

Tentative Agreement between  
the California School Employee Association #572 and the  
Davis Joint Unified School District

The California School Employee Association #572 (CSEA) and the Davis Joint Unified School District (DJUSD) agree to the following Tentative Agreement (TA) with the express understanding a DJUSD Parcel Tax for Employee Compensation may be placed on the March 2020 ballot. All agreements in the TA related to compensation (e.g., salary, etc.) are contingent upon the passage of the ballot measure and DJUSD's receipt of the related Parcel Tax for Employee Compensation revenue. Should receipt of the prospective tax revenue be delayed or stayed due to unforeseen circumstances or legal action, including but not limited to any third-party litigation, legal disputes and/or legal proceedings, the compensation and/or benefits increases will not be provided to the CSEA members until the revenue is received by the District. The parties agree to meet and confer regarding the passage or failure of the measure on or before April 30, 2020. Should a delay in the District's receipt of the revenue occur, CSEA and DJUSD agree to meet and confer to discuss potential resolution.

#### **14.12 Parcel Tax for Employee Compensation**

##### **14.12.1 Distribution of Parcel Tax for Employee Compensation Revenue**

Effective July 1, 2020:

- All CSEA unit members will receive a four percent (4.0%) on-going salary increase and column 'A' of the CSEA salary schedule will be eliminated. (Exhibit 1)

##### **14.12.2 Annual Reconciliation of Parcel Tax for Employee Compensation Revenue and Expenditures**

After DJUSD's publication of the Unaudited Actuals, but no later than December 1 of each year, DJUSD will provide CSEA with the following information:

- Total revenue received by DJUSD from the Parcel Tax for Employee Compensation in the previous school year.
- The total employee costs (salary, health and other statutory benefits, etc.) of Article 14.12.1 from the previous school year, which will include any future agreements related to the revenue from the Parcel Tax for Employee Compensation.

If the total revenue received by DJUSD from the Parcel Tax for Employee Compensation in the previous school year exceeds the cost of Article 14.12.1 in the previous school year, CSEA will be entitled to twenty-eight percent (28%) of that excess revenue. The parties will bargain



**DAVIS JOINT UNIFIED SCHOOL DISTRICT**  
**Human Resources**  
 526 B Street • Davis, CA 95616 (530) 757-5300 x 105

**Exhibit 1**

Classified Salary Schedule Rates by Position Classification Range  
 Effective July 1 2020 Pending Parcel Tax for Employee Compensation

