

Del Norte Unified School District/COE (DNUSD/DNCOE)
Proposal #6
For 19-20, 20-21, 21-22

20.0 Salary & 9.0 Health and Welfare

Fiscal Year	Salary	LCFF Formula for Additional Salary Increase*	Flat-Dollar Stipends	Health Insurance Premium Cost	Revenue Increase Contingency for 2020-21 and 2021-22
2019-20	2% salary increase effective July 1, 2019	Not Applicable	2% increase effective July 1, 2019	Status Quo	No LCFF application.
2020-21	2% salary increase effective July 1, 2020	.5% or 1%	2% increase effective July 1, 2020	\$500 increase to annual District cap, July 1, 2020	<p>If the actual LCFF funding year-over year¹ increased by 3.5%, unit members will receive an additional .5% salary increase; or,</p> <p>If the actual LCFF funding year-over-year² increases by 4.0%, unit members will receive an, additional .5% salary increase for a total of 1.0%.</p> <p>If the funding increases and unit members receive the increase, the increase would be retroactive to its respective year. Total salary increases resulting from contingency language are not to exceed 1% in each applicable fiscal year.</p>
2021-22	2% salary increase effective July 1, 2021	.5% or 1%	2% increase effective July 1, 2021	An additional \$500 annual increase to District cap, effective July 1, 2021	

¹ Calculation for 2020-21 is determined by comparing actual, funded LCFF revenue for 2019-20 and 2020-21, calculating the difference, and dividing the difference by the 2019-20 actual, funded LCFF revenue.

²Calculation for 2021-22 is determined by comparing actual, funded LCFF revenue for 2020-21 and 2021-22, calculating the difference, and dividing the difference by the 2020-21 actual, funded LCFF revenue.

Additional Information	Rationale
<p>As hourly rate has already been paid for work performed, payment received by unit members for additional hours stands as previously paid. For the 2019-20 year, the change in hourly rate will become effective the first of the month after the tentative agreement is approved by the school board. In the 2020-21 and 2021-22 years, the salary augmentations, will take effect for the hourly rate in the month following the determination of the LCFF increases as applicable.</p>	<p>Due to the high volume of certificated monthly time sheets, processing of a small increase for each employee and recalculating taxes and STRS contributions for all employees creates an unfair burden on our one payroll supervisor.</p>
<p>The current contract would become the successor contract from 2019-2022. Within the term of the new agreement, salary and health and welfare would be closed. All other articles could be opened upon mutual agreement.</p>	<p>As the bargaining process for the 19-20 year has lasted almost a year, the District believes it is important to provide employees with the stability of ongoing pay and health and welfare increases, to allow staff to maintain their highest focus on students and reduce the external pressure that negotiations can create.</p>