

**ARTICLE 2  
COMPENSATION**

District Proposal:	RATIONALE/COMMENTS
<b>Section 2.1.1</b>	<p>The District proposes a <b>2.00%</b> off schedule payment for the <b>2018-19</b> school year. A <b>1.50%</b> off-schedule payment for the 2019-20 school year based on stated increased student attendance. A <b>1.50%</b> off schedule payment for 2020-21 school year based on stated increased student attendance.</p> <p>The District budget is so lean that any ongoing salary schedule increases cannot be determined until after attendance numbers are confirmed during the first weeks of the school year.</p>

<b>INCREASED 2018-2019 DISTRICT COSTS FOR THE FA BARGAINING UNIT</b>	
BASED ON 2017-2018 SMJUHSD SECOND INTERIM BUDGET	
<i>STATE COLA INCREASE TO SMJUHSD: \$1,685,805 = (2.51%) COST OF 1.00% INCREASE: \$381,496</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
<b>Total Pre-negotiations Cost increases</b>	<b>\$ 1,413,420</b>
2018-2019 Cost Increases Based on Negotiations with SMJUHSDFA	
2.1 Two Percent <b>Off Schedule</b> Payment (2.00%)	\$ 762,922
2019-2020 1.5 <b>Off Schedule</b> Payment (1.5%) (Contingent on increased enrollment)	\$ 572,244
2020-2021 1.5 <b>Off Schedule</b> Payment (1.5%) (Contingent on increased enrollment)	\$ 572,244
<b>Total Negotiated Article 2 Cost Increases (3 yrs.)</b>	<b>\$ 1,907,480</b>
<b>Total Negotiated Cost Increases as a Percentage of Salary (2018-19, 2019-20, 2020-21 all off schedule)</b>	<b>5.0%</b>
<b>Total All 2018-19, 2019-20, 2020-21 Increased Costs for FA Bargaining Unit</b>	<b>\$ 6,147,740</b>
<b>Total All 2018-19, 2019-20, 2020-21 Increased Costs as a Percentage of Salary</b>	<b>16.1%</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 percent (1.00%), retroactive to July 1, 2017. Upon ratification, all current bargaining unit members shall see the increase reflected in their September 2017 pay warrant. A~~ **a one two percent (1.00%) (2.00%)** off-schedule payment shall be paid to active bargaining unit members employed on September 12, 2017. **11, 2018.** ~~The one two percent (1.00%) (2.00%)~~ off-schedule shall be computed using the base salary on the 2017-2018 **2018-2019** salary schedule in Appendix A and shall be included on the October 2017 **2018** pay warrant following ratification of this Agreement by the Board of Trustees. **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 contingent upon enrollment increases of a minimum one hundred fifty (150) students to**

Proposed 5/30/2018

**be measured as of Cal Pads information day. For the 2020-2021 school year, a one and one half percent (1.5%) off-schedule payment shall be paid to active bargaining unit members contingent upon enrollment increases of a minimum one hundred fifty (150) students to be measured as of Cal Pads information day. The one and one half percent (1.5%) off-schedule shall be computed using the base salary on salary schedule in Appendix A and shall be included on the November pay warrant following Cal Pads information day.**

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