| Range |    | B     | C     | D     | E     | F     | LGI   | LGII  | LGIII | LGIV  | Other Creditable Earnings |       |       |       |       |       | Sub \$ |
|-------|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------------------------|-------|-------|-------|-------|-------|--------|
| 8     | M  | 2,196 | 2,196 | 2,274 | 2,388 | 2,507 | 2,632 | 2,764 | 2,902 | 3,047 | 3,199                     | 3,359 | 3,527 | 3,703 | 3,888 | 4,082 | 12.62  |
|       | H  | 12.62 | 12.62 | 13.07 | 13.72 | 14.41 | 15.13 | 15.89 | 16.68 | 17.51 | 18.39                     | 19.30 | 20.27 | 21.28 | 22.34 | 23.46 |        |
|       | OT | 18.93 | 18.93 | 19.61 | 20.58 | 21.62 | 22.70 | 23.84 | 25.02 | 26.27 | 27.59                     | 28.95 | 30.41 | 31.92 | 33.51 | 35.19 |        |
| 9     | M  | 2,196 | 2,217 | 2,328 | 2,444 | 2,566 | 2,694 | 2,829 | 2,970 | 3,119 | 3,275                     | 3,439 | 3,611 | 3,792 | 3,982 | 4,181 | 12.62  |
|       | H  | 12.62 | 12.74 | 13.38 | 14.05 | 14.75 | 15.48 | 16.26 | 17.07 | 17.93 | 18.82                     | 19.76 | 20.75 | 21.79 | 22.89 | 24.03 |        |
|       | OT | 18.93 | 19.11 | 20.07 | 21.08 | 22.13 | 23.22 | 24.39 | 25.61 | 26.90 | 28.23                     | 29.64 | 31.13 | 32.69 | 34.34 | 36.05 |        |
| 10    | M  | 2,196 | 2,274 | 2,388 | 2,507 | 2,632 | 2,764 | 2,902 | 3,047 | 3,199 | 3,359                     | 3,527 | 3,703 | 3,888 | 4,082 | 4,286 | 12.62  |
|       | H  | 12.62 | 13.07 | 13.72 | 14.41 | 15.13 | 15.89 | 16.68 | 17.51 | 18.39 | 19.30                     | 20.27 | 21.28 | 22.34 | 23.46 | 24.63 |        |
|       | OT | 18.93 | 19.61 | 20.58 | 21.62 | 22.70 | 23.84 | 25.02 | 26.27 | 27.59 | 28.95                     | 30.41 | 31.92 | 33.51 | 35.19 | 36.95 |        |
| 11    | M  | 2,217 | 2,328 | 2,444 | 2,566 | 2,694 | 2,829 | 2,970 | 3,119 | 3,275 | 3,439                     | 3,611 | 3,792 | 3,982 | 4,181 | 4,390 | 12.62  |
|       | H  | 12.74 | 13.38 | 14.05 | 14.75 | 15.48 | 16.26 | 17.07 | 17.93 | 18.82 | 19.76                     | 20.75 | 21.79 | 22.89 | 24.03 | 25.23 |        |
|       | OT | 19.11 | 20.07 | 21.08 | 22.13 | 23.22 | 24.39 | 25.61 | 26.90 | 28.23 | 29.64                     | 31.13 | 32.69 | 34.34 | 36.05 | 37.85 |        |
| 12    | M  | 2,274 | 2,388 | 2,507 | 2,632 | 2,764 | 2,902 | 3,047 | 3,199 | 3,359 | 3,527                     | 3,703 | 3,888 | 4,082 | 4,286 | 4,500 | 12.62  |
|       | H  | 13.07 | 13.72 | 14.41 | 15.13 | 15.89 | 16.68 | 17.51 | 18.39 | 19.30 | 20.27                     | 21.28 | 22.34 | 23.46 | 24.63 | 25.86 |        |
|       | OT | 19.61 | 20.58 | 21.62 | 22.70 | 23.84 | 25.02 | 26.27 | 27.59 | 28.95 | 30.41                     | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 |        |
| 13    | M  | 2,328 | 2,444 | 2,566 | 2,694 | 2,829 | 2,970 | 3,119 | 3,275 | 3,439 | 3,611                     | 3,792 | 3,982 | 4,181 | 4,390 | 4,610 | 12.62  |
|       | H  | 13.38 | 14.05 | 14.75 | 15.48 | 16.26 | 17.07 | 17.93 | 18.82 | 19.76 | 20.75                     | 21.79 | 22.89 | 24.03 | 25.23 | 26.49 |        |
|       | OT | 20.07 | 21.08 | 22.13 | 23.22 | 24.39 | 25.61 | 26.90 | 28.23 | 29.64 | 31.13                     | 32.69 | 34.34 | 36.05 | 37.85 | 39.74 |        |
| 14    | M  | 2,388 | 2,507 | 2,632 | 2,764 | 2,902 | 3,047 | 3,199 | 3,359 | 3,527 | 3,703                     | 3,888 | 4,082 | 4,286 | 4,500 | 4,725 | 12.74  |
|       | H  | 13.72 | 14.41 | 15.13 | 15.89 | 16.68 | 17.51 | 18.39 | 19.30 | 20.27 | 21.28                     | 22.34 | 23.46 | 24.63 | 25.86 | 27.16 |        |
|       | OT | 20.58 | 21.62 | 22.70 | 23.84 | 25.02 | 26.27 | 27.59 | 28.95 | 30.41 | 31.92                     | 33.51 | 35.19 | 36.95 | 38.79 | 40.74 |        |
| 15    | M  | 2,444 | 2,566 | 2,694 | 2,829 | 2,970 | 3,119 | 3,275 | 3,439 | 3,611 | 3,792                     | 3,982 | 4,181 | 4,390 | 4,610 | 4,841 | 13.05  |
|       | H  | 14.05 | 14.75 | 15.48 | 16.26 | 17.07 | 17.93 | 18.82 | 19.76 | 20.75 | 21.79                     | 22.89 | 24.03 | 25.23 | 26.49 | 27.82 |        |
|       | OT | 21.08 | 22.13 | 23.22 | 24.39 | 25.61 | 26.90 | 28.23 | 29.64 | 31.13 | 32.69                     | 34.34 | 36.05 | 37.85 | 39.74 | 41.73 |        |
| 16    | M  | 2,507 | 2,632 | 2,764 | 2,902 | 3,047 | 3,199 | 3,359 | 3,527 | 3,703 | 3,888                     | 4,082 | 4,286 | 4,500 | 4,725 | 4,961 | 13.38  |
|       | H  | 14.41 | 15.13 | 15.89 | 16.68 | 17.51 | 18.39 | 19.30 | 20.27 | 21.28 | 22.34                     | 23.46 | 24.63 | 25.86 | 27.16 | 28.51 |        |
