



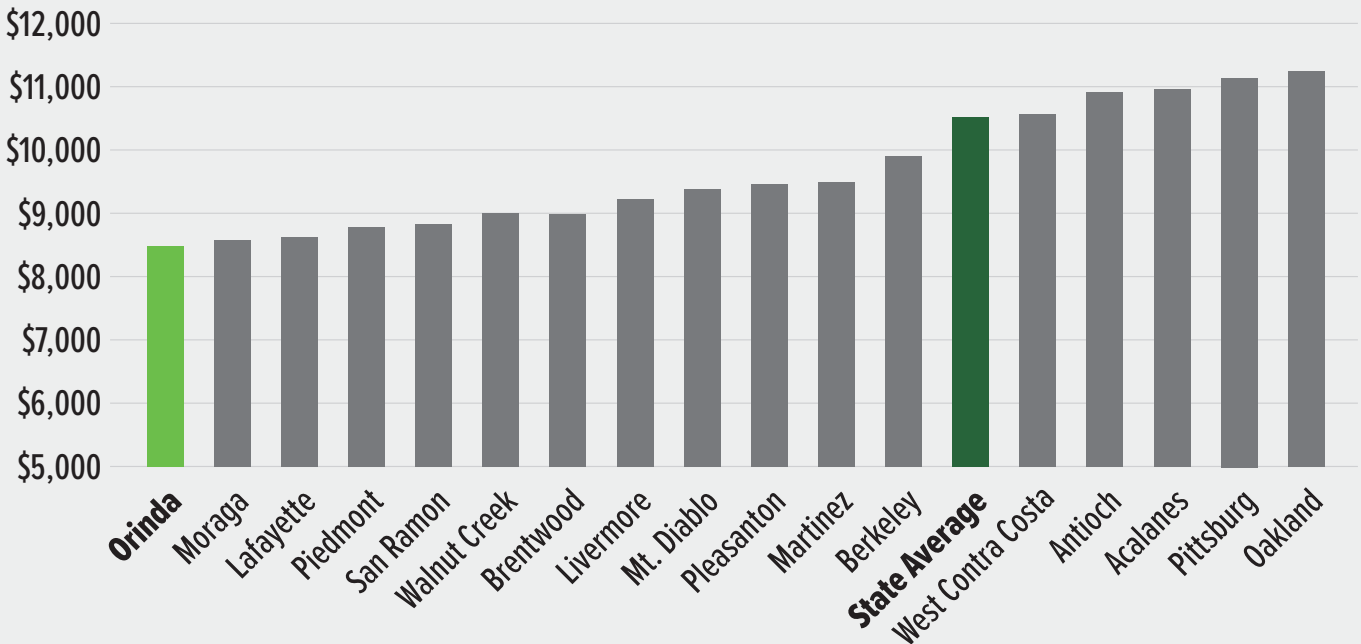
KEEPING GREAT TEACHERS IN ORINDA CLASSROOMS

OUSD Per Student Funding Consistently in Bottom Ten in State

Out of over 1,000 public school districts in California, Orinda Union School District (OUSD) consistently ranks in the bottom ten in per student funding in the State. Orinda's funding ranks the lowest among school districts in our area.

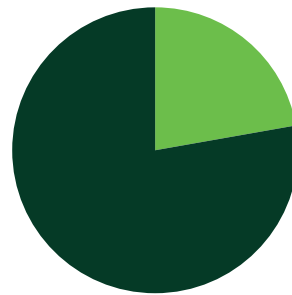
OUSD Lowest Funded School District in Area

OUSD Per Student Funding Far Below State Average



80% of OUSD Budget Funds Teachers and School Employees

The vast majority of any school district's budget goes towards employing the teachers that educate students and the school employees that support students and school operations. Approximately 80% of OUSD expenditures go to employing teachers, principals, counselors, specialists and other school employees. The remainder of the budget is spent on technology, books, instructional materials, supplies, equipment, school maintenance and other services to support students, teachers and staff.



78%
Teachers and School Employees

22%
Technology, Books, Instructional Materials, Maintenance, etc.

