

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

The Davis Teachers Association (DTA) 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, health and welfare benefits, 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 DTA members until the revenue is received by the District. Should a delay occur, DTA and DJUSD agree to meet and confer to discuss potential resolution and/or communications with members.

14.14 Parcel Tax for Employee Compensation

14.14.1 Distribution of Parcel Tax for Employee Compensation Revenue

Effective July 1, 2020:

- The Teacher/Elementary Counselor (Exhibit 1), Social Worker/Secondary Counselor (Exhibit 2), Nurse (Exhibit 3), Head Counselor Salary Schedules (Exhibit 4) will receive an on-going two thousand nine hundred dollars (\$2,900) on each cell.
- The Children's Center/State Pre-School Teacher (Exhibit 5) and Davis Parent Nursery School Teacher (Exhibit 6) Salary Schedules will receive a nine percent (9.0%) on-going salary increase.
- The Psychologist, Coordinator and Speech Language Pathologist Salary Schedule (Exhibit 7) will include ten (10) additional steps, each with one thousand dollars (\$1,000) more than the cell directly above it.
- District contributions toward all health and welfare benefits plans will increase by three hundred forty-five dollars (\$345).

14.14.2 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 DTA with the following information:

- Total revenue received by DJUSD from the Parcel Tax for Employee Compensation in the previous school year.

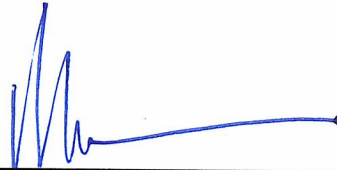
- The total employee costs (salary, health and other statutory benefits, etc.) of Article 14.14.1 from the previous school year, which will include any future agreements related to the revenue from the Parcel Tax for Employee Compensation.

If the total revenue received by DJUSD from the Parcel Tax for Employee Compensation in the previous school year exceeds the cost of Article 14.14.1 in the previous school year, DTA will be entitled to sixty-two percent (62%) of that excess revenue. The parties will bargain DJUSD's use of that excess revenue from the Parcel Tax for Employee Compensation allocated to DTA.



Frank Thomsen, DTA Lead Negotiator

10-18-19
Date



Matt Best, DJUSD Deputy Superintendent

10/18/19
Date

Exhibit 1

DAVIS JOINT UNIFIED SCHOOL DISTRICT**Proposed DTA Salary Schedule 10-17-2019****Teacher Salary Schedule Parcel Tax Flat \$2,900**

184	Days	AB	AB + 30	AB + 45	MA OR AB + 60	MA + 15 or AB + 75	MA + 30 or AB + 90
STEP		COL. I	COL. II	COL. III	COL. IV	COL. V	COL. VI
1		43,471	47,336	47,336	47,869	49,226	51,195
2		43,787	47,869	47,869	49,226	51,195	53,248
3		45,525	48,404	49,226	51,195	53,248	55,388
4		47,337	49,226	51,195	53,248	55,388	57,619
5		49,226	51,195	53,248	55,388	57,619	59,945
6		51,195	53,248	55,388	57,619	59,945	62,369
7		53,248	55,388	57,619	59,945	62,369	64,896
8		53,248	57,619	59,945	62,369	64,896	67,531
9		53,248	59,945	62,369	64,896	67,531	70,278
10		53,248	62,369	64,896	67,531	70,278	73,142
11		53,248	62,369	64,896	67,531	70,278	73,142
12		53,248	62,369	67,531	70,278	73,142	76,127
13		53,248	62,369	67,531	70,278	73,142	76,127
14		53,248	62,369	70,278	73,142	76,127	79,239
15		53,248	62,369	70,278	73,142	76,127	79,239
16		53,248	62,369	73,142	76,127	79,239	82,483
17		53,248	62,369	73,142	76,127	79,239	82,483
18		53,248	62,369	76,127	79,239	82,483	85,865
19		53,248	62,369	76,127	79,239	82,483	85,865
20		53,248	62,369	79,239	82,483	85,865	89,391
21		53,248	62,369	79,239	82,483	85,865	89,391
22		53,248	62,369	79,239	82,483	85,865	89,391
23		53,248	62,369	79,239	82,483	85,865	89,391
24		53,248	62,369	79,239	82,483	85,865	89,391
25		53,248	62,369	79,239	82,483	85,865	93,067
Emergency Permit							
		39,695	39,695	41,704	43,476	45,324	47,250

Exhibit 2

DAVIS JOINT UNIFIED SCHOOL DISTRICT

Proposed DTA Salary Schedule 10-17-2019
Teacher Salary Schedule Parcel Tax Flat \$2,900

