -\$6,097 |

BA+45 Step 10

14-15 vs. 15-16

| | |
|---------------------|------------------|
| BA+45 Step 10 | |
| Fairfield | \$62,839 |
| Travis | \$67,007 |
| Napa | \$67,813 |
| Vacaville | \$57,172 |
| Vallejo | \$55,378 |
| Dixon | \$53,391 |
| Davis | \$57,002 |
| Benicia | \$59,121 |
| AVERAGE | \$59,965 |
| VUSD +/- AVG | -\$2,793 |
| VUSD +/- TOP | -\$10,641 |

| | |
|---------------------|-----------------|
| BA+45 Step 10 | |
| Fairfield (w/3.75%) | \$65,195 |
| Travis | \$69,017 |
| Napa | \$71,048 |
| Vacaville | \$63,075 |
| Vallejo | \$61,209 |
| Dixon | \$58,609 |
| Davis | \$58,142 |
| Benicia | \$64,588 |
| AVERAGE | \$63,860 |
| VUSD +/- AVG | -\$785 |
| VUSD +/- TOP | -\$7,973 |

BA+60 Step 15

14-15 vs. 15-16

| | |
|---------------------|------------------|
| BA+60 Step 15 | |
| Fairfield | \$68,499 |
| Travis | \$74,780 |
| Napa | \$77,781 |
| Vacaville | \$63,198 |
| Vallejo | \$60,736 |
| Dixon | \$58,966 |
| Davis | \$64,584 |
| Benicia | \$66,547 |
| AVERAGE | \$66,886 |
| VUSD +/- AVG | -\$3,688 |
| VUSD +/- TOP | -\$14,583 |

| | |
|---------------------|------------------|
| BA+60 Step 15 | |
| Fairfield (w/3.75%) | \$71,068 |
| Travis | \$78,587 |
| Napa | \$81,491 |
| Vacaville | \$69,724 |
| Vallejo | \$66,647 |
| Dixon | \$64,617 |
| Davis | \$65,875 |
| Benicia | \$72,699 |
| AVERAGE | \$71,338 |
| VUSD +/- AVG | -\$1,614 |
| VUSD +/- TOP | -\$11,767 |

BA+75 Step 20

14-15 vs. 15-16

| | |
|---------------------|------------------|
| BA+75 Step 20 | |
| Fairfield | \$77,780 |
| Travis | \$77,494 |
| Napa | \$85,777 |
| Vacaville | \$69,553 |
| Vallejo | \$71,763 |
| Dixon | \$67,517 |
| Davis | \$76,283 |
| Benicia | \$77,563 |
| AVERAGE | \$75,466 |
| VUSD +/- AVG | -\$5,913 |
| VUSD +/- TOP | -\$16,224 |

| | |
|---------------------|------------------|
| BA+75 Step 20 | |
| Fairfield (w/3.75%) | \$80,697 |
| Travis | \$81,735 |
| Napa | \$89,869 |
| Vacaville | \$76,735 |
| Vallejo | \$79,756 |
| Dixon | \$76,112 |
| Davis | \$77,809 |
| Benicia | \$84,734 |
| AVERAGE | \$80,931 |
| VUSD +/- AVG | -\$4,196 |
| VUSD +/- TOP | -\$13,134 |

BA+75/90 Step 24

14-15 vs. 15-16

| | |
|---------------------|------------------------------------|
| BA+75/90 Step 24 | |
| Fairfield | \$81,377 MAX |
| Travis | \$77,633 |
| Napa | \$91,731 MAX |
| Vacaville | \$71,777 |
| Vallejo | \$73,651 MAX (at 23) |
| Dixon | \$74,377 MAX (at 90) |
| Davis | \$79,525 MAX at 20, 90-unit column |
| Benicia | \$81,080 MAX |
| AVERAGE | \$78,894 |
| VUSD +/- AVG | -\$7,117 |
| VUSD +/- TOP | -\$19,954 |

| | |
|---------------------|------------------------------------|
| BA+75/90 Step 24 | |
| Fairfield (w/3.75%) | \$84,429 MAX |
| Travis | \$82,235 |
| Napa | \$96,107 MAX |
| Vacaville | \$79,188 |
| Vallejo | \$79,756 MAX (at 18) |
| Dixon | \$81,225 MAX (at 90) |
| Davis | \$81,116 MAX at 25, 90-unit column |
| Benicia | \$88,576 MAX |
| AVERAGE | \$84,079 |
| VUSD +/- AVG | -\$4,891 |
| VUSD +/- TOP | -\$16,919 |

