

DTA Package Proposal #3

Time: 2:05

Date: 3/6/2018

This is a package proposal which must be accepted in its entirety by March 15, 2018 at 10:30 am. If this package proposal is not accepted in its entirety, DTA will revert to our prior positions: DTA proposals #4 and #5.

DTA and the District agree, in the event the Board of Education places a Parcel Tax for Employee Compensation measure on the ballot, to negotiate allocation of revenue generated by such a measure.

The following proposal acknowledges that expected revenue from the 2018-2019 Budget will be used to fund ongoing salary increases agreed to in 2017-2018, based on the District's 2016-2017 Unaudited Actuals unassigned/unappropriated fund balance and in recognition of the Board of Education's commitment to improve salary and benefits:

#### Article 14: Salary and Fringe Benefits

For the 2017-2018 school year, a three and one half percent (3.5%) increase to all DTA bargaining unit member salary schedules retroactive to July 1, 2017. Payments shall be made no later than sixty (60) calendar days from DTA and DJUSD agreement ratification and adoption by the Board of Education.

For the 2018-2019 school year, a one-time off schedule payment to all DTA bargaining unit members equivalent to two-percent (2.0%) of their 2018-2019 annual salary. Payments shall be made no later than sixty calendar days from September 15, 2018.

14.7 Beginning in the 2018-2019 school year, initial placement of non-management certificated staff shall not be beyond Step 21 of any column of the salary schedule. One year credit shall be given for every year of successful prior full time, credentialed teaching experience in an accredited K-12 public or private school, but not to exceed twenty (20) years experience.

14.7.2 Beginning the July 1, 2018, bargaining unit members hired after July 1, 2018, who were paraeducators formerly employed by the Davis Joint Unified School District shall be given one half year (0.5) credit on the DTA salary schedule for every year of DJUSD paraeducator experience at 0.875 FTE at the secondary level or 0.625 FTE at the elementary level, not to exceed ten (10) years of credit. Years of credit shall be given only in increments of one (1) year. In circumstances where a partial year(s) of service exist, the district will round down to the nearest full year.

14.12.1.6 Spouses and Domestic Partners who are both employed by the district shall each be entitled to the maximum district contribution, which shall be combined and applied to the medical plan to which the employees enroll. Any remaining balance shall not be refunded to the employee.

## Article 28: Summer School

28.4 Effective June 1, 2018 the Summer School Teacher or site based summer program teacher hourly rate shall be \$45 per hour.

## Article 13: Extra-Duty Compensation

13.6 The professional development shall be \$41 per hour.

13.7 The extra-duty rate shall be \$33.60 per hour.

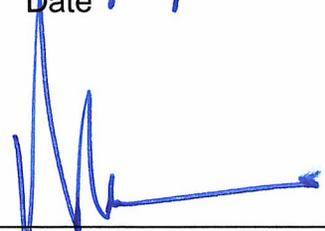
## Article 1: Agreement

1.2 This agreement shall remain in full force and effect from the date of ratification through June 30, 2019, 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 reopeners for the 2018-2019 school year: calendar, up to three non-monetary articles selected by each party, and additional articles as mutually agreed upon.

3/6/18  
Date

  
Heather Wade, Lead Negotiator

3/6/2018  
Date

  
Matt Best, Deputy Superintendent

Memorandum of Understanding  
Between  
DJUSD Unified School District  
and  
Davis Teachers Association

New Bargaining Unit Member Standard Orientation Information

All bargaining unit members shall be informed by the Employer of their employment status, rights, benefits, duties and responsibilities, and other employment-related matters.

The District shall provide an annual new bargaining unit member orientation for all newly hired bargaining unit members to take place within seven (7) calendar days prior to the first day of classes, except when no new bargaining unit members are commencing employment at the start of a given year. Any bargaining unit member(s) hired after the start of the school year shall be provided an in-person orientation/onboarding meeting within thirty (30) calendar days from the date of hire. New bargaining unit members shall be paid at their hourly rate for the duration of these required orientation/onboarding meetings when orientations occur outside the contract year and/or day.

