

Board of Education
Dixon Unified School District

Subject: Approval of the 2017-18 Executed Tentative Agreement between DUSD & SEIU

Description: Presenting Tentative Agreement between DUSD and SEIU, Local 1021 to settle negotiations for the 2017-2018 school year.

Meeting Date: August 16, 2018

Item #: X – D.1

Agenda Item Submitted For:

- Consent
- Public Hearing
- Action, Information, Discussion
- Action
- Resolution
- Information
- Discussion

SUBMITTED BY: Leanee Medina Estrada, Human Resources Director

PRESENTED BY: Leanee Medina Estrada, Human Resources Director

Management Recommendation: The District requests that the Governing Board take action to approve the terms outlined in the Tentative Agreement between Service Employees Union International. (SEIU) Local 1021 and the Dixon Unified School District (DUSD) to close negotiations for 2017-18.

Discussion: The attached Tentative Agreement between SEIU and DUSD was ratified by the bargaining unit on August 9, 2018. Highlights of the agreement are outlined below:

- 2 % on schedule retro to January 1, 2018 (this proposal will impact all members in active status with Dixon USD as of April 1, 2018); *and*
- Revised contract language to define the District’s contribution to health benefits to be the mid-level of the high medical plan options offered by the District.

Details of how the salary agreement will be calculated and implemented are outlined in the Tentative Agreement.

Financial Impact: Please refer to the AB 1200 report agenda item which provides the financial analysis of the Tentative Agreement.

District Goal this item addresses:

- Provide Well-Rounded, Relevant Curriculum
- Engage All Students in Continued Learning Based on CCSS
- Provide Safe, Positive Environments for All
- X Recruit, Train, and Retain High-Quality Staff
- Establish Productive Partnerships with Parents, Businesses, and the Community
- Provide Meaningful Access to Technology for All Students

Tentative Agreement

Dixon Unified School District
Proposal to SEIU, Local 1021
Regarding 2017-2018 Negotiations
5-30-18 – Time: 10:32 AM

This proposal is a package. If the proposal is not accepted as stated herein, the District is not obligated to offer any specific element in future proposals, although we will continue to bargain in good faith.

DISTRICT PROPOSALS

PROPOSAL "A"

1. Article II – Wages

The District proposes the following:

- 2% ongoing increase to salary schedule retroactive to January 1, 2018 (this proposal will impact all members in active status with Dixon USD as of April 1, 2018). This increase will be applied to base salary amounts of step and range placement, as reflected on the salary schedule, earned by each unit member and excludes benefits and stipends listed on the salary schedule.

2. Article IV – Health and Welfare Benefit

The District will cover the medical rates as described in Article IV of the collective bargaining agreement. The District proposes the following changes to contract language in this section (deletions lined out and additions **highlighted**):

Article IV

4.2 For employees taking medical coverage the District will cover:

- a. For employees with no dependents, the single medical rate **for the mid-level range of the high medical plan options offered by the District per month** ~~or a minimum of \$200. Any excess may be put in a TSA or Section 125 benefit plan.~~
- b. For employees with one or more dependents, the single medical rate **for the mid-level range of the high medical plan options offered by the District** plus up to \$100 per month ~~to cover actual medical premiums. Any excess may not be put into a TSA or other section 125 benefit plan.~~

4.3 For current employees **hired on or before November 4, 1999** ~~taking a TSA or Section 125 plan option in lieu of medical benefits,~~ **and not taking medical coverage,** the District will contribute \$200 towards the in lieu of option.

The District proposes that this package settle negotiations for 2017-2018.

OR

PROPOSAL "B"

1. Article II – Wages

The District proposes the following:

- 1.5 % ongoing increase to salary schedule retroactive to January 1, 2018 (this proposal will impact all members in active status with Dixon USD as of April 1, 2018). This increase will be applied to base salary amounts of step and range placement, as reflected on the salary schedule, earned by each unit member and excludes benefits and stipends listed on the salary schedule.

2. Article IV – Health and Welfare Benefit

The District will cover the medical rates as described in Article IV of the collective bargaining agreement. The District proposes the following changes to contract language in this section (deletions lined out and additions **highlighted**):

Article IV

4.2 For employees taking medical coverage the District will cover:

- a. For employees with no dependents, the single medical rate **for the high-level range of the high medical plan options offered by the District per month** or a minimum of \$200. Any excess may be put in a TSA or Section 125 benefit plan.
- b. For employees with one or more dependents, the single medical rate **for the high-level range of the high medical plan options offered by the District**, plus up to \$100 per month to cover actual medical premiums. Any excess may not be put into a TSA or other section 125 benefit plan.

4.3 For current employees **hired on or before November 4, 1999** taking a TSA or Section 125 plan option in lieu of medical benefits, **and not taking medical coverage**, the District will contribute \$200 towards the in lieu of option.

The District proposes that this package settle negotiations for 2017-2018.

Date: 5/30/18	TA - 1:40 pm
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For District:	For SEIU:
Maria Hernandez	Jared
Immercade	Stephen
John	Jane Andron
S. Hill	Brenda Rucina
	Patricia S. Adams
	Ed
	Maureen Villaseca
	Ray Johnson

