

**BOARD TRANSMITTAL FORM
DENAIR UNIFIED SCHOOL DISTRICT**

BOARD MEETING DATE: November 10, 2016

EXHIBIT NO. 046

TO: Board of Education
PREPARED BY: Linda Covello, Chief Business Officer
PRESENTED BY: Linda Covello, Chief Business Officer

AGENDA TITLE: APPROVAL OF A 4% SALARY RESTORATION FOR THE 2016-17 SCHOOL YEAR

AGENDA SECTION:

- | | |
|--|---|
| <input type="checkbox"/> Closed Session | <input type="checkbox"/> Discussion |
| <input type="checkbox"/> Study Session | <input checked="" type="checkbox"/> Discussion/Public Comment/Action* |
| <input type="checkbox"/> Public Comment | <input type="checkbox"/> Bids/Public Comment /Action* |
| <input type="checkbox"/> Scheduled Communication | <input type="checkbox"/> Consent Action* |
| <input type="checkbox"/> Superintendent/Board Report | <input type="checkbox"/> Administrative Panel |
| <input type="checkbox"/> Staff Report | Recommendations* |
| <input type="checkbox"/> Minutes* | <input type="checkbox"/> Roll Call |
| <input type="checkbox"/> Public Hearing | |

**Scheduled for Action*

PROGRAM DESCRIPTION / DETAILS:

The District is recommending a 4% salary restoration for certificated, administrative, management and confidential groups effective July 1, 2016.

According to the Collective Bargaining Agreement between the Denair Unified School District and the Denair Unified Teachers' Association, the District may restore the reduced salary schedule at any time until it is fully restored (Article 14.1).

According to the Collective Bargaining Agreement between the Denair Unified School District and the California School Employees' Association: Denair Chapter No. 113, in the event that certificated, administrative, management or confidential groups receives an ongoing increase to the salary schedule during the life of the agreement, the District agrees to increase the salary schedule of CSEA bargaining unit members by the same percentage increase.

Therefore, the District will restore classified salaries by 4% effective July 1, 2016 with the approval of this recommendation.

All affected salary schedules and contract amendments are attached.

RECOMMENDED ACTION:

Superintendent recommends approval.

FINANCIAL IMPACT:

\$534,113 including salaries and benefits across unrestricted and restricted accounts

**DENAIR UNIFIED SCHOOL DISTRICT
2016/2017 CERTIFICATED MANAGEMENT SALARY SCHEDULE***

Range	Description	Work Days	Step						
			1	2	3	4	5	6	7
			Annual	Annual	Annual	Annual	Annual	Annual	Annual
1	Senior Director of Curriculum & Instruction / Student Support Services / Preschool Education **	210	\$ 90,920	\$ 91,919	\$ 92,917	\$ 93,916	\$ 94,916	\$ 95,915	\$ 96,915
1	Director of Secondary Education / HS Principal	210	\$ 90,920	\$ 91,919	\$ 92,917	\$ 93,916	\$ 94,916	\$ 95,915	\$ 96,915
1	Director of Elementary Education **	210	\$ 90,920	\$ 91,919	\$ 92,917	\$ 93,916	\$ 94,916	\$ 95,915	\$ 96,915
2	Associate Director of Secondary Education	210	\$ 80,929	\$ 82,926	\$ 84,925	\$ 86,924	\$ 88,920	\$ 90,920	\$ 92,917
2	High School Principal	210	\$ 80,929	\$ 82,926	\$ 84,925	\$ 86,924	\$ 88,920	\$ 90,920	\$ 92,917
2	Middle School Principal	210	\$ 80,929	\$ 82,926	\$ 84,925	\$ 86,924	\$ 88,920	\$ 90,920	\$ 92,917
2	Elementary School Principal **	210	\$ 80,929	\$ 82,926	\$ 84,925	\$ 86,924	\$ 88,920	\$ 90,920	\$ 92,917
2	Charter Academy Principal/Summer School Principal	210	\$ 80,929	\$ 82,926	\$ 84,925	\$ 86,924	\$ 88,920	\$ 90,920	\$ 92,917
3	Director of Technology	210	\$ 78,930	\$ 80,929	\$ 82,926	\$ 84,925	\$ 86,924	\$ 88,920	\$ 90,920
4	Assistant Principal	205	\$ 77,931	\$ 79,929	\$ 81,928	\$ 83,926	\$ 85,924	\$ 87,922	\$ 89,920
4	Learning Director/Counselor	205	\$ 77,931	\$ 79,929	\$ 81,928	\$ 83,926	\$ 85,924	\$ 87,922	\$ 89,920

Benefit cap: \$7,000.00

Annual Masters Stipend - \$590

Movement across schedule is one step per year from initial placement.

*** Reflects a reduction of 3% from restructured base salary schedule.**

Board Approval Date: Submitted November 10, 2016

**DENAIR UNIFIED SCHOOL DISTRICT
2016/2017 CLASSIFIED MANAGEMENT SALARY SCHEDULE***

Range	Description	Step					
		1	2	3	4	5	6
		Annual	Annual	Annual	Annual	Annual	Annual
1	Unassigned Position	\$ 69,627	\$ 71,130	\$ 72,633	\$ 74,136	\$ 75,638	\$ 76,138
2	Director of FCMOT	\$ 58,710	\$ 59,906	\$ 61,101	\$ 62,295	\$ 63,490	\$ 64,684
3	Unassigned Position	\$ 49,391	\$ 50,379	\$ 51,386	\$ 52,415	\$ 53,463	\$ 54,532
4	Unassigned Position	\$ 42,523	\$ 43,666	\$ 45,027	\$ 46,166	\$ 47,308	\$ 48,940
5	Transportation Supervisor	\$ 33,785	\$ 34,979	\$ 36,171	\$ 37,365	\$ 38,560	\$ 39,753

Longevity Stipend

Years	Increment per Month
10	\$70.00
15	\$75.00
20	\$80.00
25	\$85.00

** Work days are calculated based on working year round, minus holidays and vacation as detailed below under "vacation"

Vacation: In addition to classified contract, one (1) additional week of vacation annually

Benefit cap: \$7,000.00

Movement across schedule is one step per year from initial placement.

