

Tentative Agreement
between
Davis Teachers Association
and
Davis Joint Unified School District

14. In recognition of the Board of Education's commitment to closing the compensation gap the Davis Teachers Association and the District agree that all DTA bargaining unit members will receive the following compensation:

- For the 2021-2022 school year
 - A one-time lump sum payment of 1.0% % of each bargaining unit member's base salary retroactive to July 1, 2021 for bargaining unit members employed as of the date of this agreement.
 - An on-going salary schedule increase of 1.7% of each bargaining unit member's base salary retroactive to July 1, 2021 for bargaining unit members employed as of the date of this agreement.
 - Payments will be made within 60 days of the DTA ratification date
- For the 2022-2023 school year
 - A one-time lump sum payment of 1.0% % of each bargaining unit member's base salary retroactive to July 1, 2022 for bargaining unit members employed as of September 15, 2022. Payments will be made on 10/31/2022
 - An on-going salary schedule increase of 1.0% of each bargaining unit member's base salary.
 - Add \$1000 on-going to steps 1, 2 and 25 on the DTA Teacher / Elementary Counselor, Nurse and Head Counselor Salary Schedule effective July 1, 2022.
 - Increase all cells in steps 11, 13, 15, 17, 19 by 2% on the DTA Teacher / Elementary Counselor, Nurse, Secondary Counselor and Head Counselor Salary Schedule effective July 1, 2022.

~~In recognition of the Board of Education's commitment to closing the compensation gap the Davis Teachers Association and the District agree that all DTA bargaining unit members employed with the Davis Joint Unified School District as of September 15, 2019 shall receive a one percent (1%) on-going salary schedule increase for the 2019-2020 school year and a one-time lump sum payment of one percent (1%) based on their 2019-2020 annual salary. Payment shall be made no later than sixty (60) days from DTA and DJUSD agreement ratification and adoption by the Board of Education.~~

~~DTA and the District agree, that in the event the Board of Education places a Parcel Tax for Employee Compensation measure on the ballot, to negotiate the allocation of revenue~~

~~generated by such a measure in order to close the compensation and benefits gaps in an equitable manner.~~

14.12.1 Effective January 1, 2022, all full-time bargaining unit members shall receive the following

District contributions toward health and welfare benefits:

Single Party:	\$7,329
Two Party:	\$10,884
Family:	\$12,984

~~14.12.1 Effective July 1, 2019, all full-time bargaining unit members shall receive the following~~

~~District contributions toward health and welfare benefits:~~

Single Party:	\$6,245
Two Party:	\$9,800
Family:	\$11,900

14.12.2 Effective July 1, 2022, all full-time bargaining unit members shall receive the following

District contributions toward health and welfare benefits:

Single Party:	\$7,655
Two Party:	\$11,210 (previously listed as \$12,294)
Family:	\$13,310 (previously listed as \$14,394)

Any remaining benefit balance shall not be refunded to the member.

14.12.2.1 Effective January 1, 2022 full time unit members who provide adequate documentation of alternative medical coverage may waive medical benefits and elect a cash option as authorized by Internal Revenue Code 125 of an amount not to exceed the difference between the annual costs of required premium coverage and \$1,699. Unit members employed less than full time but half time or more shall receive a proration of the benefits.

14.12.2.2 Effective July 1, 2022 full time unit members who provide adequate documentation of alternative medical coverage may waive medical benefits and elect a cash option as authorized by Internal Revenue Code 125 of an amount not to exceed the difference between the annual costs of required premium coverage and \$1,334. Unit members employed less than full time but half time or more shall receive a proration of the benefits.

~~14.12.2.1 Full time unit members who provide adequate documentation of alternative medical coverage may waive medical benefits and elect a cash option as authorized by Internal Revenue Code 125 of an amount not to exceed the difference between the annual costs of required premium coverage and \$2,064. Unit members employed less than full time but half time or more shall receive a proration of the benefits.~~

14.12.2.3 Effective January 1, 2022 the District agrees to provide a maximum of \$365 for use by the bargaining unit member for mandatory District benefits, which include vision, dental and EAP benefit programs.

14.12.2.4 Effective July 1, 2022 the District agrees to provide a maximum of \$730 for use by the bargaining unit member for mandatory District benefits, which include vision, dental and EAP benefit programs. Any remaining benefit balance shall not be refunded to the member.

11.6 In acknowledgement that there may be circumstances where Special Education Teachers may be asked by administration to voluntarily accept case management duties over the state mandated 28:1 caseload limit; the District and DTA agree:

- To compensate Special Education Teachers at a rate of 1/14th of their daily rate per student over the 28:1 caseload limit
- Compensation duration shall be calculated based on the number of days each student over the 28:1 caseload limit is on the member's respective caseload
- Written agreement from the member is required to add students over the 28:1 caseload limit

Amanda Rayls, DTA Lead Negotiator

Date

Laura Juanitas, Associate Superintendent

Date

Memorandum of Understanding between the Davis Joint Unified School District and the Davis Teachers Association

In order to promote professional learning amongst the District’s instructional staff the Davis Teachers Association and the District agree to add an additional two (2) days for all unit members to their contractual calendars for the 2021-2022 and 2022-2023 school years. The 2021-2022 days would be teacher-directed and would be completed by June 30, 2022. The 2022-23 days would be District-directed scheduled in consultation with the Davis Teachers Association.

Amanda Rayls, DTA Lead Negotiator

Date

Laura Juanitas, Associate Superintendent

Date