| 2014-15 comparisons | Vacaville | Average | % needed to get to AVERAGE | % needed to get to TOP SALARY |
|----------------------------|--------------------|--------------------|-----------------------------------|--------------------------------------|
| BA+30 Step 1 | \$41,218.00 | \$43,406.25 | 5.31% | 27.09% |
| BA+30 Step 5 | \$45,668.00 | \$48,022.63 | 5.16% | 18.05% |
| BA+45 Step 10 | \$57,172.00 | \$59,965.38 | 4.89% | 18.61% |
| BA+60 Step 15 | \$63,198.00 | \$66,886.38 | 5.84% | 23.08% |
| BA+75 Step 20 | \$69,553.00 | \$75,466.25 | 8.50% | 23.33% |
| BA+75 Step 24 | \$71,777.00 | \$78,893.88 | 9.92% | 27.80% |
| | | average % increase | 6.60% | 22.99% |

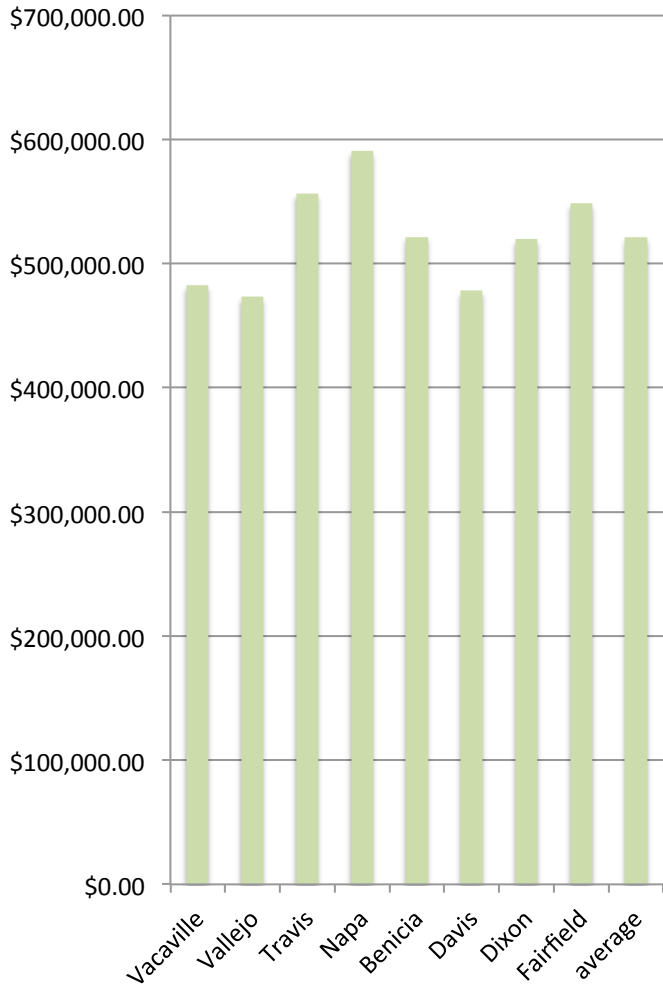
| 2015-16 comparisons | Vacaville | Average | % needed to get to AVERAGE | % needed to get to TOP SALARY |
|----------------------------|------------------|--------------------|-----------------------------------|--------------------------------------|
| BA+30 Step 1 | \$45,474.00 | \$46,864.87 | 3.06% | 20.69% |
| BA+30 Step 5 | \$50,383.00 | \$51,309.78 | 1.84% | 12.10% |
| BA+45 Step 10 | \$63,075.00 | \$63,860.39 | 1.25% | 12.64% |
| BA+60 Step 15 | \$69,724.00 | \$71,338.48 | 2.32% | 16.88% |
| BA+75 Step 20 | \$76,735.00 | \$80,930.79 | 5.47% | 17.12% |
| BA+75 Step 24 | \$79,188.00 | \$84,078.90 | 6.18% | 21.37% |
| | | average % increase | 3.35% | 16.80% |

