

# **COMPENSATION PROPOSAL OF THE OJAI UNIFIED SCHOOL DISTRICT TO OJAI FEDERATION OF TEACHERS**

**September 19, 2022**

## **Introduction**

This compensation proposal, like all of the District's Contract Proposals to the Ojai Federation of Teachers, is based on the following Guiding Principle and Supporting Goals and Priorities. By continuing to adhere to this Principle and these Goals, the District reiterates its investment in the students we serve and in the dedicated employees who serve these students. All subsequent District proposals, as well as Federation proposals, will be assessed by the District according to whether they further the accomplishment of this Principle and supporting Goals.

### **Guiding Principle: Accelerating Learning for All Students In Order to Prepare Career Ready Graduates**

In order to promote and secure the preservation and future of the Ojai Unified School District as a viable, locally governed academic institution that exists to serve children, District resources, energy and effort must be dedicated to the overriding goal of accelerating learning for all students in order to prepare career ready graduates.

### **Supporting Goals and Priorities**

1. **Fiscal Health and Budget Certainty:** The concerted effort to accelerate student learning cannot be diluted, and the focused efforts of all District personnel in this District cannot be distracted or derailed by the uncertainty inherent in the state's funding of public education. The District's commitment to sustaining its fiscal solvency despite historic instability in the economy at the state and local levels requires that we continue to build and maintain healthy reserves.
2. **Build Educational Programs:** The Governing Board must have the discretion and fiscal ability to build educational programs that accelerate learning and guarantee student achievement.
3. **Identify Appropriate Revenues Available for Adjustments to Employee Compensation:** Student learning cannot be accelerated, and students cannot achieve academic success without the efforts of dedicated and skilled educators and staff who are dedicated to this effort. In order to attract and retain the most qualified and committed individuals to fill these roles, the District will seek to make an appropriate and equitable allocation of increased District revenue for employee compensation. In order to be equitable and appropriate, the level of such allocation must support all of the Goals and Priorities set forth above.

Consideration of and responses to Federation proposals will be consistent with the District's Guiding Principle, Supporting Goals and Priorities. The District looks forward to collaborative, objective and reality-based negotiations with Ojai Federation of Teachers as we prepare to meet the challenges facing all stakeholders of the District community.

With these goals, priorities and economic constraints in mind, the District proposes as follows:

**DISTRICT COMPENSATION PROPOSAL:**

1.7% Retro to 21-22
2.4% Ongoing, Effective 22-23