



February 8, 2023

Good evening,

I'm pleased to announce that the Jefferson Elementary School District (JESD) and Jefferson Teacher's Association reached a tentative agreement on the 2022-2023 contract. The Jefferson School District Board and administration value the teachers' dedication to this great district and share in the goal to have competitive compensation. In the current job market, it is important to have competitive salaries to attract and retain quality teachers. While the District agreed to the 10% proposal of JTA, the Jefferson Board and administration felt compelled to do more to close the gap between neighboring districts. This reflects an overall compensation increase in excess of 10%.

Below is a comparison of the salary increases agreed upon for each of our surrounding districts for the 2022-2023 school year. There are many factors that go into school budgets and districts are not funded equally. For example, the Local Control Funding Formula (LCFF) provides a base grant, supplemental grant, and concentration grant of which JESD only receives the base rate. Tracy Unified School District receives on average over \$6,700 more per student than JESD from the state for those students identified for concentration dollars, and high school students bring in over \$5,000 per pupil more. In addition, federal funding is distributed based upon need and JESD receives far less federal dollars than our surrounding districts.

2023-2024 LCFF Funding Factors from the Governor's Proposed Budget

| Funding Factor by Grade Span | TK | K-3 | 4-6 | 7-8 | 9-12 |
|--|----------|----------|----------|----------|----------|
| Adjusted Base Grant per ADA ¹ | \$13,984 | \$10,942 | \$10,060 | \$10,359 | \$12,317 |
| Supplemental Grant per ADA ² | - | \$2,188 | \$2,012 | \$2,072 | \$2,463 |
| Concentration Grant per ADA ³ | - | \$7,112 | \$6,539 | \$6,733 | \$8,006 |

¹ Average Daily Attendance per Pupil

² JESD receives this funding on 800 students

³ JESD does not receive any of these funds, but our surrounding districts do

Negotiated Salary Increases for the 2022-2023 School Year

| | |
|--------------------------------------|-------|
| Jefferson Elementary School District | 10% |
| Lammersville Unified School District | 7.25% |
| Manteca Unified School District | 7.16% |
| Tracy Unified School District | 6.69% |

Negotiated Health Benefits Contributions

| | |
|--------------------------------------|----------|
| Lammersville Unified School District | \$13,842 |
| Manteca Unified School District | \$11,388 |
| Jefferson Elementary School District | \$10,200 |
| Tracy Unified School District | \$10,007 |

Negotiated Beginning Teacher Salary 2022-2023

| | |
|--------------------------------------|----------|
| Manteca Unified School District | \$60,687 |
| Lammersville Unified School District | \$59,933 |
| Jefferson Elementary School District | \$59,107 |
| Tracy Unified School District | \$58,538 |

Negotiated Highest Teacher Salary 2022-2023

| | |
|--------------------------------------|-----------|
| Lammersville Unified School District | \$122,956 |
| Manteca Unified School District | \$116,178 |
| Tracy Unified School District | \$115,189 |
| Jefferson Elementary School District | \$110,482 |

Sincerely,

James W. Bridges

Superintendent