

**PAJARO VALLEY UNIFIED SCHOOL DISTRICT**  
**Proposal to**  
**PAJARO VALLEY FEDERATION OF TEACHERS**  
**TOTAL COMPENSATION**  
**March 20, 2018**

The District proposes the following multi-year package:

1. 2016-17:
  - a. The District will provide a **1% (one percent) on-schedule raise** to each salary schedule (K-12, Adult Education, ECE, Psychologist/SLP/Program Specialist, Counselor), paid retroactive to July 1, 2016 on base salary.
  - b. The District will also provide a **one-time, off-schedule payment of 2% (two percent)** of base salary to all PVFT unit members who were employed through the end of the 2016- 2017 school year. For the purposes of this Agreement, base salary does not include supplemental and/or extra periods pay.
  
2. 2017-18:
  - a. The District will provide a **2% (two percent) on-schedule raise** to each salary schedule (K-12, Adult Education, ECE, Psychologist/SLP/Program Specialist, Counselor), retroactive to January 1, 2018 on base salary; and
  - b. Early Childhood Education Programs: In addition to the 2% (two percent) increase item a., the District will also provide a **6% (six percent) on-schedule raise**, retroactive to January 1, 2018 on base salary; and
  - c. Adult Education/Independent Study: In addition to the 2% (two percent) increase item a., the District will also provide a **6% (six percent) on-schedule raise** retroactive to January 1, 2018 on base salary; and
  - d. Article VII. Wages and Related Matters: The District will provide a **stipend of \$1,612 (3.66% of Step 1 Column 1)** to a classroom teacher if the following conditions are met: (a) The teacher has a Bilingual Authorization or Bilingual, Cross-Cultural, Language and Academic Development Certificate (BCLAD); and (b) The teacher is teaching in a District designated bilingual program as designated by our PVUSD English Learner Master Plan in the year the stipend is paid. This stipend will be paid retroactive to July 1, 2017; and
  - e. Article VII. Wages and Related Matters: The District will provide a **stipend of \$1,612 (3.66% of Step 1 Column 1)** for “roving teachers”. For the purpose of this stipend, a “roving teacher” is a release teacher who does not have an assigned classroom and is expected to rove (move from class to class) to provide release time to another teacher. This stipend will be paid retroactive to July 1, 2017; and
  - f. The Parties will implement the changes to the PPO Health and Welfare plans recommended by the Health and Welfare Benefits Committee on March 7, 2018. Those changes are as follows: Generic prescription drug increase from \$3 to \$5; non-generic (brand) prescription drug increase from \$15 to \$20; co-pay increase from \$10 to \$20. These changes will be effective October 1, 2018.

- g. Effective July 1, 2018, all Nurses shall be placed on the same work year and same salary schedule as Psychologists.
- 3. 2018-19:
  - a. The District will provide a **3% (three percent) on-schedule raise** to each salary schedule, effective July 1, 2018; and
  - b. Effective July 1, 2018, two additional days will be added to the work year for all PVFT bargaining unit members on an ongoing basis. One day will be a teacher workday and the other day will be District determined.
- 4. Effective July 1, 2018, the parties will clarify Article VIII, as follows:

The Union shall participate in a District-Wide Health and Welfare Benefits ~~advisory~~ Committee to review and make recommendations on proposed changes to health and welfare plans, coverage, and contributions (such as cost-sharing, rebates, and related options). ~~revisions in the coverage.~~ The ~~P~~parties recognize that it is within the jurisdiction of the Health and Welfare Benefits Committee to consider such changes ~~in the health benefit plan~~. The Committee will establish its operating rules and regulations. Any recommendation of the Health and Welfare Benefits Committee, either for or against the changes discussed, shall be made not later than March 15, and is subject to negotiations at the request of either party. Either the Union or the District may propose at the table any change discussed by the Committee, regardless of whether that change is recommended by the Committee, for implementation for the following school year. See District and PVFT website for current plans and contribution coverage and related expenses.

- 5. Article VII. Wages and Related Matters: The District will provide a \$2,500 signing bonus to teacher candidates in the areas of mathematics, science and Special Education. One-half of the stipend will be paid at the end of the 1<sup>st</sup> semester or equivalent days the employee is employed by PVUSD. The second half of the stipend will be paid at the beginning of the second year if the teacher is employed with PVUSD, provided that any teacher with a STSP or a PIP must achieve intern status in order to receive the second payment. The stipend will be pro-rated for late hires and by FTE. This is effective upon ratification. This will sunset June 30, 2020 unless extended by mutual agreement of the Parties.
- 6. An agreement on these terms would close all bargaining for 2016-17, 2017-18 and 2018-19.
- 7. All retroactive payments under this Agreement will be paid on or before June 30, 2018.