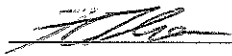


THE DAVIS TEACHERS ASSOCIATION
AND
THE DAVIS JOINT UNIFIED SCHOOL DISTRICT
Memorandum of Understanding

Appendix B-2 PSYCHOLOGIST/ SPEECH LANGUAGE PATHOLOGIST/
COORDINATORS' SALARY SCHEDULE headings will be as follows.

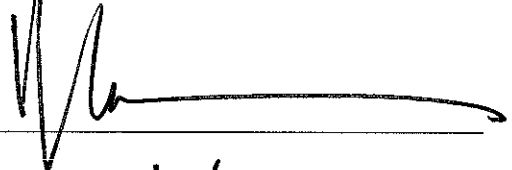
COLUMN	COLUMN A – MA OR AB+60		COLUMN B – MA+15 OR AB+75		COLUMN C – MA+30 OR AB+90		COLUMN D – MA+45 OR AB+105	
	190 Days	194 Days	190 Days	194 Days	190 Days	194 days	190 days	194 days
<u>Step</u>								

DAVIS TEACHERS ASSOCIATION



DATE: 6-6-15

DAVIS JOINT UNIFIED SCHOOL
DISTRICT

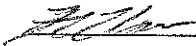


DATE: 6/6/15

THE DAVIS TEACHERS ASSOCIATION
AND
THE DAVIS JOINT UNIFIED SCHOOL DISTRICT
TENTATIVE AGREEMENT

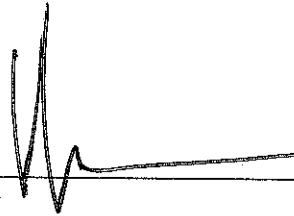
14.1.2 For the 2014-15 school year, all DTA bargaining unit members shall receive a one-time four percent (4.0%) payment for employees who have worked 75% by the ratification date of this agreement. Employees will receive payment no later than July 10, 2015.

DAVIS TEACHERS ASSOCIATION



Date 5-18-15

DAVIS JOINT UNIFIED SCHOOL DISTRICT

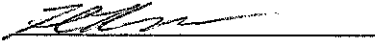


Date 5/18/15

THE DAVIS TEACHERS ASSOCIATION
AND
THE DAVIS JOINT UNIFIED SCHOOL DISTRICT
TENTATIVE AGREEMENT

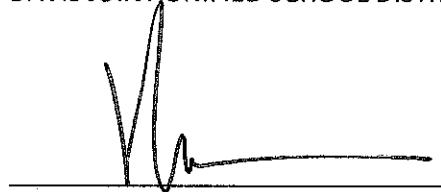
14.1.2 For the 2015-16 school year, all DTA bargaining unit members shall receive a one-time one percent (1.0%) payment and a two percent (2.0%) salary increase. Members will receive their one-time payment at the first possible pay cycle.

DAVIS TEACHERS ASSOCIATION



Date 5-18-15

DAVIS JOINT UNIFIED SCHOOL DISTRICT



Date 5/18/15

THE DAVIS TEACHERS ASSOCIATION
AND
THE DAVIS JOINT UNIFIED SCHOOL DISTRICT
TENTATIVE AGREEMENT

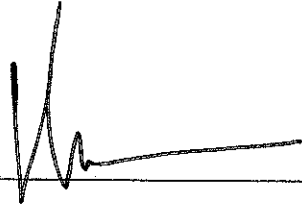
14.1.2 For the 2016-17 school year, all DTA bargaining unit members shall receive two percent (2.0%) salary increase.

DAVIS TEACHERS ASSOCIATION



Date 5-18-15

DAVIS JOINT UNIFIED SCHOOL DISTRICT



Date 5/18/15

THE DAVIS TEACHERS ASSOCIATION
AND
THE DAVIS JOINT UNIFIED SCHOOL DISTRICT
TENTATIVE AGREEMENT

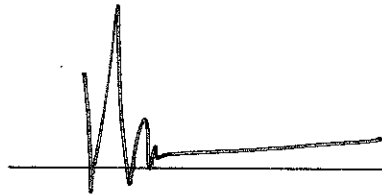
Article 1.2. This agreement shall remain in full force and effect from July 1, 2014, up to and including June 30, 2017, and thereafter shall continue in effect year by year unless one of the parties notifies the other in writing between the days of January 1 and February 1 of its request to modify, amend or terminate the Agreement. The parties agree to the following annual reopeners throughout the duration of the agreement: Salaries, benefits, calendar, up to three non-monetary articles selected by each party, and additional articles as mutually agreed upon.

