

**Fairfield Suisun Unified School District
Proposal to F-SUTA
May 23, 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 the Governor’s May Revise Budget issued last week makes few substantive changes from his January proposal, leaving final numbers to be determined in the June 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 3.26% (down from 3.46% in January)..

Based on the above, the District proposes as follows:

22.1 SALARY/WAGES

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

I. One Year (2019-2020) Salary:

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

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

For OPTION A or B above, the District proposes a three year Agreement with mutually agreed upon reopener negotiations, including over Article 22, for the 2020-2021 and 2021-2022 school years.

II. Two Year (2019-2020 and 2020-2021) Salary and H&W Settlement:

NEW OPTION C:

1. Effective July 1, 2019, the 2018-2019 salary schedule shall be increased by two percent (2%). (This is an on-going cost.)

2. Effective January 1, 2020, each unit member shall be provided with a two percent (2%), one-time payment on January 31, 2019, based on the new 2019-2020 salary schedule. (This is a *one-time* payment)
3. Effective July 1, 2020, the 2019-2020 salary schedule shall be increased by two (2%). (This is an on-going cost.)

The acceptance of OPTION C above closes the contract for the 2019-2020 and 2020-2021 school years. The District proposes a three year Agreement with mutually agreed upon reopener negotiations, including over Article 22, for the 2021-2022 school year.

III. 22.2 Fringe Benefits – Applies To Option A, B, or C Above:

The District proposes to increase the current benefit cap of \$750 per month for medical benefits to \$770 per month effective January 1, 2020. This proposal negates the variance between the bargaining groups that occurred in the 2018-2019 school year.