Teacher Pay and Benefits Review

Attached are the pay scales from Fort Bragg Unified School District, Mendocino Unified School district, and Ukiah Unified School District. As a comparison, our teachers start at $40K and we typically give a 3% increase per year depending on the employee’s review, any stipends, and available money in the budget. Overall, when you look at the steps from the other district’s pay scales their increases run about 2.5% and start at $39.5K (Mend) – $41.4K (FB) - $43.3K (U). Each of them gives steps for time and increases for educational units. When you factor in the educational unit increases the increase is much greater. But that would normally take a few years to accomplish. All of the districts offer stipends for Master and Doctorate Degrees. The stipends that would make a lot of sense for us to consider is how the other districts offer stipends for outside activities the teachers take on. For instance, coaching, cheerleading, after school activities, band, student council, summer school, Saturday school, etc. Something to consider.

TRCS Current Monthly Health Benefits costs:

TRCS Emp Total

747 132 879

1489 262 1751

1477 260 1737

2109 372 2481

2083 367 2450

741 130 871

The other three districts pay a monthly base fee and the employees pay the difference.

Ukiah - $600

Mendocino - $706

FB - $875