Career Earnings: 14-15 vs. 15-16

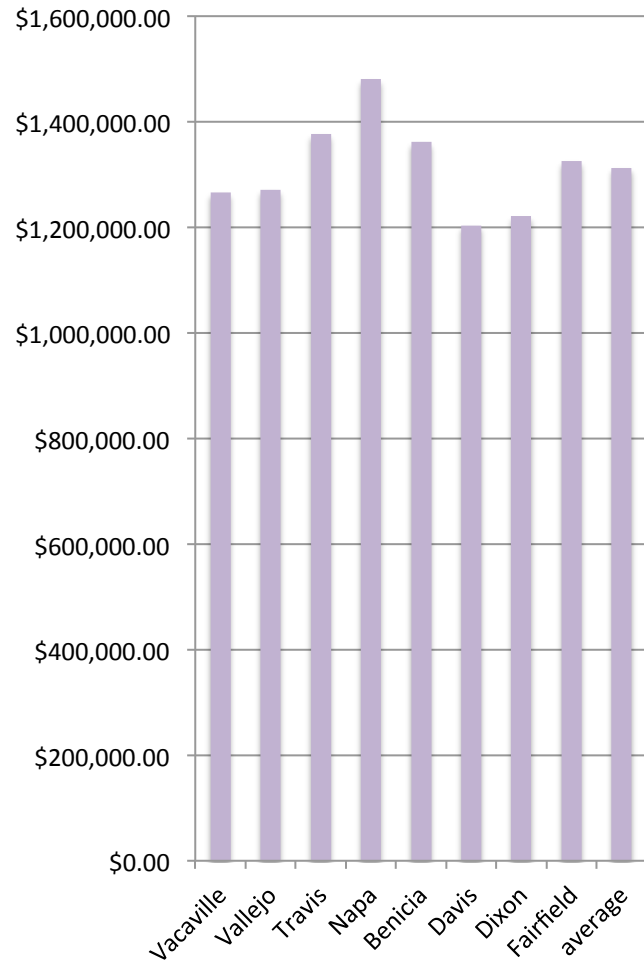
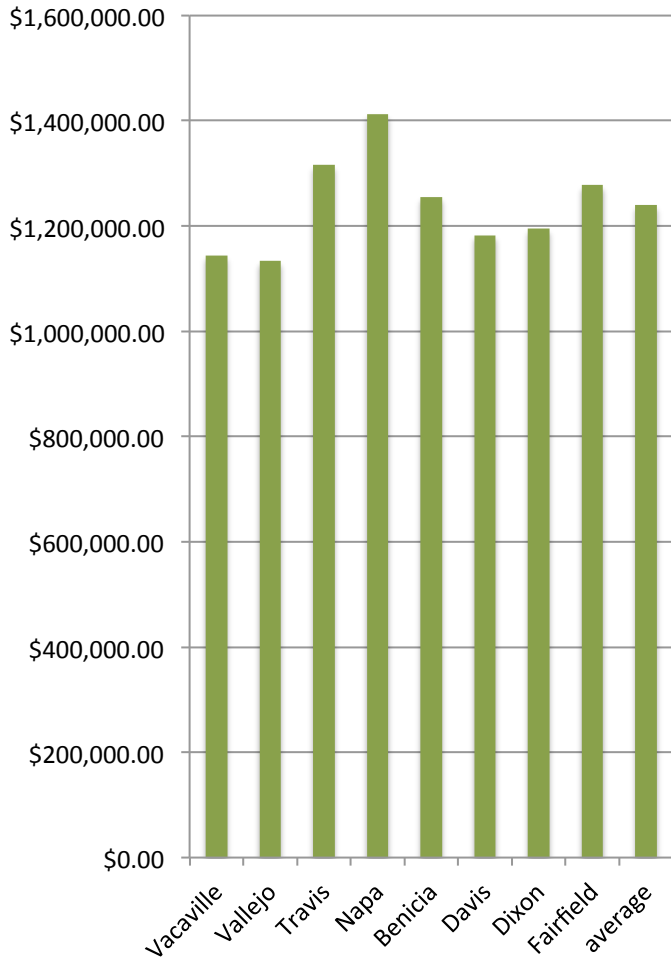
| 2014-15 | Vacaville | Average | VV compared to AVERAGE | % increase needed to reach AVERAGE | VV compared to TOP | % increase needed to reach TOP |
|-------------------------|----------------|----------------|------------------------|------------------------------------|--------------------|--------------------------------|
| 10 year career earnings | \$482,660.00 | \$521,352.13 | -\$38,692.13 | 8.02% | -\$107,839.00 | 22.34% |
| 20 year career earnings | \$1,143,801.00 | \$1,239,303.13 | -\$95,502.13 | 8.35% | -\$268,906.00 | 23.51% |
| 31 year career earnings | \$1,887,921.00 | \$2,131,883.25 | -\$243,962.25 | 12.92% | -\$798,736.00 | 42.31% |

