

**ARTICLE 2  
COMPENSATION**

District Proposal:	RATIONALE/COMMENTS
<b>Section 2.1.1</b>	The District proposes a salary schedule increase of <b>1.07%</b> for the <b>2018-19</b> school year. The salary schedule will be increased in Column V by adding additional steps 26 and 30. Each step is a 2.5 % increase. A staff member on Step 26 will receive a total of a 3.57 % increase, a staff member on Step 30 will receive a total of 6.07% increase for the 18-19 school year. A <b>1.50%</b> off-schedule payment for the <b>2019-20</b> school year based on increase of 150 in District wide student attendance.
<b>Section 2.7.1.1</b>	The District proposes an increase to the District’s contributions for health benefits as follows: Single rate: <b>\$670.43</b> Two party rate: <b>\$1,327.78</b> Family rate: <b>\$1,823.72</b>

<b>INCREASED 2018-2019 DISTRICT COSTS FOR THE FA BARGAINING UNIT</b>	
BASED ON 2017-2018 SMJUHS D SECOND INTERIM BUDGET	
<i>*STATE COLA INCREASE TO SMJUHS D: <b>\$2,472,472 = (3.70%)</b> COST OF 1.00% INCREASE: <b>\$381,496</b></i>	
<i>*State Budget 18-19</i>	
Pre-negotiations Cost Increases for 2018-2019	
Step and Column changes for existing/returning employees	<b>\$ 705,979</b>
<u>Increase to Mandatory District contribution to CalSTRS (Retirement)</u>	<u><b>\$ 707,441</b></u>
<b>Total Pre-negotiations Cost increases</b>	<b>\$ 1,413,420</b>
2018-2019 Cost Increases Based on Negotiations with SMJUHS DFA	
2.1 Salary Schedule Increase (1.07%) (Ongoing)	<b>\$ 408,201</b>
Additional Steps 26, 30 (2.5% each Step)	<b>\$ 164,916</b>
2019-2020 1.5 Off Schedule Payment (1.5%) (Contingent on increased enrollment)	<b>\$ 572,244</b>
<u>Increased District Contribution to Health Benefits</u>	<u><b>\$ 191,500</b></u>
<b>Total Negotiated Article 2 Cost Increases (2 Yr.)</b>	<b>\$ 1,336,861</b>
<b>Total Negotiated Cost Increases as a Percentage of Salary</b>	<b>3.50%</b>
<b>Total All 2018-2019 Increased Costs for FA Bargaining Unit (Includes 2019-20 Off Schedule)</b>	<b>\$ 2,753,281</b>
<b>Total All 2018-19, 2019-20 Increased Costs as a Percentage of Salary</b>	<b>7.22%</b>

**2.1 Wages**

2.1.1 Salary Schedule: The Certificated Salary Schedules are attached to this Agreement as Appendix A. For the ~~2017-2018~~ **2018-2019** school year, the Certificated Salary Schedule shall be increased by one **point zero-seven** percent (1.0**7**%), retroactive to July 1, 2017 **2018**. ~~Upon ratification, all current bargaining unit members shall see the increase reflected in their September 2017 pay warrant. A one percent (1.00%) off schedule payment shall be paid to active bargaining unit members employed on September 12, 2017. The one percent (1.00%) off schedule shall be computed using the base salary on the 2017-2018 salary schedule in Appendix A. and shall be included on the October 2017 pay warrant following ratification of~~

Proposed 10/3/2018

~~this Agreement by the Board of Trustees.~~ **The salary schedule will be increased in Column V by adding additional steps at 26 and 30. For the 2019-2020 school year, a one and one half percent (1.5%) off-schedule payment shall be paid to active bargaining unit members employed on September 10, 2019 contingent upon enrollment increases of a minimum one hundred fifty (150) students to be measured as of Cal Pads information day. Upon ratification of this agreement by the Association and approval by the Board of Trustees all active bargaining unit members employed on November 16, 2018 shall see the increases reflected in their November 2018 pay warrant.**

## **2.7 Employee Benefits Program**

2.7.1 The District shall make contributions for medical, dental, vision, life, and long-term disability insurance programs and coverages. Each unit member's contribution obligation for the medical insurance is determined by the level of coverage (single, two-party, family) that is selected.

2.7.1.1 **Effective f**For the 2017~~8~~-2018~~9~~ school year, the tenthly District contribution on behalf of each full-time employee is as follows:

- Single (employee only) – six hundred ~~twenty~~ **seventy** dollars and forty-three cents (~~\$620.43~~) **(\$670.43)**;
- Two-party (employee and one[1] dependent) - one thousand ~~two~~ **three** hundred ~~seventy~~ **twenty**-seven dollars and seventy-eight cents (~~\$1,277.78~~) **(\$1,327.78)**;
- Family (employee and two[2] or more dependents) - one thousand ~~seven~~ **eight** hundred ~~seventy~~ **twenty**-three dollars and seventy-two cents(~~\$1,773.72~~) **(\$1,823.72)**.

**The rest of Article 2 remains the same as the 2015-2018 agreement.**