THIS IS ABOUT YOUR CHILDREN - NOT A SPENDING FORMULA

What Every District Union Leadership Calls a "Model" Is Now Laying Off Hundreds of Employees

The union leadership says Twin Rivers is mismanaging money because the District doesn't spend 55% of its education budget on teacher salaries. They point to five other districts that *do* meet this rule. **Every single one of those districts is now in financial crisis - cutting staff, draining savings, and risking state takeover.** Here's what union leadership isn't telling you.

IT'S LIKE A FAMILY THAT SPENDS EVERYTHING ON THE MORTGAGE

Imagine two families each earn $5,000 a month. **Family A** spends $4,500 on their house payment. Great house. But when the car breaks down, they have nothing. They max out credit cards. Then they can't pay those either.

Family B spends $4,000 on the house and puts $500 in savings every month. When something breaks, they fix it - no debt, no panic, no asking someone else for a bailout.

The union leadership's five "model" districts are Family A. Twin Rivers is Family B.

WHAT HAPPENED TO THE DISTRICTS THAT MEET THE 55% RULE

DISTRICT	BUDGET DEFICIT	LAYOFFS IN 2026	CURRENT SITUATION
Sacramento City	**$134 Million**	**~800 jobs cut**	May run out of cash by June.
Oakland	**$100 Million**	**421 jobs cut**	Just exited 22 years of state control - already back in crisis.
West Contra Costa	**$127 Million**	**324 jobs cut**	Went bankrupt once before. Closing schools. Cutting art & music.
San Francisco	**$102 Million**	**42+ jobs cut**	Under state oversight. Struck a $183M deal - then started layoffs.
San Diego	**$47 Million**	**221 jobs cut**	Half their schools are less than 70% full. Reserves at state minimum.

NOW LOOK AT TWIN RIVERS WITH 2.5% PROPOSED INCREASE FOR 2025-26

NEW TEACHER STARTING PAY
$66,859
Highest in the Sacramento area

MID-CAREER TEACHER (YR 10)
$92,704
BA+45 units, Step 10

MAXIMUM TEACHER SALARY
$127,775
Plus up to $6,000 in stipends

100% District-Paid Kaiser Family Health Coverage • Zero Debt • A+ Credit Rating • Zero Layoffs in 13 Years

75% → 92%
GRADUATION RATE

27% → 47%
COLLEGE READINESS (A-G)

$27.4M
ANNUAL STUDENT SUPPORTS

14 Straight
NATIONAL BUDGET AWARDS

THE BOTTOM LINE FOR YOUR FAMILY

Districts that chase the 55% spending rule end up putting so much money into salaries that when budgets get tight, they have no choice but to fire the very people they hired. That's exactly what's happening right now - **1,808 employees cut across five districts in just the last 30 days.** Twin Rivers chose a different path: pay teachers well, keep the district financially healthy, and **never lay off a single employee.** The 55% rule didn't protect those districts. It's a spending pattern - not a measure of good management.

All data from California Department of Education, FCMAT, official district salary schedules, and verified news sources — February/March 2026. Twin Rivers Unified School District.