

Dixon Unified School District
Proposal to Dixon Teachers Association
Regarding 2017-2018 Negotiations

4-18-18 – Time: 11:25
19

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

1. Article XV – Salaries

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 based on the base salary amounts of step and range placement, as reflected on the salary schedule, earned by each unit member and excludes stipends listed on the salary schedule, extra duty stipends and instructional and non-instructional hourly pay.

2. Article XII – Hours of Employment – 12. Elementary Prep Time

The District proposes changes to elementary prep (Article XII, Sections 12.1, 12.2, 12.3 below) be placed in the contract effective July 1, 2018. Should this be implemented, the grievance regarding elementary start time would be settled. Estimated cost of elementary preparation time for 2018/2019 equals approximately 1.74%.

12. Elementary Prep Time

12.1 The District agrees to provide ~~360~~ 450 minutes of preparation time per 10 working days to each full-time certificated unit member who provides instruction to students. ~~self-contained elementary classroom teacher, prep teacher, special education teacher, and speech/language teacher for the purpose of program improvement.~~ Part-time employees will receive the appropriate equivalent of the percentage of their employment. Job sharing teams will receive 450 ~~360~~ minutes as a unit per 10 working days. Exceptions are stated in Sections 12.3 and 12.4.

12.2 The District will attempt to offer prep time in 45 minute blocks.

12.3 The District will not be required to make up any missed preparation time unless due to the unavailability of a teacher to provide prep release time.

~~12.3 — Teachers who lose an in-the-school-day prep period because of the lack of a physical education teacher, other teacher providing relief for prep time, or substitute teacher shall have the missed prep made-up within a fifteen day period.~~

~~12.4 — Loss of Wednesday afternoon prep time due to parent teacher conference schedules shall not be made up for teachers in Grades TK-3rd. Teachers in Grades 4-6 shall receive ninety (90) minutes of makeup via release time, additional physical education time, or cancellation of a grade level CPT. The manner of makeup shall be determined by the site administrator. The schedule for prep time during parent teacher conferences will be adjusted to provide an equitable amount of prep time to each member during the period of conference days.~~

3. Article XVI – Health and Welfare Benefits

The District will cover the medical rates as described in Article XVI, Section 1.2 of the collective bargaining agreement. The District proposes the following changes to contract language in this section (deletions lined out and additions **highlighted**):

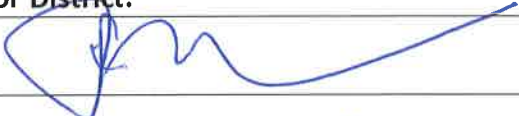
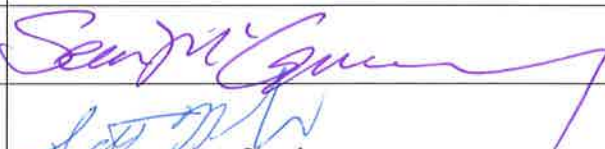
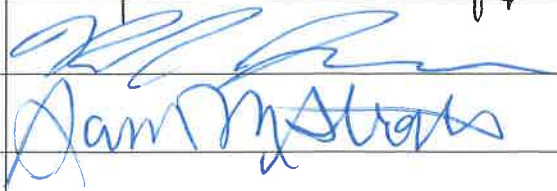
Article XVI - 1.2

- ~~a~~-1.2.1 The single medical rate for **the mid-level range of the high medical plan options offered by the District**, for employees with no dependents
- ~~b~~-1.2.2 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 for employees with one or more dependents.

The District will continue to pay the full cost of dental insurance premiums for the current dental plan.

The District proposes that this package settle negotiations for 2017-2018. The District and DTA will continue to bargain in good faith on revisions to contract language during the 2018-2019 year and agree to extend the contract, including the MOU regarding Article XII – Hours of Employment, through June 30, 2019 in order to complete this work.

Date: <i>April 19, 2018</i>	
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For District:	For DTA:
	
<i>Yanya Dobson</i>	<i>Sean Cunningham</i>
<i>Yanya Dobson</i>	<i>Shawn Cuth</i>
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	<i>Dan Mystralski</i>