**OUR MUTUAL INTERESTS**

Identified in our interest-based bargaining process last year. How do we address the concerns we’ve heard from teachers about the ProComp system?

<table>
<thead>
<tr>
<th>Simplicity</th>
<th>Transparency</th>
<th>Fairness</th>
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<tbody>
<tr>
<td>Retention</td>
<td>Recruitment</td>
<td>Alignment with ProComp Ballot Language</td>
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</table>
If the Great Schools, Thriving Communities ballot measure passes, we propose to:

- Invest $36.6 million annually in teacher compensation in addition to the raises promised in the Master Agreement, resulting in an average per teacher increase of more than 20% over the three-year period.

- All teachers not currently in ProComp would have the opportunity to join.

Fairness    Transparency    Retention    Recruitment    Simplicity

ALIGNMENT WITH OUR AGREED-UPON MUTUAL INTERESTS
If the Great Schools, Thriving Communities ballot measure passes, we propose to:

- Significantly increase the starting pay:
  - teachers would start in 2020-21 at almost $50,000 base pay.
  - teachers in our highest poverty schools would start at close to $60,000 a year including ProComp incentives.
- Significantly increase a teacher’s ability to build salary over time (with 20 years of service, a teacher would have the potential with incentives to earn $100,000).
If the Great Schools, Thriving Communities ballot measure passes, we propose to:

- Double the Priority Schools incentives (currently Hard-to-Serve) to $5,000 a year for teachers in roughly 80 of our high-poverty schools in order to better recruit and retain in our schools with our highest-need students.

- Increase the Title I schools incentive from $1,500 to $2,500 a year for teachers in our Title I schools (roughly 40 additional schools).