

**Tentative Agreement between the Davis Joint Unified School District (District)
and the Davis Teachers Association (DTA)**

The Davis Teachers Association, the Board of Education and the District acknowledge that employee compensation is a District priority. As such, 100% of all new Local Control Funding Formula (LCFF) Base and COLA unrestricted revenue has been dedicated to employee compensation.

ARTICLE XIV: SALARY AND FRINGE BENEFITS

In recognition of the Board of Education’s commitment to closing the compensation gap, the Davis Teachers Association and the District agree that all DTA bargaining unit members will receive the following compensation for the 2022-2023 school year negotiated after the June 3, 2022 agreement.

- Retroactive to July 1, 2022. DTA and DJUSD agree to the following salary and benefits increases, which will be applied in the numerical order below:
 1. An on-going salary schedule increase of 6.4% to all bargaining unit member's base salary.
 2. Eliminate Column I (AB) of the Teachers DTA Teacher/Elementary Counselor, Social Worker/Secondary Counselor, and Head Counselor salary schedules effective July 1, 2022 and place all members in Column I into Column II AB/AB+30 (new Column I).
 3. Add the following flat dollar amounts to the following cells on the 184 day DTA Teacher/Elementary Counselor, Social Worker/Secondary Counselor salary schedules which brings up base salary to \$55,000.

	II	III	IV	V	VI
Step	AB/ AB+30	AB+45	MA or AB +60	MA+15 or AB+75	MA+30 or AB+90
1	\$1,689	\$1,689	\$1,654	\$1,544	\$1,363
2	\$1,651	\$1,651	\$1,544	\$1,363	\$1,334
3	\$1,637	\$1,628	\$1,477	\$1,290	\$1,253
4	\$2,419	\$435	\$161	\$36	-
5	\$814	-	-	-	-

- A one-time lump sum payment of 2.5% of each bargaining unit member's base salary after the adjustments to the salary schedule listed in #1-3 above have been made, retroactive to July 1, 2022.

- All payments will be made to bargaining unit members employed as of the date of the agreement.
- Payments will be made within 75 days of the DTA ratification date and adoption by the Board of Education.
- Retroactive payments will not apply to extra duty payments.


14.12 Fringe Benefits

14.12.1 Effective February 1, 2023, all full-time bargaining unit members shall receive the following District contribution toward medical benefits:

Single Party: ~~\$8035~~ **\$9,122** annually
Two Party: \$11,935 annually
Family: \$14,035 annually



Amanda Rayls,
DTA Lead Negotiator



Laura Juanitas,
Associate Superintendent

12/6/22

Date

12/6/22

Date