| 2015-16 | Vacaville | Average | VV compared to AVERAGE | % increase needed to reach AVERAGE | VV compared to TOP | % increase needed to reach TOP |
|-------------------------|----------------|----------------|------------------------|------------------------------------|--------------------|--------------------------------|
| 10 year career earnings | \$533,769.00 | \$555,864.37 | -\$22,095.37 | 4.14% | -\$84,896.80 | 15.91% |
| 20 year career earnings | \$1,265,366.00 | \$1,312,801.17 | -\$47,435.17 | 3.75% | -\$214,727.12 | 16.97% |
| 31 year career earnings | \$2,167,929.00 | \$2,277,379.23 | -\$109,450.23 | 5.05% | -\$646,881.54 | 29.84% |

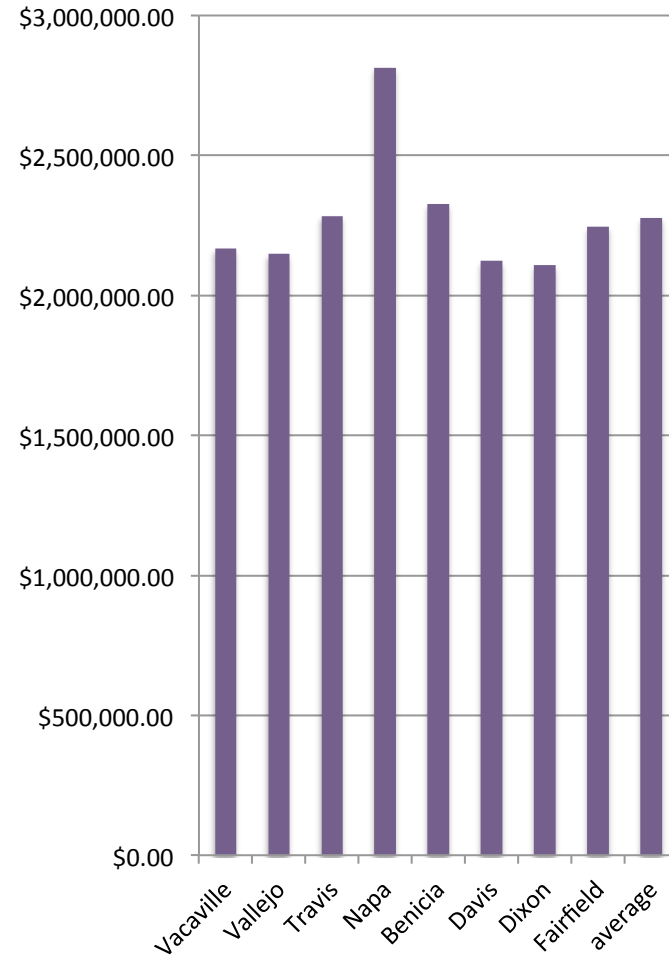
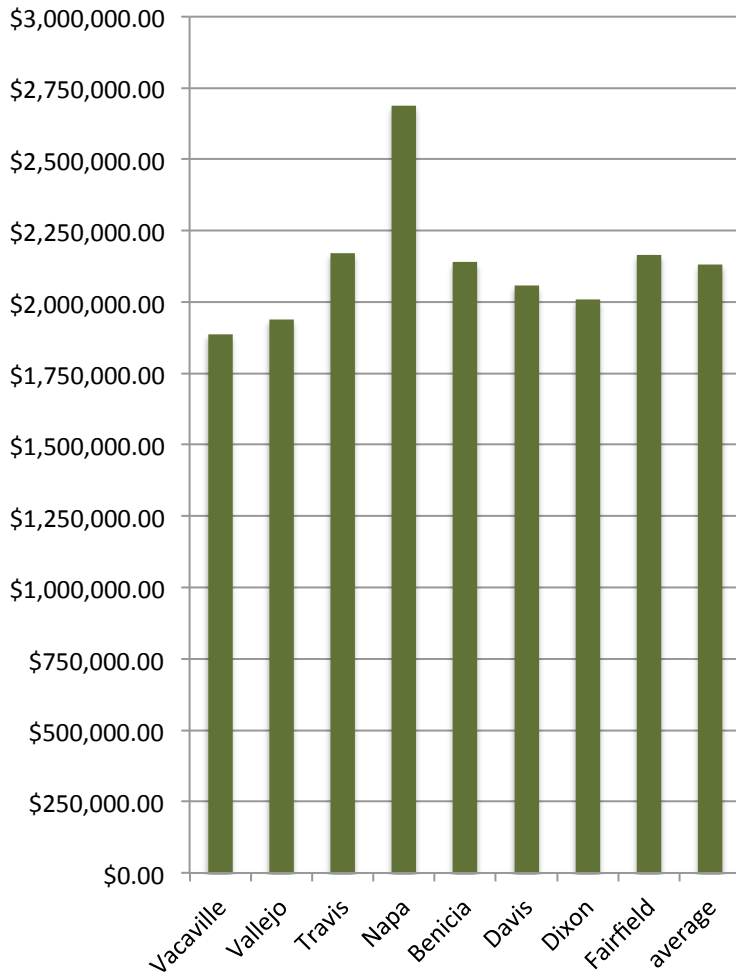
Over 10 years... 14-15 vs. 15-16