Counselor	194	Days			MA OR	MA + 15 or	MA + 30 or
		AB	AB + 30	AB + 45	AB + 60	AB + 75	AB + 90
STEP		COL. I	COL. II	COL. III	COL. IV	COL. V	COL. VI
1		45,676	49,751	49,751	50,313	51,744	53,820
2		46,009	50,313	50,313	51,744	53,820	55,984
3		47,842	50,877	51,744	53,820	55,984	58,241
4		49,752	51,744	53,820	55,984	58,241	60,593
5		51,744	53,820	55,984	58,241	60,593	63,045
6		53,820	55,984	58,241	60,593	63,045	65,601
7		55,984	58,241	60,593	63,045	65,601	68,265
8		55,984	60,593	63,045	65,601	68,265	71,044
9		55,984	63,045	65,601	68,265	71,044	73,940
10		55,984	65,601	68,265	71,044	73,940	76,960
11		55,984	65,601	68,265	71,044	73,940	76,960
12		55,984	65,601	71,044	73,940	76,960	80,107
13		55,984	65,601	71,044	73,940	76,960	80,107
14		55,984	65,601	73,940	76,960	80,107	83,388
15		55,984	65,601	73,940	76,960	80,107	83,388
16		55,984	65,601	76,960	80,107	83,388	86,808
17		55,984	65,601	76,960	80,107	83,388	86,808
18		55,984	65,601	80,107	83,388	86,808	90,374
19		55,984	65,601	80,107	83,388	86,808	90,374
20		55,984	65,601	83,388	86,808	90,374	94,092
21		55,984	65,601	83,388	86,808	90,374	94,092
22		55,984	65,601	83,388	86,808	90,374	94,092
23		55,984	65,601	83,388	86,808	90,374	94,092
24		55,984	65,601	83,388	86,808	90,374	94,092
25		55,984	65,601	83,388	86,808	90,374	97,967

Exhibit 3

DAVIS JOINT UNIFIED SCHOOL DISTRICT

Proposed DTA Salary Schedule 10-17-2019

Teacher Salary Schedule Parcel Tax Flat \$2,900

Nurse	189	Days			MA OR	MA + 15 or	MA + 30 or
		AB	AB + 30	AB + 45	AB + 60	AB + 75	AB + 90
STEP		COL. I	COL. II	COL. III	COL. IV	COL. V	COL. VI
1		44,573	48,544	48,544	49,091	50,485	52,507
2		44,898	49,091	49,091	50,485	52,507	54,616
3		46,683	49,641	50,485	52,507	54,616	56,814
4		48,545	50,485	52,507	54,616	56,814	59,106
5		50,485	52,507	54,616	56,814	59,106	61,495
6		52,507	54,616	56,814	59,106	61,495	63,985
7		54,616	56,814	59,106	61,495	63,985	66,581
8		54,616	59,106	61,495	63,985	66,581	69,287
9		54,616	61,495	63,985	66,581	69,287	72,109
10		54,616	63,985	66,581	69,287	72,109	75,051
11		54,616	63,985	66,581	69,287	72,109	75,051
12		54,616	63,985	69,287	72,109	75,051	78,117
13		54,616	63,985	69,287	72,109	75,051	78,117
14		54,616	63,985	72,109	75,051	78,117	81,313
15		54,616	63,985	72,109	75,051	78,117	81,313
16		54,616	63,985	75,051	78,117	81,313	84,646
17		54,616	63,985	75,051	78,117	81,313	84,646
18		54,616	63,985	78,117	81,313	84,646	88,119
19		54,616	63,985	78,117	81,313	84,646	88,119
20		54,616	63,985	81,313	84,646	88,119	91,741
21		54,616	63,985	81,313	84,646	88,119	91,741
22		54,616	63,985	81,313	84,646	88,119	91,741
23		54,616	63,985	81,313	84,646	88,119	91,741
24		54,616	63,985	81,313	84,646	88,119	91,741
25		54,616	63,985	81,313	84,646	88,119	95,517

Exhibit 4

DAVIS JOINT UNIFIED SCHOOL DISTRICT

Proposed DTA Salary Schedule 10-17-2019

Teacher Salary Schedule Parcel Tax Flat \$2,900

Head Counselor	202	Days					
		AB	AB + 30	AB + 45	MA OR AB + 60	MA + 15 or AB + 75	MA + 30 or AB + 90
STEP		COL. I	COL. II	COL. III	COL. IV	COL. V	COL. VI
1		47,440	51,683	51,683	52,268	53,758	55,920
2		47,787	52,268	52,268	53,758	55,920	58,173
3		49,695	52,855	53,758	55,920	58,173	60,523
4		51,684	53,758	55,920	58,173	60,523	62,972
5		53,758	55,920	58,173	60,523	62,972	65,525
6		55,920	58,173	60,523	62,972	65,525	68,187
7		58,173	60,523	62,972	65,525	68,187	70,961
8		58,173	62,972	65,525	68,187	70,961	73,854
9		58,173	65,525	68,187	70,961	73,854	76,869
10		58,173	68,187	70,961	73,854	76,869	80,014
11		58,173	68,187	70,961	73,854	76,869	80,014
12		58,173	68,187	73,854	76,869	80,014	83,291
13		58,173	68,187	73,854	76,869	80,014	83,291
14		58,173	68,187	76,869	80,014	83,291	86,707
15		58,173	68,187	76,869	80,014	83,291	86,707
16		58,173	68,187	80,014	83,291	86,707	90,268
17		58,173	68,187	80,014	83,291	86,707	90,268
18		58,173	68,187	83,291	86,707	90,268	93,981
19		58,173	68,187	83,291	86,707	90,268	93,981
20		58,173	68,187	86,707	90,268	93,981	97,852
21		58,173	68,187	86,707	90,268	93,981	97,852
22		58,173	68,187	86,707	90,268	93,981	97,852
23		58,173	68,187	86,707	90,268	93,981	97,852
24		58,173	68,187	86,707	90,268	93,981	97,852
25		58,173	68,187	86,707	90,268	93,981	101,888