The District shall provide written notice of the date, time and location of all bargaining unit member orientations/onboarding meetings, by certified or electronic mail, to the Association president, past president and president elect no later than twenty-one (21) calendar days in advance of the annual orientation meeting(s) or ten (10) days in advance of other orientation/onboarding meetings that may occur throughout that year. In the event the District is unable to comply with the stated advance notice, the District shall, at the request of the Association, reschedule the orientation/onboarding meeting and provide the advance notice. If, however, the District provides proof that there was an urgent need critical to the employer's operations that was not reasonably foreseeable, the Association shall be provided as much notice as possible.

The Association shall be provided no less than sixty (60) minutes of uninterrupted time to communicate with bargaining unit members at all new bargaining unit member orientations/onboarding meetings. District administration will excuse themselves during Association time.

The Association is entitled to invite California Teachers Association (CTA) endorsed vendors and CTA staff to the Association portion of new bargaining unit member orientations/onboarding meetings and will have access to District audio visual equipment for Association presentations.

The Association shall have District-paid release time to attend new bargaining unit member orientations/onboarding meetings for up to three (3) bargaining unit members,

selected by the Association, if any orientation/onboarding meeting is held during contractual work hours.

The following new bargaining unit member information shall be delivered to the Association president in digital Excel format and hard copy, sorted by seniority date, no later than 30 days after the date of hire:

1. Name
2. Home Address
3. Phone Numbers – work, home and cellular
4. Personal Email Addresses
5. School Site
6. Grade Level/Assignment
7. Date of Hire
8. Seniority Date
9. Full time Equivalent (FTE) status
10. Employment Status (i.e., Probationary, Permanent, Temporary, etc.)
11. Type of Credential (i.e., Clear, Preliminary, Short-Term Staff Permit, Provisional Internship Permit “PIP” or College Internship, etc.)

In addition, seven calendar days before the first teacher work day and the last working day of September, January and May, the District shall deliver to the Association president the following information in digital Excel format for all bargaining unit members:

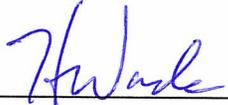
1. Name
2. Home Address
3. Phone Numbers – work, home and cellular
4. Personal Email Addresses
5. School Site
6. Grade Level/Assignment
7. Date of Hire
8. Seniority Date
9. Full time Equivalent (FTE) status
10. Employment Status (i.e., Probationary, Permanent, Temporary, etc.)
11. Type of Credential (i.e., Clear, Preliminary, Short-Term Staff Permit, Provisional Internship Permit “PIP” or College Internship, etc.)
12. Indication of any Unit Member on Leave of Absence
13. An indication of whether the district is deducting dues for membership

Violations of this MOU shall be subject to the grievance and arbitration article of the Collective Bargaining Agreement between the parties.

This MOU is entered to by the parties on this the \_\_\_\_ day of \_\_\_\_\_ and shall

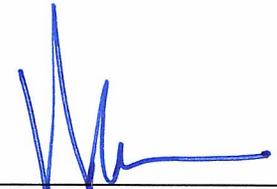
remain in effect until July 1, 2020.

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Heather Wade, Lead Negotiator

  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Matt Best, Deputy Superintendent

  
\_\_\_\_\_  
Date

Key:  
Deletion: ~~strikethrough~~  
Additions: **bold and underlined**

TA 56-1  
11/16/2017  
Time: 11:30

Tentative Agreement  
between  
Davis Teachers Association  
and  
Davis Joint Unified School District  
for the 2017-2018 school year

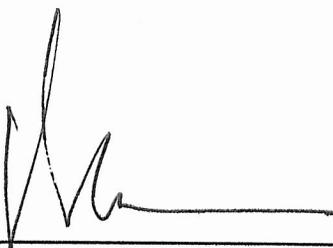
9.6 Notice of Open Positions

A current list of vacancies or open positions shall be posted on the ~~bulletin board outside Human Resources and at each site~~ **district's website and via email to all employees.** Additionally, a copy of the notice shall be mailed to the Association.



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Heather Wade, Davis TA Lead Negotiator



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Matt Best, DJUSD Deputy Superintendent

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11/16/17

Date

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11/16/17

Date

Tentative Agreement  
between  
Davis Teachers Association  
and  
Davis Joint Unified School District  
for the 2017-2018 school year

28.1 Announcements of summer school anticipated positions shall be posted by the Board on every Association bulletin board on the district's website and sent via email to all employees no later than April 15.