Over 20 years... 14-15 vs. 15-16



Over 31 years... 14-15 vs. 15-16

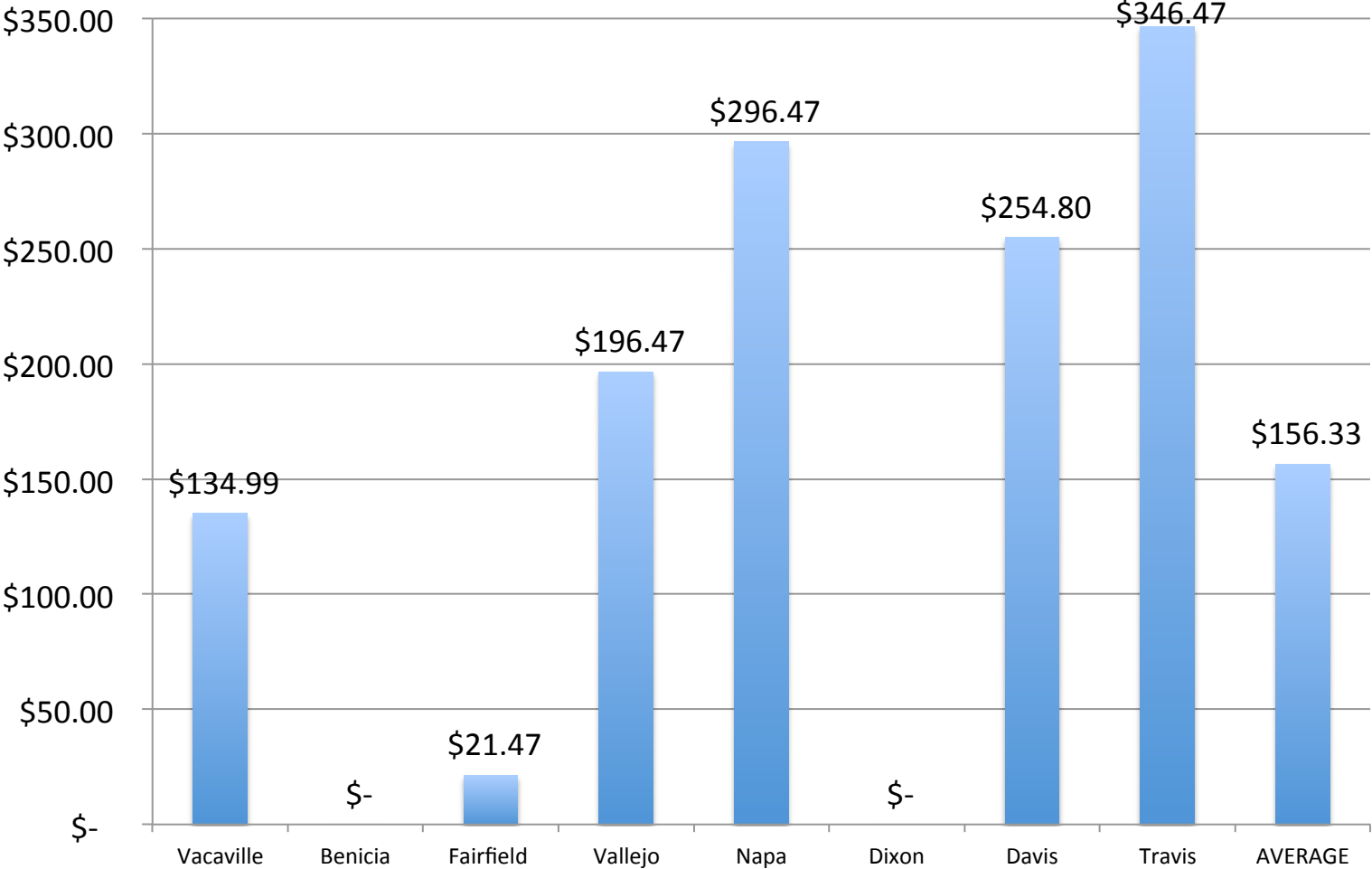


What about Health Care?