|       | OT | 21.62 | 22.70 | 23.84 | 25.02 | 26.27 | 27.59 | 28.95 | 30.41 | 31.92 | 33.51                     | 35.19 | 36.95 | 38.79 | 40.74 | 42.77 |        |
| 17    | M  | 2,566 | 2,694 | 2,829 | 2,970 | 3,119 | 3,275 | 3,439 | 3,611 | 3,792 | 3,982                     | 4,181 | 4,390 | 4,610 | 4,841 | 5,083 | 13.70  |
|       | H  | 14.75 | 15.48 | 16.26 | 17.07 | 17.93 | 18.82 | 19.76 | 20.75 | 21.79 | 22.89                     | 24.03 | 25.23 | 26.49 | 27.82 | 29.21 |        |
|       | OT | 22.13 | 23.22 | 24.39 | 25.61 | 26.90 | 28.23 | 29.64 | 31.13 | 32.69 | 34.34                     | 36.05 | 37.85 | 39.74 | 41.73 | 43.82 |        |
| 18    | M  | 2,632 | 2,764 | 2,902 | 3,047 | 3,199 | 3,359 | 3,527 | 3,703 | 3,888 | 4,082                     | 4,286 | 4,500 | 4,725 | 4,961 | 5,209 | 14.05  |
|       | H  | 15.13 | 15.89 | 16.68 | 17.51 | 18.39 | 19.30 | 20.27 | 21.28 | 22.34 | 23.46                     | 24.63 | 25.86 | 27.16 | 28.51 | 29.94 |        |
|       | OT | 22.70 | 23.84 | 25.02 | 26.27 | 27.59 | 28.95 | 30.41 | 31.92 | 33.51 | 35.19                     | 36.95 | 38.79 | 40.74 | 42.77 | 44.91 |        |
| 19    | M  | 2,694 | 2,829 | 2,970 | 3,119 | 3,275 | 3,439 | 3,611 | 3,792 | 3,982 | 4,181                     | 4,390 | 4,610 | 4,841 | 5,083 | 5,337 | 14.38  |
|       | H  | 15.48 | 16.26 | 17.07 | 17.93 | 18.82 | 19.76 | 20.75 | 21.79 | 22.89 | 24.03                     | 25.23 | 26.49 | 27.82 | 29.21 | 30.67 |        |
|       | OT | 23.22 | 24.39 | 25.61 | 26.90 | 28.23 | 29.64 | 31.13 | 32.69 | 34.34 | 36.05                     | 37.85 | 39.74 | 41.73 | 43.82 | 46.01 |        |
| 20    | M  | 2,764 | 2,902 | 3,047 | 3,199 | 3,359 | 3,527 | 3,703 | 3,888 | 4,082 | 4,286                     | 4,500 | 4,725 | 4,961 | 5,209 | 5,469 | 14.75  |
|       | H  | 15.89 | 16.68 | 17.51 | 18.39 | 19.30 | 20.27 | 21.28 | 22.34 | 23.46 | 24.63                     | 25.86 | 27.16 | 28.51 | 29.94 | 31.43 |        |
|       | OT | 23.84 | 25.02 | 26.27 | 27.59 | 28.95 | 30.41 | 31.92 | 33.51 | 35.19 | 36.95                     | 38.79 | 40.74 | 42.77 | 44.91 | 47.15 |        |
| 21    | M  | 2,829 | 2,970 | 3,119 | 3,275 | 3,439 | 3,611 | 3,792 | 3,982 | 4,181 | 4,390                     | 4,610 | 4,841 | 5,083 | 5,337 | 5,604 | 15.09  |
|       | H  | 16.26 | 17.07 | 17.93 | 18.82 | 19.76 | 20.75 | 21.79 | 22.89 | 24.03 | 25.23                     | 26.49 | 27.82 | 29.21 | 30.67 | 32.21 |        |
|       | OT | 24.39 | 25.61 | 26.90 | 28.23 | 29.64 | 31.13 | 32.69 | 34.34 | 36.05 | 37.85                     | 39.74 | 41.73 | 43.82 | 46.01 | 48.32 |        |
| 22    | M  | 2,902 | 3,047 | 3,199 | 3,359 | 3,527 | 3,703 | 3,888 | 4,082 | 4,286 | 4,500                     | 4,725 | 4,961 | 5,209 | 5,469 | 5,742 | 15.49  |
|       | H  | 16.68 | 17.51 | 18.39 | 19.30 | 20.27 | 21.28 | 22.34 | 23.46 | 24.63 | 25.86                     | 27.16 | 28.51 | 29.94 | 31.43 | 33.00 |        |
|       | OT | 25.02 | 26.27 | 27.59 | 28.95 | 30.41 | 31.92 | 33.51 | 35.19 | 36.95 | 38.79                     | 40.74 | 42.77 | 44.91 | 47.15 | 49.50 |        |
| 23    | M  | 2,970 | 3,119 | 3,275 | 3,439 | 3,611 | 3,792 | 3,982 | 4,181 | 4,390 | 4,610                     | 4,841 | 5,083 | 5,337 | 5,604 | 5,884 | 15.85  |
|       | H  | 17.07 | 17.93 | 18.82 | 19.76 | 20.75 | 21.79 | 22.89 | 24.03 | 25.23 | 26.49                     | 27.82 | 29.21 | 30.67 | 32.21 | 33.82 |        |
|       | OT | 25.61 | 26.90 | 28.23 | 29.64 | 31.13 | 32.69 | 34.34 | 36.05 | 37.85 | 39.74                     | 41.73 | 43.82 | 46.01 | 48.32 | 50.73 |        |
| 24    | M  | 3,047 | 3,199 | 3,359 | 3,527 | 3,703 | 3,888 | 4,082 | 4,286 | 4,500 | 4,725                     | 4,961 | 5,209 | 5,469 | 5,742 | 6,029 | 16.26  |
|       | H  | 17.51 | 18.39 | 19.30 | 20.27 | 21.28 | 22.34 | 23.46 | 24.63 | 25.86 | 27.16                     | 28.51 | 29.94 | 31.43 | 33.00 | 34.65 |        |
|       | OT | 26.27 | 27.59 | 28.95 | 30.41 | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 | 40.74                     | 42.77 | 44.91 | 47.15 | 49.50 | 51.98 |        |
| 25    | M  | 3,119 | 3,275 | 3,439 | 3,611 | 3,792 | 3,982 | 4,181 | 4,390 | 4,610 | 4,841                     | 5,083 | 5,337 | 5,604 | 5,884 | 6,178 | 16.64  |
|       | H  | 17.93 | 18.82 | 19.76 | 20.75 | 21.79 | 22.89 | 24.03 | 25.23 | 26.49 | 27.82                     | 29.21 | 30.67 | 32.21 | 33.82 | 35.51 |        |
|       | OT | 26.90 | 28.23 | 29.64 | 31.13 | 32.69 | 34.34 | 36.05 | 37.85 | 39.74 | 41.73                     | 43.82 | 46.01 | 48.32 | 50.73 | 53.27 |        |



