

How does one assess the value of a teacher? If I were a house, an appraisal would be done. My value would be determined by the selling prices of similar houses in my neighborhood.

I looked at my neighbor to the north. Oceanside Unified would pay me \$11,000 more per year than I am currently making in Carlsbad. I looked at my neighbor to the south. Del Mar would be \$10,000 more per year. My compensation in Encinitas would be \$2,400 more per year.

That may not seem like much to you, but when added up over the course of a career, it is quite a lot. I started teaching in Carlsbad in 1985. I cannot remember a time when our salaries kept up with our neighbors.

Ironically, when I sold my home in Carlsbad, I set a higher price than what my realtor advised. He pointed out that there were new homes just built in my neighboring cities that I could not compete with. I received a full price offer within the week. The family that moved in said that it was our Carlsbad schools, and our Carlsbad teachers, that gave my home its added value.

Time and time again, "Carlsbad Schools" and "Carlsbad teachers" have been cited as valuable assets to our community.

Please compensate our teachers, those who make "our schools" earn that reputation, fairly.