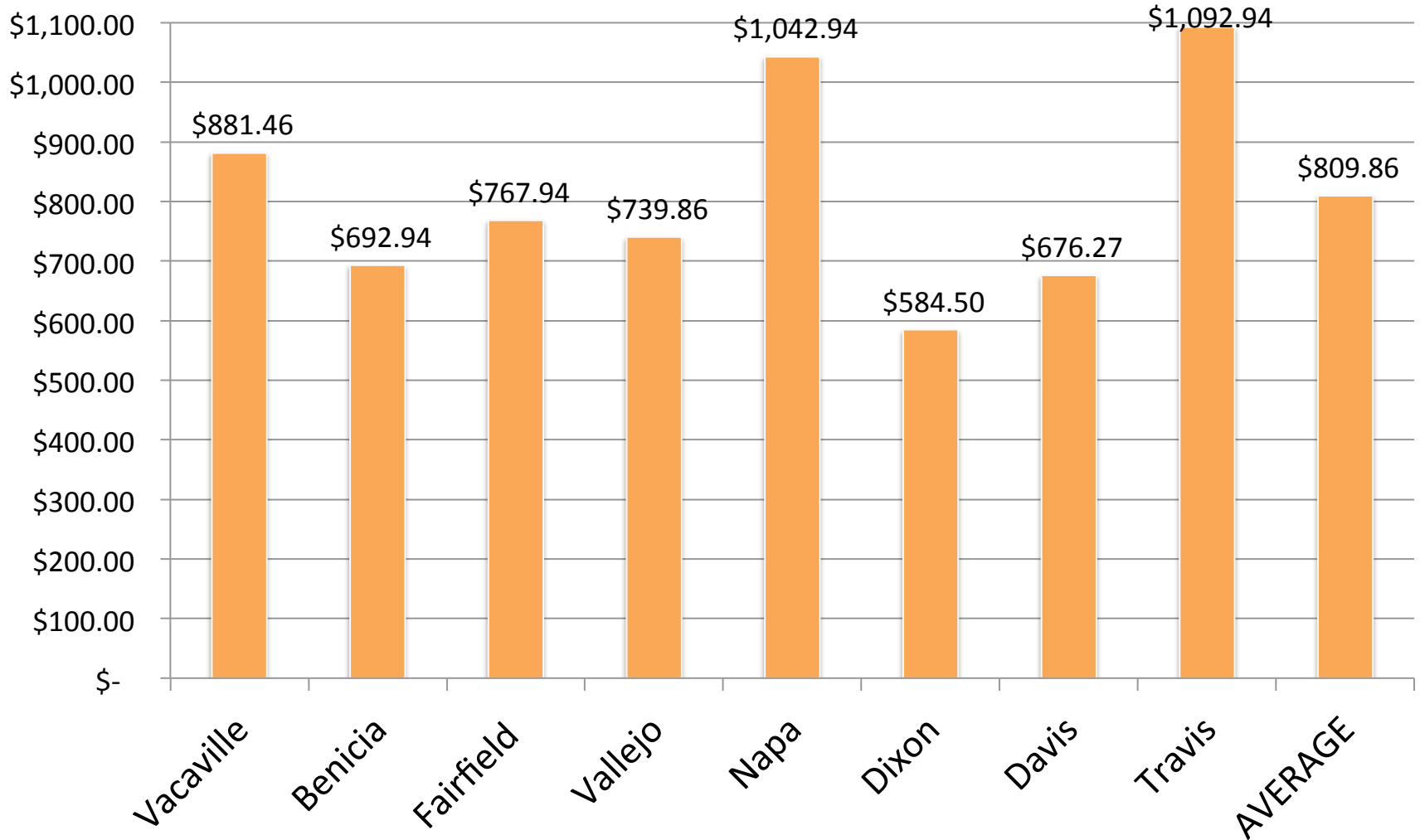
Comparison assumptions:

- Used contract provisions from all the other district contracts
- Applied those provisions to CALPERS Kaiser Bay Area 2016 rates (majority of our members use this plan)
- Did not include dental, vision, life or retiree amounts.