Heather Wade, Lead Negotiator

Matt Best, Deputy Superintendent

Heather Wade 12/13/17  
Date

Matt Best 12/13/17  
Date

Tentative Agreement between Davis Teachers Association  
and  
Davis Joint Unified School District  
for the 2017-2018 school year

The Davis Teachers Association and the Davis Joint Unified School District agree to the following format change to Appendix B-1.

DAVIS JOINT UNIFIED SCHOOL DISTRICT  
526 B Street, Davis, CA 95616 (530) 757-5300  
TEACHER / ELEMENTARY COUNSELOR SALARY SCHEDULE  
2017-2018

(Effective July 1, 2017)



184 Days

Step	I AB	II AB+30	III AB+45	IV MA or AB +60	V MA+15 or AB+75	VI MA+30 or AB+90
1	\$38,811	\$42,509	\$42,509	\$43,019	\$44,316	\$46,199
2	\$39,114	\$43,019	\$43,019	\$44,316	\$46,199	\$48,162
3	\$40,776	\$43,531	\$44,316	\$46,199	\$48,162	\$50,209
4	\$42,509	\$44,316	\$46,199	\$48,162	\$50,209	\$52,343
5	\$44,316	\$46,199	\$48,162	\$50,209	\$52,343	\$54,568
6	\$46,199	\$48,162	\$50,209	\$52,343	\$54,568	\$56,887
7	\$48,162	\$50,209	\$52,343	\$54,568	\$56,887	\$59,305
8		\$52,343	\$54,568	\$56,887	\$59,305	\$61,825
9		\$54,568	\$56,887	\$59,305	\$61,825	\$64,453
10		\$56,887	\$59,305	\$61,825	\$64,453	\$67,192
11			\$59,305	\$61,825	\$64,453	\$67,192
12			\$61,825	\$64,453	\$67,192	\$70,048
13			\$61,825	\$64,453	\$67,192	\$70,048
14			\$64,453	\$67,192	\$70,048	\$73,025
15			\$64,453	\$67,192	\$70,048	\$73,025
16			\$67,192	\$70,048	\$73,025	\$76,129
17			\$67,192	\$70,048	\$73,025	\$76,129
18			\$70,048	\$73,025	\$76,129	\$79,364
19			\$70,048	\$73,025	\$76,129	\$79,364
20			\$73,025	\$76,129	\$79,364	\$82,737
25						\$86,253

Emergency Permit	\$37,229	\$37,229	\$39,114	\$40,776	\$42,509	\$44,316
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Board Approved: x/xx/xxx

Heather Wade, Lead Negotiator

HWade 12/13/17  
Date

Matt Best, Deputy Superintendent

[Signature] 12/13/17  
Date

2:28 PM

Memorandum of Understanding  
between  
Davis Teachers Association  
and  
Davis Joint Unified School District

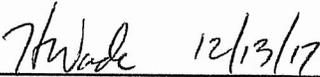
Beginning July 1, 2017 Intern teachers employed by the Davis Joint Unified School District, who are enrolled in the Yolo Teacher Intern Program and are recipients of the Classified Employee to Teacher Grant, shall receive:

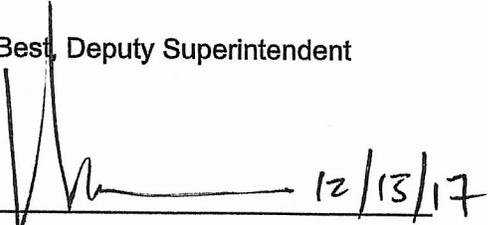
- After the Classified Employee to Teacher Grant award funds are applied the employee's tuition in year one, a payment equivalent to one half of the remainder of their program tuition for Year One (1) shall be made by July 1st of the first year of participation in the Yolo Teacher Intern Program.
- After the Classified Employee to Teacher Grant award funds are applied the employee's tuition in year two, a payment equivalent to one half of the remainder of their program tuition for Year Two (2) shall be made by July 1st of the second year of participation in the Yolo Teacher Intern Program.
- Reimbursement equivalent to the the employee's contribution to the program tuition in Year One (1) and Year Two (2) shall be paid by October 1st of the first year following the completion of the Yolo Teacher Intern Program, if the intern teacher remains employed as a certificated bargaining unit member by the Davis Joint Unified School District.

This Agreement will sunset on June 30, 2020.

Heather Wade, Lead Negotiator

Matt Best, Deputy Superintendent

  
Date

  
Date