

DNTA Proposal #8\*\*  
March 5, 2020

**DNTA proposes accepting all previously tentatively agreed upon language in the signed TA from 12/5/2019.**

APPENDIX A            Increase to each cell of the Salary Schedule of **2.5%**

APPENDIX B            Increase all stipends in Section I, IIa, IIc by **2.5%**.  
Eliminate Referee Coordinator from the Appendix.

**Any stipends paid prior to adoption of this agreement will be retroactively increased.**

**20.9 All hourly rates will be retroactively increased.**

9.3.1 The District's total contribution to the employees' Health and Welfare Benefit (including medical, prescription drug, vision, dental and life insurances) will be capped at ~~\$10700~~ **\$11900** per FTE per year unless otherwise negotiated. Unless otherwise negotiated, the employees' IRC 125 deduction will annually increase or decrease based on the amount of the monthly premium rate.

\*\*Because mandated costs do not have to be paid on Health and Welfare contributions, this proposal enables DNUSD to attract and retain more educators by having a more competitive total benefits package with less out of pocket costs to the District than an equivalent increase placed on salary schedule alone.