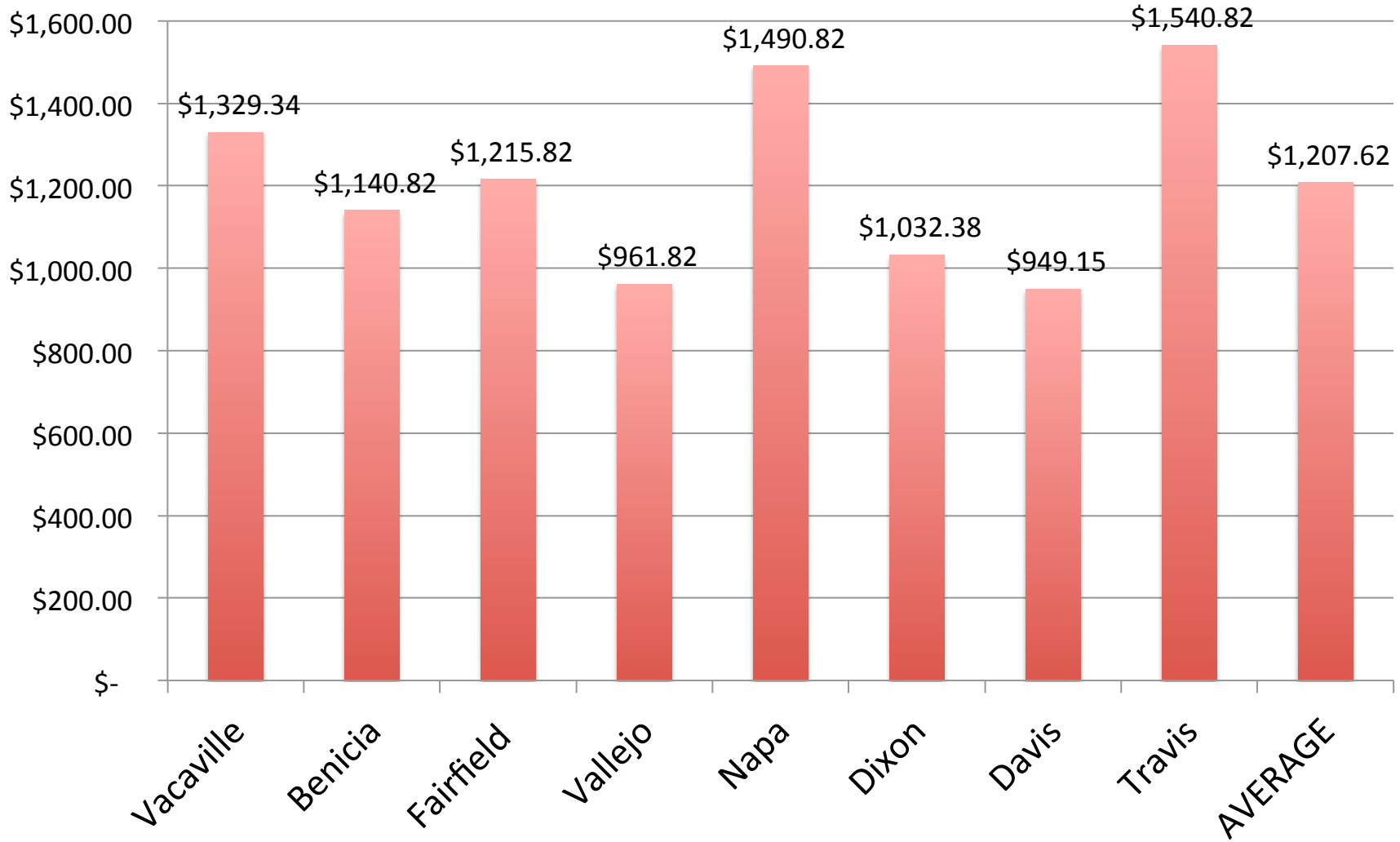
Single Subscribers Only (50% of members)



Subscriber + 1 (7% of members)