Exhibit 5
Proposed DTA Salary Schedule 10-17-2019
Children's Center (State Preschool) Salary Schedule
2020-21 9% Increase

COLUMN	COLUMN I	COLUMN II	COLUMN III	COLUMN IV
Step	60 UNIT	AB Degree	AB + 15 Units	AB + 30 Units
1 Annual	\$29,429	\$31,015	\$32,598	\$34,185
2 Annual	\$31,015	\$32,598	\$34,185	\$35,773
3 Annual	\$32,598	\$34,185	\$35,773	\$37,355
4 Annual	\$34,185	\$35,773	\$37,355	\$38,940
5 Annual	\$35,773	\$37,355	\$38,940	\$40,525
6 Annual	\$37,355	\$38,940	\$40,525	\$42,112
7 Annual	\$38,940	\$40,525	\$42,112	\$43,698

184 Days

Exhibit 6**Proposed DTA Salary Schedule 10-17-2019
Davis Parent Nursery School Salary Schedule
2020-21
9% Increase**

COLUMN	COLUMN I	COLUMN II	COLUMN III
Step	AB	AB +30	AB +45
1	\$33,778	\$36,902	\$40,026
2	\$36,902	\$40,026	\$43,151
3	\$40,026	\$43,151	\$46,275
4	\$43,151	\$46,275	\$49,397
5	\$46,275	\$49,397	\$52,523
6	\$49,397	\$52,523	\$55,648
7	\$52,523	\$55,648	\$58,772
8	\$55,648	\$58,772	\$61,895

Exhibit 7**Proposed DTA Salary Schedule 10-17-2019****The Psychologist, Coordinator and Speech Language Pathologist Salary Schedule
2020-21 Add 10 Steps**

COLUMN	COLUMN A-MA		COLUMN B MA +15		COLUMN C MA +30		COLUMN D MA +45	
Step	194 days	199 days	194 days	199 days	194 days	199 days	194 days	199 days
1	\$56,447	\$57,902	\$58,846	\$60,363	\$61,347	\$62,928	\$63,954	\$65,602
2	\$58,846	\$60,363	\$61,347	\$62,928	\$63,954	\$65,602	\$66,672	\$68,390
3	\$61,347	\$62,928	\$63,954	\$65,602	\$66,672	\$68,390	\$69,506	\$71,297
4	\$63,954	\$65,602	\$66,672	\$68,390	\$69,266	\$71,297	\$72,460	\$74,327
5	\$69,505	\$71,296	\$72,459	\$74,326	\$75,539	\$77,485	\$78,750	\$80,779
6	\$75,538	\$77,484	\$78,748	\$80,777	\$82,095	\$84,210	\$85,586	\$87,791
7	\$78,748	\$80,777	\$82,095	\$84,210	\$85,584	\$87,789	\$89,223	\$91,522
8	\$85,583	\$87,788	\$89,221	\$91,519	\$93,013	\$95,409	\$96,968	\$99,466
9	\$86,583	\$88,788	\$90,221	\$92,519	\$94,013	\$96,409	\$97,968	\$100,466
10	\$87,583	\$89,788	\$91,221	\$93,519	\$95,013	\$97,409	\$98,968	\$101,466
11	\$88,583	\$90,788	\$92,221	\$94,519	\$96,013	\$98,409	\$99,968	\$102,466
12	\$89,583	\$91,788	\$93,221	\$95,519	\$97,013	\$99,409	\$100,968	\$103,466
13	\$90,583	\$92,788	\$94,221	\$96,519	\$98,013	\$100,409	\$101,968	\$104,466
14	\$91,583	\$93,788	\$95,221	\$97,519	\$99,013	\$101,409	\$102,968	\$105,466
15	\$92,583	\$94,788	\$96,221	\$98,519	\$100,013	\$102,409	\$103,968	\$106,466
16	\$93,583	\$95,788	\$97,221	\$99,519	\$101,013	\$103,409	\$104,968	\$107,466
17	\$94,583	\$96,788	\$98,221	\$100,519	\$102,013	\$104,409	\$105,968	\$108,466
18	\$95,583	\$97,788	\$99,221	\$101,519	\$103,013	\$105,409	\$106,968	\$109,466