

**INCREASED 2018-2019 DISTRICT COSTS FOR THE FA BARGAINING UNIT**

BASED ON 2017-2018 SMJUHSD SECOND INTERIM BUDGET

STATE COLA INCREASE TO SMJUHSD: \$2,472,472 = (3.70%) COST OF 1.00% INCREASE: \$381,496

Pre-negotiations Cost Increases for 2017-2018

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 SMJUHSDFA

2.1 Salary Schedule Increase (1.00%) \$ 381,496

Additional Steps 26, 30 \$ 164,916

Increased District Contribution to Health Benefits \$ 191,500

**Total Negotiated Article 2 Cost Increases \$ 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%**