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**Exhibit 1**

Classified Salary Schedule Rates by Position Classification Range  
 Effective July 1 2020 Pending Parcel Tax for Employee Compensation

| Range |    | B     | C     | D     | E     | F     | LGI   | LGI   | LGI   | LGI   | Other Creditable Earnings |       |       |       |       |       | Sub \$ |
|-------|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------------------------|-------|-------|-------|-------|-------|--------|
| 26    | M  | 3,199 | 3,359 | 3,527 | 3,703 | 3,888 | 4,082 | 4,286 | 4,500 | 4,725 | 4,961                     | 5,209 | 5,469 | 5,742 | 6,029 | 6,330 | 17.07  |
|       | H  | 18.39 | 19.30 | 20.27 | 21.28 | 22.34 | 23.46 | 24.63 | 25.86 | 27.16 | 28.51                     | 29.94 | 31.43 | 33.00 | 34.65 | 36.38 |        |
|       | OT | 27.59 | 28.95 | 30.41 | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 | 40.74 | 42.77                     | 44.91 | 47.15 | 49.50 | 51.98 | 54.57 |        |
| 27    | M  | 3,275 | 3,439 | 3,611 | 3,792 | 3,982 | 4,181 | 4,390 | 4,610 | 4,841 | 5,083                     | 5,337 | 5,604 | 5,884 | 6,178 | 6,487 | 17.48  |
|       | H  | 18.82 | 19.76 | 20.75 | 21.79 | 22.89 | 24.03 | 25.23 | 26.49 | 27.82 | 29.21                     | 30.67 | 32.21 | 33.82 | 35.51 | 37.28 |        |
|       | OT | 28.23 | 29.64 | 31.13 | 32.69 | 34.34 | 36.05 | 37.85 | 39.74 | 41.73 | 43.82                     | 46.01 | 48.32 | 50.73 | 53.27 | 55.92 |        |
| 28    | M  | 3,359 | 3,527 | 3,703 | 3,888 | 4,082 | 4,286 | 4,500 | 4,725 | 4,961 | 5,209                     | 5,469 | 5,742 | 6,029 | 6,330 | 6,647 | 17.93  |
|       | H  | 19.30 | 20.27 | 21.28 | 22.34 | 23.46 | 24.63 | 25.86 | 27.16 | 28.51 | 29.94                     | 31.43 | 33.00 | 34.65 | 36.38 | 38.20 |        |
|       | OT | 28.95 | 30.41 | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 | 40.74 | 42.77 | 44.91                     | 47.15 | 49.50 | 51.98 | 54.57 | 57.30 |        |
| 29    | M  | 3,439 | 3,611 | 3,792 | 3,982 | 4,181 | 4,390 | 4,610 | 4,841 | 5,083 | 5,337                     | 5,604 | 5,884 | 6,178 | 6,487 | 6,811 | 18.35  |
|       | H  | 19.76 | 20.75 | 21.79 | 22.89 | 24.03 | 25.23 | 26.49 | 27.82 | 29.21 | 30.67                     | 32.21 | 33.82 | 35.51 | 37.28 | 39.14 |        |
|       | OT | 29.64 | 31.13 | 32.69 | 34.34 | 36.05 | 37.85 | 39.74 | 41.73 | 43.82 | 46.01                     | 48.32 | 50.73 | 53.27 | 55.92 | 58.71 |        |
| 30    | M  | 3,527 | 3,703 | 3,888 | 4,082 | 4,286 | 4,500 | 4,725 | 4,961 | 5,209 | 5,469                     | 5,742 | 6,029 | 6,330 | 6,647 | 6,979 | 18.82  |
|       | H  | 20.27 | 21.28 | 22.34 | 23.46 | 24.63 | 25.86 | 27.16 | 28.51 | 29.94 | 31.43                     | 33.00 | 34.65 | 36.38 | 38.20 | 40.11 |        |
|       | OT | 30.41 | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 | 40.74 | 42.77 | 44.91 | 47.15                     | 49.50 | 51.98 | 54.57 | 57.30 | 60.17 |        |
| 31    | M  | 3,611 | 3,792 | 3,982 | 4,181 | 4,390 | 4,610 | 4,841 | 5,083 | 5,337 | 5,604                     | 5,884 | 6,178 | 6,487 | 6,811 | 7,152 | 19.27  |
|       | H  | 20.75 | 21.79 | 22.89 | 24.03 | 25.23 | 26.49 | 27.82 | 29.21 | 30.67 | 32.21                     | 33.82 | 35.51 | 37.28 | 39.14 | 41.10 |        |
|       | OT | 31.13 | 32.69 | 34.34 | 36.05 | 37.85 | 39.74 | 41.73 | 43.82 | 46.01 | 48.32                     | 50.73 | 53.27 | 55.92 | 58.71 | 61.65 |        |
| 32    | M  | 3,703 | 3,888 | 4,082 | 4,286 | 4,500 | 4,725 | 4,961 | 5,209 | 5,469 | 5,742                     | 6,029 | 6,330 | 6,647 | 6,979 | 7,328 | 19.76  |
|       | H  | 21.28 | 22.34 | 23.46 | 24.63 | 25.86 | 27.16 | 28.51 | 29.94 | 31.43 | 33.00                     | 34.65 | 36.38 | 38.20 | 40.11 | 42.11 |        |
|       | OT | 31.92 | 33.51 | 35.19 | 36.95 | 38.79 | 40.74 | 42.77 | 44.91 | 47.15 | 49.50                     | 51.98 | 54.57 | 57.30 | 60.17 | 63.17 |        |
| 33    | M  | 3,792 | 3,982 | 4,181 | 4,390 | 4,610 | 4,841 | 5,083 | 5,337 | 5,604 | 5,884                     | 6,178 | 6,487 | 6,811 | 7,152 | 7,510 | 20.23  |
|       | H  | 21.79 | 22.89 | 24.03 | 25.23 | 26.49 | 27.82 | 29.21 | 30.67 | 32.21 | 33.82                     | 35.51 | 37.28 | 39.14 | 41.10 | 43.16 |        |
|       | OT | 32.69 | 34.34 | 36.05 | 37.85 | 39.74 | 41.73 | 43.82 | 46.01 | 48.32 | 50.73                     | 53.27 | 55.92 | 58.71 | 61.65 | 64.74 |        |
| 34    | M  | 3,888 | 4,082 | 4,286 | 4,500 | 4,725 | 4,961 | 5,209 | 5,469 | 5,742 | 6,029                     | 6,330 | 6,647 | 6,979 | 7,328 | 7,694 | 20.75  |
