

What is Measure G?

Davis is widely regarded as a desirable community in which to live in large part because of the Davis public schools. High quality public schools rely on competitively compensated teachers and school employees.

To attract and retain high quality teachers and staff, the Davis Joint Unified School District (DJUSD) board authorized a parcel tax dedicated to addressing compensation gaps for our teachers and staff to be placed on the March 3, 2020 ballot.

Measure G authorizes a \$198 per parcel tax to generate the \$3 million need to bridge the difference between the regional pay average for comparable school districts and what Davis teachers and staff receive in compensation.

Why is Measure G needed?

DJUSD teachers and staff are currently paid less than teachers and staff at other regional schools, on average between 5-7 percent less than in a comparable set of districts. The largest gaps are for new teachers entering into the workforce with limited years of service.

We expect more than one quarter of current DJUSD teachers and more than one third of the DJUSD staff to retire in the next three to seven years. There is a growing shortage of new teachers in California and nationally, making replacing those retiring teachers more and more difficult.

By bridging the compensation gap, Measure G will help us attract and retain the teachers we need to maintain an excellent educational program for our students and our community.

Why can't we get more money from the state?

The current state formula LCFF, which provides Davis with significantly less funding per pupil than other comparable districts in the region, is unlikely to be revised soon. There has been discussion of statewide measures to address teacher compensation; but it's unclear if these measures will be successful or what their impact would be locally. Many credible experts predict a recessionary cycle for the state budget that will further erode state funding for our local schools.

In the 2020 draft budget, Governor Newsom has proposed spending almost a billion dollars to recruit teachers to under-performing districts to help improve educational outcomes. It's a worthy goal, but the proposal highlights the need for us to take local action to address our local funding issue.

The only local-revenue tool that a school district has in order to raise funds is a parcel tax. Every dollar raised in a local parcel tax stays local, here in our schools, for our students and our teachers. The voters of Davis are needed to support our teachers, students, and community.

Who supports Measure G?

Measure G is supported by Davis families, teachers, business and community leaders. It was approved unanimously by the DJUSD Board of Trustees and has been endorsed by the Davis Teachers Association and the Davis chapter of the California School Employees Association, which represents the many staff members who support our schools. Measure G received the endorsement of the Davis Enterprise and the Sacramento Bee. Measure G is also supported by the Davis business community and has been endorsed by the Davis Chamber of Commerce and the Yolo County Association of Realtors.

Measure G has broad support among our local elected officials, with all our County Supervisors, County Board of Education Members, and City Councilmembers endorsing it.

Davis school PTA and PTO organizations are active supporters of Measure G, as are many other local civic leaders, along with hundreds of parents, grandparents, teachers, professors and other community members who value our excellent public schools.

What are the alternatives to Measure G to address the compensation gap?

The alternative to address the compensation gap is to reduce the budget. A full 85% of DJUSD costs are earmarked for employee compensation. The remaining 15% represents non-employee costs focused on facilities and operations; and these expenditures are already more efficient than comparable districts in our region.

Budget cuts would require a reduction in teachers and staff. The school board Parcel Tax subcommittee identified an initial list of cost reductions that could be explored to deliver the \$3 million needed to address the compensation gap. These include: fewer elective offerings, an increase in class sizes, a decrease in specialists in education and counseling, and a decrease in site support services, among others.

All these cuts would substantially impact the programs offered; and none of them was supported by the community during the open public process on the parcel tax.

How is Measure G different from Measure H?

Measure H was passed overwhelming by Davis voters in 2016. It is the continuation of a long-standing investment by Davis citizens in myriad programs that are greatly valued by the community. These include 7th period classes in junior and senior high school, science instruction in elementary school, librarians, school counselors, reduced class sizes, and activities in sports, music, and the arts.

Measure G is specifically focused on addressing the compensation gap for all teachers and staff, so we can attract and retain the educators we need to maintain and grow the excellence of all our programs.

Why can't we use Measure M funds to pay teachers?

Measure M is a facilities bond that was overwhelmingly passed by the Davis voters in 2018. It funds a series of vital facility improvements across the District. The proceeds of the bond can be used only for facilities projects and cannot be used to pay compensation or operating expenses.

How do I know all Measure G funds will go to teachers and staff?

The proceeds from Measure G are legally obligated to be spent only on the purposes spelled out in the initiative, which is compensation for teachers and staff.

A citizen's oversight committee will review Measure G expenditures and deliver an annual report detailing how the funds were spent, to ensure compliance with the stated purpose.

What about potential waivers / exemptions in Measure G?

Our healthy property values are driven by our excellent public schools; but we also know some members of our community are vulnerable to rising costs. Measure G provides a waiver process to allow seniors and those on Social Security Disability Insurance to apply for a waiver of the tax if they so choose.

Measure G also includes the option for public school teachers and staff to apply for a waiver to the tax if they so choose. The board took this step to provide an incentive for DJUSD teachers and staff to settle in Davis. We believe this is a modest but important action, as we see many benefits to having our educators live in our community.

Why doesn't Measure G include a "sunset" provision? What about escalation?

Because the DJUSD board did not identify an alternative means to address the compensation gap for the foreseeable future, it elected to not include a sunset provision for Measure G. If other mechanisms emerge that enable DJUSD to maintain competition compensation for teachers and staff, the board can seek to reduce or eliminate the Parcel Tax, in accordance with applicable law.

The measure has an inflation adjuster, which is capped at the annual increase in the Consumer Price Index, which in recent history has been under 2% annually.

What about out-of-boundary (out of district) students who are not subject to Measure G?

Each out-of-boundary student provides on average more than \$9,000 in LCFF and other per pupil funding to DJUSD. Having these students attend our schools enables the District to maintain a steady enrollment, a stable budget, and keep our programs and services intact.

Across the state, districts with declining enrollment are suffering significant budget challenges, in many cases requiring them to make significant staff and programming cuts. Davis schools have been able to avoid these cuts in large part because of the more than \$9 million a year our out-of-boundary students contribute to our budget.

Furthermore, in California parents are legally entitled to enroll their students in the District in which they work. Most Davis out-of-boundary students qualify for attendance at our schools because one or more of their parents work here.

I don't have children in the District. How does Measure G benefit me?

Ask people in northern California what they think of when they hear the word "Davis," and most will respond "education." Davis is home of the University of California Davis, an internationally regarded public university. Education is in our town's DNA and in our values as a community. We enjoy the vibrant atmosphere of a college town and are fortunate to have robust property values bolstered by our excellent public schools.