DAVIS TEACHERS ASSOCIATION



Date 5-18-15

DAVIS JOINT UNIFIED SCHOOL DISTRICT



Date 5/18/15

THE DAVIS TEACHERS ASSOCIATION
AND
THE DAVIS JOINT UNIFIED SCHOOL DISTRICT
TENTATIVE AGREEMENT

14.1.2. The 2015-16 salary schedule will be adjusted to reflect the following increase in the corresponding salary schedule cells found in Appendix B-1:

Step 1, Column II - \$41,676

Step 2, Column II - \$42,176

Step 3, Column II - \$42,676

Step 1, Column III - \$41,676

Step 2, Column III - \$42,176


Step 1 Column IV - \$42,176

The salary schedule will also include the creation of a new cell in Appendix B-1:

Step 25, Column VI - \$84,563

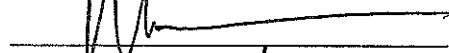
	I	II	III	IV	V	VI
Step	AB	AB+30	AB+45	MA or AB +60	MA+15 or AB+75	MA+30 or AB+90
Emergency Permit	\$36,499	\$36,499	\$38,347	\$39,977	\$41,676	\$43,447
1	\$38,050	\$41,676	\$41,676	\$42,176	\$43,447	\$45,293
2	\$38,347	\$42,176	\$42,176	\$43,447	\$45,293	\$47,218
3	\$39,977	\$42,676	\$43,447	\$45,293	\$47,218	\$49,225
4	\$41,676	\$43,447	\$45,293	\$47,218	\$49,225	\$51,317
5	\$43,447	\$45,293	\$47,218	\$49,225	\$51,317	\$53,498
6	\$45,293	\$47,218	\$49,225	\$51,317	\$53,498	\$55,772
7	\$47,218	\$49,225	\$51,317	\$53,498	\$55,772	\$58,142
8		\$51,317	\$53,498	\$55,772	\$58,142	\$60,613
9		\$53,498	\$55,772	\$58,142	\$60,613	\$63,189
10		\$55,772	\$58,142	\$60,613	\$63,189	\$65,875
11			\$58,142	\$60,613	\$63,189	\$65,875
12			\$60,613	\$63,189	\$65,875	\$68,675
13			\$60,613	\$63,189	\$65,875	\$68,675
14			\$63,189	\$65,875	\$68,675	\$71,594
15			\$63,189	\$65,875	\$68,675	\$71,594
16			\$65,875	\$68,675	\$71,594	\$74,637
17			\$65,875	\$68,675	\$71,594	\$74,637
18			\$68,675	\$71,594	\$74,637	\$77,809
19			\$68,675	\$71,594	\$74,637	\$77,809
20			\$71,594	\$74,637	\$77,809	\$81,116
25						\$84,563

DAVIS TEACHERS ASSOCIATION



Date 5-18-15

DAVIS JOINT UNIFIED SCHOOL DISTRICT



Date 5/18/15

DAVIS TEACHERS ASSOCIATION
AND
DAVIS JOINT UNIFIED SCHOOL DISTRICT
MEMORANDUM OF UNDERSTANDING

DJUSD and DTA encourage our professionals to continue to engage in meaningful and beneficial professional development tied to the DJUSD Strategic Plan and Local Control Accountability Plan (LCAP). Both parties agree that the means and content of the professional development should be determined by the district, sites, departments, and the professionals. Therefore, the district will continue to develop its robust professional development offerings, and individual employees are encouraged to attend site and district provided professional development, develop their own professional development opportunities within their sites, departments, grade levels or interests, as well as attend outside conferences and workshops.

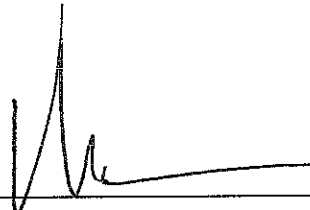
The DJUSD and DTA agree that all certificated employees shall be compensated at their daily rate for four (4) days, which is equivalent to 24 hours of professional development, from the date of contract ratification through August 30, 2017. This means that professionals who complete all four days/24 hours of professional development will be paid the equivalent of 2% of their annual salary. This will be in addition to any other paid district or site professional development (\$41 per hour rate).

Both parties agree that, to the extent practicable, existing structures will be used for the approval, tracking, and payment of professional development. When existing structures do not fit a particular situation, the parties agree to meet together and work to resolve the issue(s).

If the funds allocated for these professional development days are not expended by June 30, 2017, the parties agree to negotiate these remaining funds to continue to provide professional development opportunities for staff.



DTA Chief Negotiator



DJUSD Associate Superintendent of
Administrative Services

5-10-15

Date

5/20/15

Date