Most of OUSD Budget Supports Teachers and School Employees



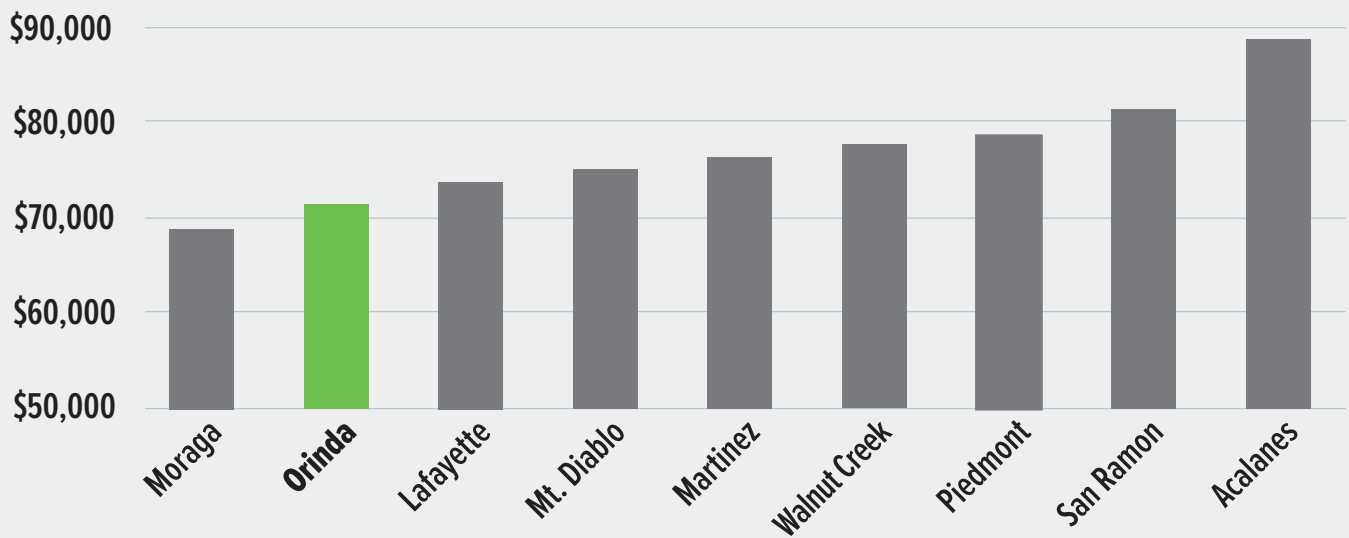
KEEPING GREAT TEACHERS IN ORINDA CLASSROOMS

Orinda's Teachers and Staff Among the Lowest Paid in Area

Currently, OUSD teachers and staff are among the lowest paid in Contra Costa County and northern Alameda County. Many OUSD teachers and school employees take on second or even third jobs to support themselves and their families and commute from faraway communities each day. As a result, OUSD loses current teachers and new recruits to San Ramon and other school districts that can offer more competitive compensation and benefits.

Orinda's Teachers and Staff Among the Lowest Paid in Area

OUSD Average Teacher Salaries Outpaced by Neighboring Districts



Options for Attracting and Retaining Teachers and School Employees

Most funding for OUSD schools comes from the State. Despite lobbying for increased funding, OUSD's state funding continues to be determined by a state formula. To supplement state funds and enhance locally controlled funding, the Orinda Network for Education (ONE) raises approximately \$5 million each year from generous parent and community donations. The only other option for generating locally controlled funding is to ask local voters to consider a school parcel tax, which requires approval from two-thirds of local voters. To that end, the Board of Education has placed Measure Z on the March 7, 2023 ballot. Measure Z would cost property owners \$295 per parcel per year for 7 years. Funds from Measure Z could be used to:

- Attract and retain qualified and experienced teachers and school employees
- Support quality academic programs in science, technology, engineering, reading, writing, arts and music
- Keep class sizes small

QUESTIONS OR FEEDBACK?

If you have questions or input that you would like to share, please contact OUSD Superintendent of Schools Aida Glimme at aglimme@orindaschools.org or 925.258.6201.