

DAVIS JOINT UNIFIED SCHOOL DISTRICT  
Disclosure of Collective Bargaining Agreement  
In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

**California School Employees Assoc. (CSEA), Chapter 572**

The proposed agreement covers the period beginning **Jul 1, 2020**

and ending **N/A**

and will be acted upon by the Governing Board at its meeting on **Nov 7, 2019**

The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

**Bargaining Unit Group** (Check one) Cost of 1% \*

Certificated

Classified x \$ 228,000

Confidential/Management

Other

\* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

**A. Proposed Change in Compensation**

		Fiscal Impact of Proposed Agreement			%		
		Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
	Compensation	2020-21	2021-22	2022-23	2020-21	2021-22	2022-23
1	Salary Schedule - Increase(Decrease)	\$ 912,000.00	\$ 912,000	\$ 912,000	4.00%	4.00%	4.00%
2	Step and Column - Increase (Decrease) due to settlement	\$ 2,000	\$ 2,000	\$ 2,000	0.01%	0.01%	0.01%
3	Step and Column - Increase (Decrease) due to movement	\$ 284,930	\$ 284,930	\$ 284,930	1.25%	1.25%	1.25%
4	Other Compensation ( complete description below)	\$ -	\$ -	\$ -			
5	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. (may be included in costs above or shown separately)						
6	Health/Welfare Benefits - Increase (Decrease)	\$ -	\$ -	\$ -			
7	<b>Total Compensation</b>	\$ 1,198,930	\$ 1,198,930	\$ 1,198,930	5.26%	5.26%	5.26%
8	Total Number of Represented Employees	377.00	376.00	376.00			
9	Total Compensation Cost for Average Employee - Increase (Decrease)	\$ 3,180	\$ 3,189	\$ 3,189			

Other Compensation - Increase (Decrease) (Stipends, Bonuses, etc.) Provide Description below:

10 Were any additional steps, columns, or ranges added to the schedules? YES NO  
X \*

If yes, please explain:

\* **Elimination of Column A (First Column)**

11 Does this bargaining group have a negotiated cap for Health and Welfare benefits YES NO  
X \* **No Change**

If yes, please indicate the cap amount. \$ 7,344

- A. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary.

***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)***

- B. Proposed negotiated changes in non-compensation items (e.g. class size adjustments, staff development days, teacher prep time, etc.

***N/A***

- C. What are the specific impacts on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

***The District may need to reduce the on-going budget by approximately \$74,000 through staff attrition and department /program reductions in future years to maintain unrestricted reserves at or above 3%.***

- D. What contingency language is included in the proposed agreement? Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

***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, 2019. Should a delay in the District's receipt of the revenue occur, CSEA and DJUSD agree to meet and confer to discuss potential resolution.***

- E. Source of funding for proposed agreement.  
Current year:

***No Impact in the current year***

How will ongoing cost of the proposed agreement be funded in future years?

***Parcel tax revenue (\$3+ million annually) from the new measure and potential attrition reductions.***

- F. Describe the financial impact on other funds affected by the proposed settlement - consider Cafeteria, Adult Education, Deferred Maintenance.

***Minimal impact to other funds that employ classified staff; Charter School, Cafeteria, Adult Education, Child Development and Capital Project Funds.***

**G. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

## 1. State Reserve Standard

a. Total expenditures, transfers out, and uses (including cost of proposal)	\$	99,221,007
b. State Standard Minimum EUR Percentage for this district		3%
c. State Standard Minimum EUR amount for this district		2,976,630
<i>(The State Standard Minimum EUR is the greater of line 1-c or \$50,000 for districts w/less than 1,001 ADA)</i>		

2. Budgeted Unrestricted reserve (after impact of Proposed Agreement)

a. General Fund budgeted Unrestricted EUR	\$	3,094,304
b. General Fund budgeted Unrestricted Unappropriated amount	\$	-
c. Special Reserve Fund budgeted EUR	\$	-
d. Special Reserve Fund budgeted Unappropriated amount	\$	-
e. Total District budgeted Unrestricted reserves	\$	3,094,304
		3.1%

## 3. Do Unrestricted reserves meet the state minimum standard amount?

Yes      **X**      No

**IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 **November 7, 2019**

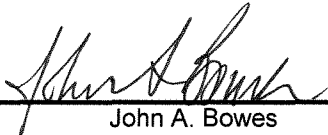
*If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.*

	(Col. 1) Latest Board- approved budget before settlement (10/4/19)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	\$ 70,506,081	\$ -	\$ -	\$ 70,506,081
Remaining Revenues (8100-8799)	\$ 25,581,954	\$ -	\$ -	\$ 25,581,954
<b>TOTAL REVENUES</b>	\$ 96,088,035	\$ -	\$ -	\$ 96,088,035
<b>EXPENDITURES</b>				
Certificated Salaries (1000)	\$ 43,660,903	\$ -	\$ -	\$ 43,660,903
Classified Salaries (2000)	\$ 18,888,677	-	\$ -	\$ 18,888,677
Employee Benefits (3000)	\$ 22,639,241	-	\$ -	\$ 22,639,241
Books and Supplies (4000)	\$ 2,804,885	\$ -	\$ -	\$ 2,804,885
Services and Operating Expenses (5000)	\$ 9,614,751	\$ -	\$ -	\$ 9,614,751
Capital Outlay (6000)	\$ 755,995	\$ -	\$ -	\$ 755,995
Other (7000)	\$ 502,735	\$ -	\$ -	\$ 502,735
<b>TOTAL EXPENDITURES</b>	\$ 98,867,187	\$ -	\$ -	\$ 98,867,187
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (2,779,152)			\$ (2,779,152)
Other Sources and Transfers In	\$ 20,116	\$ -	\$ -	\$ 20,116
Other Uses and Transfers Out	\$ 353,820	\$ -	\$ -	\$ 353,820
<b>INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (3,112,856)			\$ (3,112,856)
<b>BEGINNING BALANCE</b>	\$ 10,523,972			\$ 10,523,972
<b>ENDING BALANCE</b>	\$ 7,411,116			\$ 7,411,116

**Certification No. 1**

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Davis Joint Unified School District hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the California School Employees Assoc. Chapter 572,

during the term of the agreement from July 1, 2020 on-going contingent upon the passage and collection of Parcel Tax revenue



John A. Bowes  
District Superintendent



Date



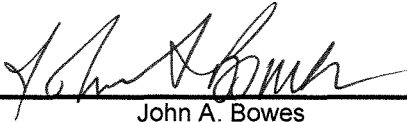
Bruce E. Colby  
Chief Business and Operations Officer



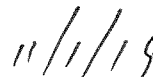
Date

**Certification No. 2**

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the *Public Disclosure of Proposed Bargaining Agreement* in accordance with the requirements of AB 1200 and Government Code Section 3547.5.



John A. Bowes  
District Superintendent



Date



Bruce E. Colby  
Chief Business and Operations Officer

(530) 757-5300 x122

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on November 7, 2019 took action to approve the proposed Agreement with the California School Employees Assoc. Chapter 572.

\_\_\_\_\_  
President (Clerk) of Governing Board  
(Signature)

\_\_\_\_\_  
Date



**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	



**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 \$
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	