

District's Last, Best, Final Offer
April 29, 2019

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Compensation

2018/19

1. A one-time, off-schedule payment for all unit members of \$3,250 (minus statutory fringes) payable by the June 30, 2019 payroll if ratified by FTA by May 14, 2019.

This is the equivalent of a 4.0% increase to the certificated unit.

2019/20

Effective July 1, 2019:

1. Reduce freezes on the salary schedule in columns III and IV from 3 steps to 2 steps, as attached. This is the equivalent of a 1.0% increase to the certificated unit.
2. The unit member work year will be increased by 1 day to 184 days on an ongoing basis, with a commensurate salary increase. This is the equivalent of a 0.5% increase to the unit. The additional day shall be a District-directed professional development day.
3. A 2.5% increase to the salary schedule.
4. The salary schedule for 2019/20 with the above raises incorporated is attached.

This is the equivalent of a 4.0% increase to the certificated unit.

2020/21

1. The unit member work year will be increased by 1 day to 185 days on an ongoing basis, with a commensurate salary increase. This is the equivalent of a 0.5% increase to the unit. The additional day shall be a District-directed professional development day.
2. A 2.5% increase to the salary schedule.
3. The salary schedule for 2020/21 with the above raises incorporated is attached.

This is the equivalent of a 3.0% increase to the certificated unit.

Language Issues

1. Delete Article 17 from the certificated CBA.
2. Add new section 24.2.5 to Article 24 as follows: "This Article shall not apply to unit members hired on or after July 1, 2019."
3. Add new section 25.1.6 to Article 25 as follows: "This Article shall be interpreted and implemented in compliance with CalSTRS rules and regulations."

Other terms and conditions

1. This and all other tentative agreements shall close negotiations for 2018-19. Negotiations shall be closed on Article 23 (Wages) and Article 24 (Health and Welfare Benefits) for 2019-20 and 2020-21. The parties may re-open on three (3) other articles of each party's choice in 2019-20 and 2020-21.
2. The new term of the CBA shall be July 1, 2019 through June 30, 2022.

**Forestville Union School District
 Certificated Salary Schedule
 2018/19 Current**

Step	I BA/BA + 30	II BA + 45	III BA + 60	IV BA + 75
1	48,581	49,182	51,009	53,039
2	49,182	49,792	52,024	54,054
3	49,792	51,009	53,039	55,069
4	50,417	52,389	54,364	56,084
5	51,797	53,775	55,747	57,702
6	53,181	55,157	57,126	59,124
7	54,563	56,537	58,511	60,549
8	55,944	57,917	59,894	61,972
9	57,326	59,298	61,273	63,924
10	57,326	60,681	62,658	65,880
11	57,326	60,681	64,711	67,991
12	57,326	60,681	67,329	71,217
13	57,326	60,681	67,329	71,217
14	57,326	60,681	67,329	71,217
15	57,326	60,681	69,226	72,676
16	57,326	60,681	69,226	72,676
17	57,326	60,681	69,226	72,676
18	57,326	60,681	70,639	74,132
19	57,326	60,681	70,639	74,132
20	57,326	60,681	70,639	74,132
21	57,326	60,681	72,056	75,587
22	57,326	60,681	72,056	75,587
23	57,326	60,681	72,056	75,587
24	57,326	60,681	73,468	77,575
25	57,326	60,681	73,468	77,575
26	57,326	60,681	73,468	77,575
27	57,326	60,681	74,885	79,274
28	57,326	60,681	74,885	79,274
29	57,326	60,681	74,885	79,274
30	57,326	60,681	76,298	81,864

**Forestville Union School District
 Certificated Salary Schedule
 2019/20
 Proposed**

Step	I BA/BA + 30	II BA + 45	III BA + 60	IV BA + 75
1	50,038	50,657	52,539	54,630
2	50,657	51,286	53,585	55,675
3	51,286	52,539	54,630	56,721
4	51,930	53,961	55,995	57,766
5	53,351	55,388	57,419	59,433
6	54,776	56,812	58,840	60,897
7	56,200	58,233	60,266	62,365
8	57,622	59,654	61,691	63,831
9	59,046	61,077	63,111	65,841
10	59,046	62,501	64,538	67,856
11	59,046	62,501	66,653	70,031
12	59,046	62,501	69,349	73,354
13	59,046	62,501	69,349	73,354
14	59,046	62,501	71,303	74,856
15	59,046	62,501	71,303	74,856
16	59,046	62,501	72,758	76,355
17	59,046	62,501	72,758	76,355
18	59,046	62,501	74,218	77,855
19	59,046	62,501	74,218	77,855
20	59,046	62,501	75,672	79,903
21	59,046	62,501	75,672	79,903
22	59,046	62,501	77,131	81,652
23	59,046	62,501	77,131	81,652
24	59,046	62,501	78,586	84,320
25	59,046	62,501	78,586	84,320
26	59,046	62,501	80,158	86,006
27	59,046	62,501	80,158	86,006
28	59,046	62,501	81,761	87,727
29	59,046	62,501	81,761	87,727
30	59,046	62,501	83,396	89,481

**Forestville Union School District
 Certificated Salary Schedule
 2020-21
 Proposed**

Step	I BA/BA + 30	II BA + 45	III BA + 60	IV BA + 75
1	51,540	52,177	54,115	56,269
2	52,177	52,824	55,192	57,346
3	52,824	54,115	56,269	58,423
4	53,487	55,580	57,675	59,499
5	54,952	57,050	59,142	61,216
6	56,420	58,516	60,605	62,724
7	57,886	59,980	62,074	64,236
8	59,351	61,444	63,542	65,746
9	60,817	62,910	65,004	67,817
10	60,817	64,376	66,474	69,892
11	60,817	64,376	68,652	72,131
12	60,817	64,376	71,429	75,555
13	60,817	64,376	71,429	75,555
14	60,817	64,376	73,442	77,102
15	60,817	64,376	73,442	77,102
16	60,817	64,376	74,941	78,646
17	60,817	64,376	74,941	78,646
18	60,817	64,376	76,445	80,191
19	60,817	64,376	76,445	80,191
20	60,817	64,376	77,942	82,300
21	60,817	64,376	77,942	82,300
22	60,817	64,376	79,445	84,102
23	60,817	64,376	79,445	84,102
24	60,817	64,376	80,944	86,850
25	60,817	64,376	80,944	86,850
26	60,817	64,376	82,563	88,586
27	60,817	64,376	82,563	88,586
28	60,817	64,376	84,214	90,359
29	60,817	64,376	84,214	90,359
30	60,817	64,376	85,898	92,165