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Tentative Agreement  
Between the  
California School Employees Association #572  
and the  
Davis Joint Unified School District

**ARTICLE I: AGREEMENT**

**Compensation:**

~~1.3~~ The parties agree that due to the current California State financial crisis resulting in significantly reduced revenue to public schools, that there will be no compensatory increases to Wages and Employee Benefits for the 2009-2010 school year.

~~1.4~~ The parties have agreed to collapse the Children's Center Salary Schedule (previously understood as Salary Schedule C) into Salary Schedule A (Appendix A) with Children's Center employees moving into step 8 on Salary Schedule A.

~~1.5~~ 1.3 The Board shall not enter into any contractual agreements with any other Association representing classified bargaining unit employees with regard to working conditions as provided in the Rodda Act for the duration of this Agreement.

**ARTICLE XIV: WAGES AND EMPLOYEE BENEFITS**

~~14.1~~ For the 2007-2008 school year, all CSEA bargaining unit members shall receive a three and six hundredths percent (3.06%) increase effective July 1, 2007.

14.1 The California School Employee Association #572 and the District agree, that in the event the Board of Education places a Parcel Tax for Employee Compensation measure on the ballot, to negotiate revenue generated by such a measure in order to close the compensation and benefits gaps in an equitable manner.

14.1.1 In acknowledgement that expected revenue from the 2018-2019 Budget will be used to fund ongoing salary increases agreed to in 2017-18, based on the District's 2016-2017 Unaudited Actuals unassigned/unappropriated fund balance and in recognition of the Board of

Education's commitment to closing the compensation gap. The California School Employee Association #572 and the District agree to a three and one half percent (3.5%) on-going salary schedule increase retroactive to July 1, 2017. Payment shall be based on contract salary only, made no later than sixty (60) days from April 19, 2018, which is the expected agreement ratification and adoption date by the Board of Education and to those employed on April 19, 2018.

**14.1.2** The California School Employee Association #572 and the District agree that all CSEA bargaining unit members employed with the Davis Joint Unified School District as of September 15, 2018 shall receive a one-time lump sum payment of one percent (1%) based on their 2018-2019 annual salary. Payment shall be made no later than sixty (60) days from September 15, 2018.

**14.1.3** The following salary range changes will occur on July 1, 2018:

- Food Preparation I change from range 10 to range 12
- Campus Safety Supervisor change from range 17 to range 19
- Campus Safety Coordinator change from range 21 to range 23
- Maintenance Specialist II change from range 26 to range 28
- Human Resource Technician change from range 30 to range 32
- Maintenance Specialist III change from range 32 to range 34
- School Safety Liaison change from range 32 to range 34

**14.3.1.6.1** Any savings from the elimination of cash in-lieu in the 2017-18 school year will be reviewed and negotiated annually.

  
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Jim Herrington, CSEA President

4-3-18  
Date

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

4/2/18  
Date