|       | H  | 22.34 | 23.46 | 24.63 | 25.86 | 27.16 | 28.51 | 29.94 | 31.43 | 33.00 | 34.65                     | 36.38 | 38.20 | 40.11 | 42.11 | 44.22 |        |
|       | OT | 33.51 | 35.19 | 36.95 | 38.79 | 40.74 | 42.77 | 44.91 | 47.15 | 49.50 | 51.98                     | 54.57 | 57.30 | 60.17 | 63.17 | 66.33 |        |
| 35    | M  | 3,982 | 4,181 | 4,390 | 4,610 | 4,841 | 5,083 | 5,337 | 5,604 | 5,884 | 6,178                     | 6,487 | 6,811 | 7,152 | 7,510 | 7,885 | 21.25  |
|       | H  | 22.89 | 24.03 | 25.23 | 26.49 | 27.82 | 29.21 | 30.67 | 32.21 | 33.82 | 35.51                     | 37.28 | 39.14 | 41.10 | 43.16 | 45.32 |        |
|       | OT | 34.34 | 36.05 | 37.85 | 39.74 | 41.73 | 43.82 | 46.01 | 48.32 | 50.73 | 53.27                     | 55.92 | 58.71 | 61.65 | 64.74 | 67.98 |        |
| 36    | M  | 4,082 | 4,286 | 4,500 | 4,725 | 4,961 | 5,209 | 5,469 | 5,742 | 6,029 | 6,330                     | 6,647 | 6,979 | 7,328 | 7,694 | 8,079 | 21.78  |
|       | H  | 23.46 | 24.63 | 25.86 | 27.16 | 28.51 | 29.94 | 31.43 | 33.00 | 34.65 | 36.38                     | 38.20 | 40.11 | 42.11 | 44.22 | 46.43 |        |
|       | OT | 35.19 | 36.95 | 38.79 | 40.74 | 42.77 | 44.91 | 47.15 | 49.50 | 51.98 | 54.57                     | 57.30 | 60.17 | 63.17 | 66.33 | 69.65 |        |
| 37    | M  | 4,181 | 4,390 | 4,610 | 4,841 | 5,083 | 5,337 | 5,604 | 5,884 | 6,178 | 6,487                     | 6,811 | 7,152 | 7,510 | 7,885 | 8,279 | 22.32  |
|       | H  | 24.03 | 25.23 | 26.49 | 27.82 | 29.21 | 30.67 | 32.21 | 33.82 | 35.51 | 37.28                     | 39.14 | 41.10 | 43.16 | 45.32 | 47.58 |        |
|       | OT | 36.05 | 37.85 | 39.74 | 41.73 | 43.82 | 46.01 | 48.32 | 50.73 | 53.27 | 55.92                     | 58.71 | 61.65 | 64.74 | 67.98 | 71.37 |        |
| 38    | M  | 4,286 | 4,500 | 4,725 | 4,961 | 5,209 | 5,469 | 5,742 | 6,029 | 6,330 | 6,647                     | 6,979 | 7,328 | 7,694 | 8,079 | 8,483 | 22.87  |
|       | H  | 24.63 | 25.86 | 27.16 | 28.51 | 29.94 | 31.43 | 33.00 | 34.65 | 36.38 | 38.20                     | 40.11 | 42.11 | 44.22 | 46.43 | 48.75 |        |
|       | OT | 36.95 | 38.79 | 40.74 | 42.77 | 44.91 | 47.15 | 49.50 | 51.98 | 54.57 | 57.30                     | 60.17 | 63.17 | 66.33 | 69.65 | 73.13 |        |
| 39    | M  | 4,390 | 4,610 | 4,841 | 5,083 | 5,337 | 5,604 | 5,884 | 6,178 | 6,487 | 6,811                     | 7,152 | 7,510 | 7,885 | 8,279 | 8,693 | 23.43  |
|       | H  | 25.23 | 26.49 | 27.82 | 29.21 | 30.67 | 32.21 | 33.82 | 35.51 | 37.28 | 39.14                     | 41.10 | 43.16 | 45.32 | 47.58 | 49.96 |        |
|       | OT | 37.85 | 39.74 | 41.73 | 43.82 | 46.01 | 48.32 | 50.73 | 53.27 | 55.92 | 58.71                     | 61.65 | 64.74 | 67.98 | 71.37 | 74.94 |        |
| 40    | M  | 4,500 | 4,725 | 4,961 | 5,209 | 5,469 | 5,742 | 6,029 | 6,330 | 6,647 | 6,979                     | 7,328 | 7,694 | 8,079 | 8,483 | 8,907 | 24.01  |
|       | H  | 25.86 | 27.16 | 28.51 | 29.94 | 31.43 | 33.00 | 34.65 | 36.38 | 38.20 | 40.11                     | 42.11 | 44.22 | 46.43 | 48.75 | 51.19 |        |
|       | OT | 38.79 | 40.74 | 42.77 | 44.91 | 47.15 | 49.50 | 51.98 | 54.57 | 57.30 | 60.17                     | 63.17 | 66.33 | 69.65 | 73.13 | 76.79 |        |
| 41    | M  | 4,610 | 4,841 | 5,083 | 5,337 | 5,604 | 5,884 | 6,178 | 6,487 | 6,811 | 7,152                     | 7,510 | 7,885 | 8,279 | 8,693 | 9,128 | 24.60  |
|       | H  | 26.49 | 27.82 | 29.21 | 30.67 | 32.21 | 33.82 | 35.51 | 37.28 | 39.14 | 41.10                     | 43.16 | 45.32 | 47.58 | 49.96 | 52.46 |        |
|       | OT | 39.74 | 41.73 | 43.82 | 46.01 | 48.32 | 50.73 | 53.27 | 55.92 | 58.71 | 61.65                     | 64.74 | 67.98 | 71.37 | 74.94 | 78.69 |        |
| 42    | M  | 4,725 | 4,961 | 5,209 | 5,469 | 5,742 | 6,029 | 6,330 | 6,647 | 6,979 | 7,328                     | 7,694 | 8,079 | 8,483 | 8,907 | 9,353 | 25.21  |
|       | H  | 27.16 | 28.51 | 29.94 | 31.43 | 33.00 | 34.65 | 36.38 | 38.20 | 40.11 | 42.11                     | 44.22 | 46.43 | 48.75 | 51.19 | 53.75 |        |
|       | OT | 40.74 | 42.77 | 44.91 | 47.15 | 49.50 | 51.98 | 54.57 | 57.30 | 60.17 | 63.17                     | 66.33 | 69.65 | 73.13 | 76.79 | 80.63 |        |
| 43    | M  | 4,841 | 5,083 | 5,337 | 5,604 | 5,884 | 6,178 | 6,487 | 6,811 | 7,152 | 7,510                     | 7,885 | 8,279 | 8,693 | 9,128 | 9,584 | 25.83  |
|       | H  | 27.82 | 29.21 | 30.67 | 32.21 | 33.82 | 35.51 | 37.28 | 39.14 | 41.10 | 43.16                     | 45.32 | 47.58 | 49.96 | 52.46 | 55.08 |        |
|       | OT | 41.73 | 43.82 | 46.01 | 48.32 | 50.73 | 53.27 | 55.92 | 58.71 | 61.65 | 64.74                     | 67.98 | 71.37 | 74.94 | 78.69 | 82.62 |        |



