

**Fairfield Suisun Unified School District
Proposal to F-SUTA
April 12, 2019**

Time: _____

ARTICLE 22 SALARY AND FRINGE BENEFITS

This proposal is based on the following criteria:

- The District's Core Values, including "Promoting Fiscal Responsibility and Budgetary Coherence."
- The uncertain nature of the 2019-2020 State Budget, since only the Governor's Proposed Budget has issued and more precise information will not be known until the May Revised Budget.
- The ambitious level of raises proposed by the Association for the current and subsequent two fiscal years.
- The bargaining unit cost is estimated to rise by the equivalent of a 2.5% to 3.5% salary increase before any negotiated salary increase due to state-imposed increases in the District's contribution to the State Retirement System (STRS), and Step and Column costs (annual movement of teachers on the salary schedule).
- The current Cost of Living Adjustment (COLA) for school districts is 3.46%.

Based on the above, the District proposes as follows:

22.1 Salary Wages

The District offers F-SUTA a choice between the following two options:

OPTION A: Effective July 1, 2019, the 2018-2019 salary schedule shall be increased by two percent (2.0%) **OR**

OPTION B: Effective January 1, 2020, the 2018-2019 salary schedule shall be increased by three percent (3.0%).

22.2 Fringe Benefits

The District is open to discussing with F-SUTA whether a portion of the compensation increase proposed above should be reallocated toward increasing the District's contribution toward the cost of medical benefits.

The District proposes a three-year Agreement with mutually agreed upon reopener negotiations over Article 22 for the 2020-2021 and 2021-2022 school years.