

**BOARD MEETING DATE:** June 15, 2020

**FOR ACTION**

**SUBJECT:** Approval of Salary Adjustments for Unrepresented Employees

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**BACKGROUND INFORMATION:** The District recently concluded discussions with DTA and CSEA. The practice in our district has been to increase confidential, supervisory, management, Adult Education, and Superintendent salary schedules by the same Percentages as DTA and CSEA salary schedule increases.

**REPORT/PROPOSAL:** Compensation change for DTA and CSEA include a Non-recurring, lump-sum payment based on salary schedule, retroactive to July 1, 2019. Per District practice, administration is proposing the same increase for confidential, supervisory, management, Adult Education and Superintendent.

**FINANCIAL IMPACT:** The financial impact of the proposed revisions is presented in the Disclosure of Collective Bargaining Agreement on the following pages. This report meets the AB1200 and AB 2756 requirements that the cost of implementing a collective bargaining agreement be disclosed at a public meeting. The administration has determined that there are sufficient dollars in the General Fund's undesignated ending balance to cover the changes in all salary schedules and maintain the three (3%) percent reserve level required by law

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**SUPERINTENDENT'S RECOMMENDATION:** The Superintendent recommends that the Board of Trustees approve the proposal noted above.