



## Employee Compensation: The Shifting Paradigm

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**ACSA's Negotiators' Symposium**  
San Diego, CA

“How much do you pay your employees?” What appears to be a simple question is anything but. With employee salaries used as a common measuring stick for employee satisfaction, school districts must craft and present their compensation proposals in a way that captures their full economic benefit. We will explore the financial impact of salary schedule movement, STRS/PERS contributions, health benefits, Cost-of-Living and pension costs, the Consumer Price Index, and the new Local Control Funding Formula on total compensation, and also cover bargaining strategies for how to craft and present compensation proposals that highlight their true economic benefit to your school district employees.

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