

# Certificated Contract Negotiations

## Fair and Fiscally Responsible

As the stewards of our community's investment in education, we are committed to earning a positive budget declaration from our county for the upcoming year and two succeeding years. We are working hard to reach an agreement that provides a reasonable pay increase for staff, but still broadens support for student learning initiatives, addresses the new adoptions in language arts and continued math curriculum support, maintains our district resources, as well as reduces long-term debt to ensure the financial stability of our district.

### *How Ripon Compares with Other Area Districts*

#### **2014-2015**

Ripon USD provided an 8% raise



Nine other area districts and the county offered 0 to 5% in 2014, an average of 2.8%

#### **2015-2016**

Ripon USD is offering 3% on the salary schedule plus an additional 2% for 2016-2017, for a combined 13% increase over three years at a cost of about \$1,355,000



Nine other area districts and the county are offering a combined average of 7.5% over two years

#### Comparison Districts

Manteca  
Stockton  
Escalon  
SJCOE  
Lincoln  
Tracy  
Lodi  
Oakview  
Lammersville

### *Trends with Financial Impact*

- Facility maintenance needs like bathrooms, carpeting, heating and air conditioning and bleachers
- Potential growth and building needs
- Increasing CalSTRS/CalPERS (retirement systems) costs over two years totaling about \$660,000
- California's minimum wage increase
- Enrollment stabilization - past was declining, only leveled off last year
- Interdistrict transfer rules are tightening, making it harder for students from outside Ripon to attend our schools and raise enrollment