

# Teacher Salary and Benefits

FACT SHEET

## Investments in Workforce and Students

The overriding objective of the District is to further its core mission to guarantee student growth and accelerated learning. To accomplish this, Fresno Unified is committed to our guiding principles:

- Employee compensation for a dedicated and skilled work force
- High quality education programs
- Fiscal stability and healthy reserves

The District is committed to providing a salary increase for our dedicated employees. The proposal includes a three-year 6.5% salary increase beginning 2013/14 plus increased ongoing contributions to health and welfare beginning in 2014/15.

## Statewide Salary Comparison

The District is dedicated to competitive salaries and health and welfare benefits. In fact, comparative data for 2011 and 2012 with school districts throughout the state and region shows Fresno Unified as extremely competitive.

## New Funding

Fresno Unified is estimated to receive \$15 million in additional funding since the adopted budget through the “Local Control Funding Formula.” This additional funding is targeted to assist high- need students living in poverty, English learners and students in foster care.

With this new funding available and with the Common Core State Standards in the process of being implemented, Fresno Unified continues to value our teachers with the proposed increased investments in salary and benefits compensation, as well as in programs for students.

## Key Numbers

- Fresno Unified to receive an estimated \$15 million in additional funding
- 1.0% salary increase costs \$4 million for all employees, of which \$2.7 million is for FTA
- The District is proposing the following three-year 6.5% salary increase:
  - 2.5% increase for 2013/14
  - 2.0% increase for 2014/15
  - 2.0% increase for 2015/16
- The District is proposing to invest up to \$4.5 million in a new Professional Learning column on the salary Schedule
- The District contributed an additional \$11.5 million to the health and welfare fund the past two years
- The District is proposing to increase the contribution toward the health fund by \$500 per employee for the 2014/15 fiscal year and an escalator for future years

## Ranking:

Total career earnings, at 10, 20, and 25 years of service, are higher for a Fresno Unified teacher than other teachers on the valley floor, and would be *significantly* higher after our proposed salary increase

### FOR MORE INFORMATION:

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