



NEGOTIATIONS UPDATE

May 17, 2019

The District and DATA met on May 17, 2019 for negotiations. During this session, the parties discussed the following:

The District and DATA exchanged proposals on Articles III & IV Salary & Differentiated Pay, Article VI Work Hours, Article VII Class Size, Article VIII Leave Provisions, Article XI Personnel File, Article XIII Rights of the Exclusive Representative, Article XXIII Disciplinary Suspension,

At the table, the district presented the following factual information regarding total compensation:

In the 2018-2019 school year, the salary range for a credentialed teacher is:

\$48,627-\$100,084 (top salary for 30 years of service, 90 units, and MA degree).

When adding total compensation factors, including but not limited to, employer-paid pension contribution and health & welfare benefits, the total compensation range is equal to:

\$73,041-\$134,403.

A summary of what the district has proposed for the 2019-2020 school year is as follows:

The state is issuing a 3.26% COLA for the 2019-2020 school year.

Projected costs associated with total compensation offer by the district:

- Step/Column – estimated cost is \$250,000, Value = 1.5%
- On schedule wage increase or three (3) music teachers – estimated cost is \$250,000, Value = 1.5%
- Health/Welfare increase of 5.69% - cost is \$178,000, Value = 1.06%
- Additional \$25k life insurance package – cost is \$6,800, Value = .04%
- Additional Delta coverage (from \$1,500 to \$2,000) - cost is \$34,000, Value = .20%

Estimated Total Compensation offer on the table = 4.3%