

**ARTICLE 2
COMPENSATION**

District Proposal:	RATIONALE/COMMENTS
Section 2.1.1	The District proposes a salary schedule increase of 1.00% for the 2018-19 school year. The salary schedule will be increased in Column V by adding additional steps 26 and 30.
Section 2.7.1.1	The District proposes an increase to the District's contributions for health benefits as follows: Single rate: \$670.43 Two party rate: \$1,327.78 Family rate: \$1,823.72

INCREASED 2018-2019 DISTRICT COSTS FOR THE FA BARGAINING UNIT	
BASED ON 2017-2018 SMJUUSD SECOND INTERIM BUDGET	
<i>*STATE COLA INCREASE TO SMJUUSD: \$2,472,472 = (3.70%) COST OF 1.00% INCREASE: \$381,496</i>	
<i>*State Budget 18-19</i>	
Pre-negotiations Cost Increases for 2018-2019	
Step and Column changes for existing/returning employees	\$ 705,979
Increase to Mandatory District contribution to CalSTRS (Retirement)	\$ 707,441
Total Pre-negotiations Cost increases	\$ 1,413,420
2018-2019 Cost Increases Based on Negotiations with SMJUUSDFA	
2.1 Salary Schedule Increase (1.00%) (Ongoing)	\$ 381,496
Longevity Steps	\$ 164,916
Increased District Contribution to Health Benefits	\$ 191,500
Total Negotiated Article 2 Cost Increases (1 Yr.)	\$ 737,912
Total Negotiated Cost Increases as a Percentage of Salary	1.93%
Total All 2018-2019 Increased Costs for FA Bargaining Unit	\$ 2,151,332
Total All Increased Costs as a Percentage of Salary	5.64%

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 percent (1.00%), 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 this Agreement by the Board of Trustees.~~ **The salary schedule will be increased in Column V by adding additional steps at 26 and 30. Upon ratification of this agreement by the Association and approval by the Board of Trustees all active bargaining unit members employed on October 12, 2018 shall see the increases reflected in their October 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 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~~ **four** 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.

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
2018-19 Certificated Salary Schedule

DRAFT

- Column I** Bachelor's Degree
- Column II** Bachelor's Degree + 15 semester units earned subsequent to receipt of B.A.
- Column III** Bachelor's Degree + 30 semester units earned subsequent to receipt of B.A.
- Column IV** Bachelor's Degree + 45 semester units earned subsequent to receipt of B.A.; or
Master's Degree
- Column V** Bachelor's Degree + 60 semester units earned subsequent to receipt of B.A.; or
Master's Degree + 15 units

1.00%
increase
@ 185 days

EFFECTIVE: 07/01/20XX

YEARS OF SERVICE	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V
1	\$47,847	\$51,297	\$54,753	\$58,217	\$61,674
2	\$50,627	\$54,092	\$57,548	\$61,005	\$64,456
3	\$53,430	\$56,886	\$60,336	\$63,799	\$67,247
4	\$56,219	\$59,682	\$63,134	\$66,578	\$70,050
5	\$59,009	\$62,473	\$65,920	\$69,381	\$72,828
6	\$61,801	\$65,253	\$68,715	\$72,170	\$75,621
7	\$64,592	\$68,044	\$71,507	\$74,961	\$78,417
8	\$67,383	\$70,833	\$74,298	\$77,757	\$81,205
9	\$67,383	\$73,626	\$77,093	\$80,546	\$83,999
10	\$67,383	\$76,421	\$79,874	\$83,336	\$86,789
11	\$67,383	\$76,421	\$82,669	\$86,136	\$89,579
12	\$67,383	\$76,421	\$82,669	\$88,910	\$92,373
13	\$67,383	\$76,421	\$82,669	\$88,910	\$95,698
14	\$67,383	\$76,421	\$82,669	\$88,910	\$95,698
15	\$67,383	\$76,421	\$82,669	\$88,910	\$95,698
16	\$69,236	\$78,521	\$84,944	\$91,355	\$98,330
17	\$69,236	\$78,521	\$84,944	\$91,355	\$98,330
18	\$69,236	\$78,521	\$84,944	\$91,355	\$98,330
19	\$71,089	\$80,621	\$87,217	\$93,801	\$100,961
20	\$71,089	\$80,621	\$87,217	\$93,801	\$100,961
21	\$71,089	\$80,621	\$87,217	\$93,801	\$100,961
22	\$72,941	\$82,726	\$89,491	\$96,245	\$103,912
26					\$106,510
30					\$109,173