

Does HUSD **REALLY** Need 7% of Your Salary?

The board is currently demanding that teachers give up 7% of their salary, and administration is offering to give up 8%. In reality administration is giving up **no** salary at all.

Contrary to what some board members are saying, most of the percs for the Cabinet level administrators have only existed for two years. In 2007 the board approved three significant increases to the salaries for the superintendent, deputy superintendent and assistant superintendents. Car allowances were increased from \$400 per month to \$700 per month. An additional \$7,349 was added to their health benefits so that the full \$14,549 cost of their P.P.O. plan is paid by the District. The third item added to their compensation was a TSA of 8%. These increases mean that their compensation was increased by \$33,576 to \$39,674 depending on their base salaries. The District now spends just short of \$1 million per year in direct compensation for these five employees.

When the superintendents' percs were approved in 2007 another new wrinkle was added to their contracts. At any time, at the employee's discretion, all of these percs could be taken as salary, which means that they would be subject to STRS (State Teacher Retirement System). In doing so it would spike the earnings used to calculate their retirement. At age 62, with 32 or more years in the STRS system, a retiree would qualify for at least 90% of their highest salary. That means that by adding \$39,674 to their compensation for one year, their retirement would be increased by over \$36,000 **per year for life**. These percs are a gift that keeps on giving for life.

This year, at an emergency meeting in October, the board again rolled over the superintendents' contracts, including all of the above mentioned percs. Coincidentally, at a meeting the week before the board received a budget report saying that there was already a \$9 million shortfall for 2010-2011. Does the board really need 7% of your salary?

How does our superintendent's salary compare with those around Riverside County? Of the 23 districts, in the county Dr. Pendley's salary and percs place him in the **#2 position**, with Corona-Norco being the only district paying more. The average salary in the county is \$183,752. The median is \$185,000. Dr. Pendley received \$234,184, excluding the \$14,549 for health insurance. (See Attachments)

Since our school board pays our superintendent so well, Hemet teachers' salaries must be among the highest, right? **Not so fast.**

When you look at what a teacher has earned over a 25 year career in Hemet you will find that their career earnings rank #20 out of the twenty-three districts in the county. Only teachers in Banning, Palo Verde and Desert Center have earned less over their careers. Corona-Norco ranks #1. It is just me or do you also see something wrong here??

At the beginning of this article, I stated that our Cabinet administrators were giving up no salary when they offered to give up 8%. I say that because 8% is only the amount of their TSA. They still keep all of their

salary, all of the car allowance (\$8,400 a year), and they still have fully paid health insurance at a cost of \$14,549.

Our school board needs to reevaluate their priorities. We are the ones in the classroom. We are the employees who work directly with students. We are the ones paying up to \$4,250 per year so our families can have health care. We are the ones who deserve a fair salary, yet we are being told to give up 7% of our earnings while those at the top are giving up nothing.