**DAVIS JOINT UNIFIED SCHOOL DISTRICT**  
**Human Resources**  
 526 B Street • Davis, CA 95616 (530) 757-5300 x 105

**Exhibit 1**

Classified Salary Schedule Rates by Position Classification Range  
 Effective July 1 2020 Pending Parcel Tax for Employee Compensation

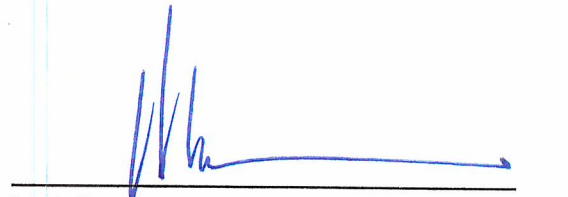
| Range |    | B     | C     | D     | E     | F     | LGI   | LGII   | LGIII  | LGIV   | Other Creditable Earnings |        |        |        |        |        | Sub \$ |
|-------|----|-------|-------|-------|-------|-------|-------|--------|--------|--------|---------------------------|--------|--------|--------|--------|--------|--------|
| 44    | M  | 4,961 | 5,209 | 5,469 | 5,742 | 6,029 | 6,330 | 6,647  | 6,979  | 7,328  | 7,694                     | 8,079  | 8,483  | 8,907  | 9,353  | 9,820  | 26.48  |
|       | H  | 28.51 | 29.94 | 31.43 | 33.00 | 34.65 | 36.38 | 38.20  | 40.11  | 42.11  | 44.22                     | 46.43  | 48.75  | 51.19  | 53.75  | 56.44  |        |
|       | OT | 42.77 | 44.91 | 47.15 | 49.50 | 51.98 | 54.57 | 57.30  | 60.17  | 63.17  | 66.33                     | 69.65  | 73.13  | 76.79  | 80.63  | 84.66  |        |
| 45    | M  | 5,083 | 5,337 | 5,604 | 5,884 | 6,178 | 6,487 | 6,811  | 7,152  | 7,510  | 7,885                     | 8,279  | 8,693  | 9,128  | 9,584  | 10,064 | 27.12  |
|       | H  | 29.21 | 30.67 | 32.21 | 33.82 | 35.51 | 37.28 | 39.14  | 41.10  | 43.16  | 45.32                     | 47.58  | 49.96  | 52.46  | 55.08  | 57.84  |        |
|       | OT | 43.82 | 46.01 | 48.32 | 50.73 | 53.27 | 55.92 | 58.71  | 61.65  | 64.74  | 67.98                     | 71.37  | 74.94  | 78.69  | 82.62  | 86.76  |        |
| 46    | M  | 5,209 | 5,469 | 5,742 | 6,029 | 6,330 | 6,647 | 6,979  | 7,328  | 7,694  | 8,079                     | 8,483  | 8,907  | 9,353  | 9,820  | 10,311 | 27.80  |
|       | H  | 29.94 | 31.43 | 33.00 | 34.65 | 36.38 | 38.20 | 40.11  | 42.11  | 44.22  | 46.43                     | 48.75  | 51.19  | 53.75  | 56.44  | 59.26  |        |
|       | OT | 44.91 | 47.15 | 49.50 | 51.98 | 54.57 | 57.30 | 60.17  | 63.17  | 66.33  | 69.65                     | 73.13  | 76.79  | 80.63  | 84.66  | 88.89  |        |
| 47    | M  | 5,337 | 5,604 | 5,884 | 6,178 | 6,487 | 6,811 | 7,152  | 7,510  | 7,885  | 8,279                     | 8,693  | 9,128  | 9,584  | 10,064 | 10,567 | 28.48  |
|       | H  | 30.67 | 32.21 | 33.82 | 35.51 | 37.28 | 39.14 | 41.10  | 43.16  | 45.32  | 47.58                     | 49.96  | 52.46  | 55.08  | 57.84  | 60.73  |        |
|       | OT | 46.01 | 48.32 | 50.73 | 53.27 | 55.92 | 58.71 | 61.65  | 64.74  | 67.98  | 71.37                     | 74.94  | 78.69  | 82.62  | 86.76  | 91.10  |        |
| 48    | M  | 5,469 | 5,742 | 6,029 | 6,330 | 6,647 | 6,979 | 7,328  | 7,694  | 8,079  | 8,483                     | 8,907  | 9,353  | 9,820  | 10,311 | 10,827 | 29.19  |
|       | H  | 31.43 | 33.00 | 34.65 | 36.38 | 38.20 | 40.11 | 42.11  | 44.22  | 46.43  | 48.75                     | 51.19  | 53.75  | 56.44  | 59.26  | 62.22  |        |
|       | OT | 47.15 | 49.50 | 51.98 | 54.57 | 57.30 | 60.17 | 63.17  | 66.33  | 69.65  | 73.13                     | 76.79  | 80.63  | 84.66  | 88.89  | 93.33  |        |
| 49    | M  | 5,604 | 5,884 | 6,178 | 6,487 | 6,811 | 7,152 | 7,510  | 7,885  | 8,279  | 8,693                     | 9,128  | 9,584  | 10,064 | 10,567 | 11,095 | 29.90  |
