

Response to April 21, 2023 article "Penn Valley Teachers Need Your Support!" posted in The Wildwood Independent.

By Melissa Conley, Superintendent, Penn Valley Union Elementary School District

In a recent opinion article, the Penn Valley Teacher Association posed the question "Why would the District not want to give the teachers a raise so that they can have a better chance of hiring great teachers and keeping the amazing ones they have?" To set the record straight, the District has in fact offered its amazing teachers a very competitive compensation package which includes the following:

- 1. 7% increase in salary, retroactive to July 1, 2022**
- 2. A one-time bonus payment of \$2500 for all teachers**
- 3. Substantial increases to extra duty pay and stipends**

This package equates to more than 11% in total compensation and appears to be the largest increase in the area for the 2022-2023 school year when compared to our neighboring districts. It's also important to note that PVUESD teachers have a shorter work year (184 days) and work day (6.5 hours). Lastly, PVUESD's funding for raises is based on student enrollment, which is only a third of the larger school districts referenced in the Article. Despite the vast difference in funding, the PVUESD Board of Trustees has approved this competitive compensation package which to date, the Penn Valley Teacher Association has rejected.