

## **Santa Ana Unified School District's Offer to Santa Ana Education Association**

**Santa Ana Unified School District's offer to SAEA prior to Impasse on April 23, 2024:**

**Key Proposal Details:**

- **3% On-Schedule Salary Increase**
  - **\$11,854,341** total cost ongoing
- **3% Off-Schedule Payment**
  - **\$9,483,474** total cost
- **District Contribution to 2024/2025 Benefits Increase**

Santa Ana Unified School District is committed to reaching a fair, equitable and sustainable agreement with the Santa Ana Education Association.\* As part of ongoing negotiations, the District presented its offer before the declaration of impasse on April 23, 2024. This proposal included a 3% on-schedule salary increase, amounting to a total ongoing cost of \$11,854,341, alongside a 3% off-schedule payment totaling \$9,483,474.

Additionally, SAUSD offered to pay for the portion of increase in benefits for the 2024/2025 school year. To put the offer in perspective, each 1% increase in salary on-schedule equals \$3,951,447, while a 1% off-schedule payment equals \$3,161,158. This proposal reflects the District's commitment to offering competitive compensation while maintaining fiscal responsibility.

While the state provided an 8.22% cost-of-living adjustment last year, our declining enrollment reduced our actual increase under the Local Control Funding Formula (LCFF) to just 2.47%. Although the District's effective COLA last year was just 2.47%, we were able to offer a 3% salary increase to all bargaining units and management, more than one half of a percent higher than the effective COLA.

\*For more information on the District's efforts to provide a "Fair, Equitable and Sustainable" wage increase, please visit the following links: [www.sausd.us/Page/54361](http://www.sausd.us/Page/54361), [www.sausd.us/Page/54363](http://www.sausd.us/Page/54363) and [www.sausd.us/Page/54367](http://www.sausd.us/Page/54367).