|       | H  | 32.21 | 33.82 | 35.51 | 37.28 | 39.14 | 41.10 | 43.16  | 45.32  | 47.58  | 49.96                     | 52.46  | 55.08  | 57.84  | 60.73  | 63.76  |        |
|       | OT | 48.32 | 50.73 | 53.27 | 55.92 | 58.71 | 61.65 | 64.74  | 67.98  | 71.37  | 74.94                     | 78.69  | 82.62  | 86.76  | 91.10  | 95.64  |        |
| 50    | M  | 5,742 | 6,029 | 6,330 | 6,647 | 6,979 | 7,328 | 7,694  | 8,079  | 8,483  | 8,907                     | 9,353  | 9,820  | 10,311 | 10,827 | 11,368 | 30.64  |
|       | H  | 33.00 | 34.65 | 36.38 | 38.20 | 40.11 | 42.11 | 44.22  | 46.43  | 48.75  | 51.19                     | 53.75  | 56.44  | 59.26  | 62.22  | 65.33  |        |
|       | OT | 49.50 | 51.98 | 54.57 | 57.30 | 60.17 | 63.17 | 66.33  | 69.65  | 73.13  | 76.79                     | 80.63  | 84.66  | 88.89  | 93.33  | 98.00  |        |
| 51    | M  | 5,884 | 6,178 | 6,487 | 6,811 | 7,152 | 7,510 | 7,885  | 8,279  | 8,693  | 9,128                     | 9,584  | 10,064 | 10,567 | 11,095 | 11,650 | 31.40  |
|       | H  | 33.82 | 35.51 | 37.28 | 39.14 | 41.10 | 43.16 | 45.32  | 47.58  | 49.96  | 52.46                     | 55.08  | 57.84  | 60.73  | 63.76  | 66.95  |        |
|       | OT | 50.73 | 53.27 | 55.92 | 58.71 | 61.65 | 64.74 | 67.98  | 71.37  | 74.94  | 78.69                     | 82.62  | 86.76  | 91.10  | 95.64  | 100.43 |        |
| 52    | M  | 6,029 | 6,330 | 6,647 | 6,979 | 7,328 | 7,694 | 8,079  | 8,483  | 8,907  | 9,353                     | 9,820  | 10,311 | 10,827 | 11,368 | 11,936 | 32.18  |
|       | H  | 34.65 | 36.38 | 38.20 | 40.11 | 42.11 | 44.22 | 46.43  | 48.75  | 51.19  | 53.75                     | 56.44  | 59.26  | 62.22  | 65.33  | 68.60  |        |
|       | OT | 51.98 | 54.57 | 57.30 | 60.17 | 63.17 | 66.33 | 69.65  | 73.13  | 76.79  | 80.63                     | 84.66  | 88.89  | 93.33  | 98.00  | 102.90 |        |
| 53    | M  | 6,178 | 6,487 | 6,811 | 7,152 | 7,510 | 7,885 | 8,279  | 8,693  | 9,128  | 9,584                     | 10,064 | 10,567 | 11,095 | 11,650 | 12,232 | 32.97  |
|       | H  | 35.51 | 37.28 | 39.14 | 41.10 | 43.16 | 45.32 | 47.58  | 49.96  | 52.46  | 55.08                     | 57.84  | 60.73  | 63.76  | 66.95  | 70.30  |        |
|       | OT | 53.27 | 55.92 | 58.71 | 61.65 | 64.74 | 67.98 | 71.37  | 74.94  | 78.69  | 82.62                     | 86.76  | 91.10  | 95.64  | 100.43 | 105.45 |        |
| 54    | M  | 6,330 | 6,647 | 6,979 | 7,328 | 7,694 | 8,079 | 8,483  | 8,907  | 9,353  | 9,820                     | 10,311 | 10,827 | 11,368 | 11,936 | 12,533 | 33.78  |
|       | H  | 36.38 | 38.20 | 40.11 | 42.11 | 44.22 | 46.43 | 48.75  | 51.19  | 53.75  | 56.44                     | 59.26  | 62.22  | 65.33  | 68.60  | 72.03  |        |
|       | OT | 54.57 | 57.30 | 60.17 | 63.17 | 66.33 | 69.65 | 73.13  | 76.79  | 80.63  | 84.66                     | 88.89  | 93.33  | 98.00  | 102.90 | 108.05 |        |
| 55    | M  | 6,487 | 6,811 | 7,152 | 7,510 | 7,885 | 8,279 | 8,693  | 9,128  | 9,584  | 10,064                    | 10,567 | 11,095 | 11,650 | 12,232 | 12,844 | 34.62  |
|       | H  | 37.28 | 39.14 | 41.10 | 43.16 | 45.32 | 47.58 | 49.96  | 52.46  | 55.08  | 57.84                     | 60.73  | 63.76  | 66.95  | 70.30  | 73.82  |        |
|       | OT | 55.92 | 58.71 | 61.65 | 64.74 | 67.98 | 71.37 | 74.94  | 78.69  | 82.62  | 86.76                     | 91.10  | 95.64  | 100.43 | 105.45 | 110.73 |        |