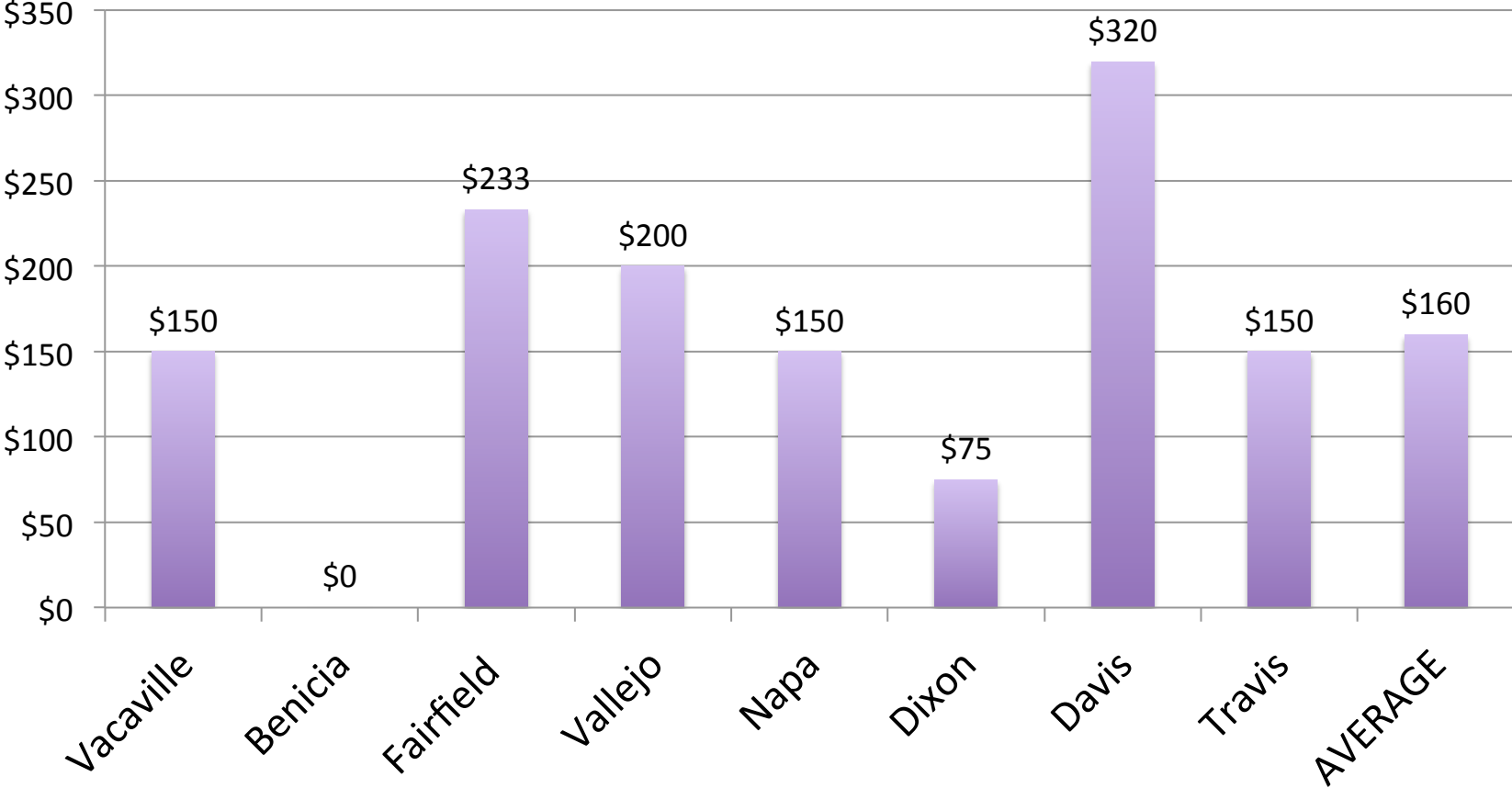


Subscriber + 2 or more (13% of members)



In Lieu (30% of members)

In Lieu amount per month



Things to Remember

- 30% of our members do not take medical coverage through the District.
- Money puts towards Health Benefits does not help retirement benefit levels.
- There are many health care options outside of the District for lower cost plans.
- The Kaiser plan offered through CALPERS (the majority plan taken by members) is a “Platinum Plus” plan.

WE STILL HAVE WORK TO DO TOGETHER!

16-17
Bargaining
Surveys go out
to VTA Reps on
January 26th.
Surveys due by
Feb 5th.



*This Presentation will be on the VTA website ASAP.
Please share the information with your colleagues.*