| 56    | M  | 6,647 | 6,979 | 7,328 | 7,694 | 8,079 | 8,483 | 8,907  | 9,353  | 9,820  | 10,311                    | 10,827 | 11,368 | 11,936 | 12,533 | 13,160 | 35.47  |
|       | H  | 38.20 | 40.11 | 42.11 | 44.22 | 46.43 | 48.75 | 51.19  | 53.75  | 56.44  | 59.26                     | 62.22  | 65.33  | 68.60  | 72.03  | 75.63  |        |
|       | OT | 57.30 | 60.17 | 63.17 | 66.33 | 69.65 | 73.13 | 76.79  | 80.63  | 84.66  | 88.89                     | 93.33  | 98.00  | 102.90 | 108.05 | 113.45 |        |
| 57    | M  | 6,811 | 7,152 | 7,510 | 7,885 | 8,279 | 8,693 | 9,128  | 9,584  | 10,064 | 10,567                    | 11,095 | 11,650 | 12,232 | 12,844 | 13,486 | 36.35  |
|       | H  | 39.14 | 41.10 | 43.16 | 45.32 | 47.58 | 49.96 | 52.46  | 55.08  | 57.84  | 60.73                     | 63.76  | 66.95  | 70.30  | 73.82  | 77.51  |        |
|       | OT | 58.71 | 61.65 | 64.74 | 67.98 | 71.37 | 74.94 | 78.69  | 82.62  | 86.76  | 91.10                     | 95.64  | 100.43 | 105.45 | 110.73 | 116.27 |        |
| 58    | M  | 6,979 | 7,328 | 7,694 | 8,079 | 8,483 | 8,907 | 9,353  | 9,820  | 10,311 | 10,827                    | 11,368 | 11,936 | 12,533 | 13,160 | 13,818 | 37.25  |
|       | H  | 40.11 | 42.11 | 44.22 | 46.43 | 48.75 | 51.19 | 53.75  | 56.44  | 59.26  | 62.22                     | 65.33  | 68.60  | 72.03  | 75.63  | 79.41  |        |
|       | OT | 60.17 | 63.17 | 66.33 | 69.65 | 73.13 | 76.79 | 80.63  | 84.66  | 88.89  | 93.33                     | 98.00  | 102.90 | 108.05 | 113.45 | 119.12 |        |
| 59    | M  | 7,152 | 7,510 | 7,885 | 8,279 | 8,693 | 9,128 | 9,584  | 10,064 | 10,567 | 11,095                    | 11,650 | 12,232 | 12,844 | 13,486 | 14,160 | 38.16  |
|       | H  | 41.10 | 43.16 | 45.32 | 47.58 | 49.96 | 52.46 | 55.08  | 57.84  | 60.73  | 63.76                     | 66.95  | 70.30  | 73.82  | 77.51  | 81.38  |        |
|       | OT | 61.65 | 64.74 | 67.98 | 71.37 | 74.94 | 78.69 | 82.62  | 86.76  | 91.10  | 95.64                     | 100.43 | 105.45 | 110.73 | 116.27 | 122.07 |        |
| 60    | M  | 7,328 | 7,694 | 8,079 | 8,483 | 8,907 | 9,353 | 9,820  | 10,311 | 10,827 | 11,368                    | 11,936 | 12,533 | 13,160 | 13,818 | 14,509 | 39.11  |
|       | H  | 42.11 | 44.22 | 46.43 | 48.75 | 51.19 | 53.75 | 56.44  | 59.26  | 62.22  | 65.33                     | 68.60  | 72.03  | 75.63  | 79.41  | 83.38  |        |
|       | OT | 63.17 | 66.33 | 69.65 | 73.13 | 76.79 | 80.63 | 84.66  | 88.89  | 93.33  | 98.00                     | 102.90 | 108.05 | 113.45 | 119.12 | 125.07 |        |
| 61    | M  | 7,510 | 7,885 | 8,279 | 8,693 | 9,128 | 9,584 | 10,064 | 10,567 | 11,095 | 11,650                    | 12,232 | 12,844 | 13,486 | 14,160 | 14,868 | 40.07  |
|       | H  | 43.16 | 45.32 | 47.58 | 49.96 | 52.46 | 55.08 | 57.84  | 60.73  | 63.76  | 66.95                     | 70.30  | 73.82  | 77.51  | 81.38  | 85.45  |        |
|       | OT | 64.74 | 67.98 | 71.37 | 74.94 | 78.69 | 82.62 | 86.76  | 91.10  | 95.64  | 100.43                    | 105.45 | 110.73 | 116.27 | 122.07 | 128.18 |        |

DJUSD's use of that excess revenue from the Parcel Tax for Employee Compensation allocated to CSEA.

  
Sande Royval, CSEA Lead Negotiator

10/21/19  
Date

mel kang

  
Matt Best, DJUSD Deputy Superintendent

10/21/19  
Date

10/21/19