* Reflects a reduction of 3% from restructured base salary schedule.

Board Approval Date: *Submitted November 10, 2016*

**DENAIR UNIFIED SCHOOL DISTRICT
2016/2017 CLASSIFIED CONFIDENTIAL SALARY SCHEDULE***

Range	Description	Step									
		1	2	3	4	5	6	7	8	9	10
1	Account Clerk	\$ 14.16	\$ 14.62	\$ 15.06	\$ 15.50	\$ 16.12	\$ 16.67	\$ 17.16	\$ 17.68	\$ 18.22	\$ 18.77
2	Unassigned Position	\$ 14.62	\$ 15.06	\$ 15.50	\$ 16.12	\$ 16.67	\$ 17.16	\$ 17.68	\$ 18.22	\$ 18.77	\$ 19.31
3	Unassigned Position	\$ 15.06	\$ 15.50	\$ 16.12	\$ 16.67	\$ 17.16	\$ 17.68	\$ 18.22	\$ 18.77	\$ 19.31	\$ 19.91
4	Unassigned Position	\$ 15.50	\$ 16.12	\$ 16.67	\$ 17.16	\$ 17.68	\$ 18.22	\$ 18.77	\$ 19.31	\$ 19.91	\$ 20.51
5	Account Technician	\$ 16.12	\$ 16.67	\$ 17.16	\$ 17.68	\$ 18.22	\$ 18.77	\$ 19.31	\$ 19.91	\$ 20.51	\$ 21.12
5	Administrative Assistant	\$ 16.12	\$ 16.67	\$ 17.16	\$ 17.68	\$ 18.22	\$ 18.77	\$ 19.31	\$ 19.91	\$ 20.51	\$ 21.12
5	Personnel/Account Technician	\$ 16.12	\$ 16.67	\$ 17.16	\$ 17.68	\$ 18.22	\$ 18.77	\$ 19.31	\$ 19.91	\$ 20.51	\$ 21.12
6	Unassigned Position	\$ 16.67	\$ 17.16	\$ 17.68	\$ 18.22	\$ 18.77	\$ 19.31	\$ 19.91	\$ 20.51	\$ 21.12	\$ 21.74
7	Unassigned Position	\$ 17.16	\$ 17.68	\$ 18.22	\$ 18.77	\$ 19.31	\$ 19.91	\$ 20.51	\$ 21.12	\$ 21.74	\$ 22.42
8	Account Analyst	\$ 17.68	\$ 18.22	\$ 18.77	\$ 19.31	\$ 19.91	\$ 20.51	\$ 21.12	\$ 21.74	\$ 22.42	\$ 23.31
8	Technology Systems Specialist	\$ 17.68	\$ 18.22	\$ 18.77	\$ 19.31	\$ 19.91	\$ 20.51	\$ 21.12	\$ 21.74	\$ 22.42	\$ 23.31
9	Executive Assistant to the Superintendent/Board	\$ 18.22	\$ 18.77	\$ 19.31	\$ 19.91	\$ 20.51	\$ 21.12	\$ 21.74	\$ 22.42	\$ 23.31	\$ 23.99

Longevity Stipend

Years	Increment per Month
10	\$70.00
15	\$75.00
20	\$80.00
25	\$85.00

Vacation: In addition to Classified contract, one (1) additional week of vacation annually

Benefit cap: \$7,000.00

Movement across schedule is one step per year from initial placement.

* Reflects a reduction of 3% from restructured base salary schedule.

Board Approval Date: *Submitted November 10, 2016*

**DENAIR UNIFIED SCHOOL DISTRICT
2016/2017 CERTIFICATED SALARY SCHEDULE**

*Schedule reflects a reduction of 3% from the 2007-08 salary schedule approved 10/25/07
Returning Teachers - 180 Days / New Teachers - 181 Days*

	I +12 Without Credential	II +24	III +36	IV +48	V +60	VI +72
1	\$34,226	\$40,655	\$41,872	\$43,130	\$44,423	\$45,755
2		\$41,872	\$43,130	\$44,423	\$45,755	\$47,357
3		\$43,130	\$44,423	\$45,755	\$47,129	\$49,015
4		\$44,423	\$45,755	\$47,129	\$48,541	\$50,607
5		\$45,755	\$47,129	\$48,541	\$49,998	\$52,251
6		\$47,129	\$48,541	\$49,998	\$51,497	\$53,950
7		\$48,541	\$49,998	\$51,497	\$53,043	\$55,703
8		\$49,998	\$51,497	\$53,043	\$54,634	\$57,513
9		\$51,497	\$53,043	\$54,634	\$56,273	\$59,383
10		\$53,043	\$54,634	\$56,273	\$57,962	\$61,314
11		\$54,368	\$56,001	\$57,679	\$59,411	\$63,305
12			\$57,399	\$59,121	\$60,896	\$64,887
13				\$60,600	\$62,417	\$66,510
14					\$63,977	\$68,173
15					\$65,257	\$69,877
16					\$66,563	\$70,751
17					\$67,893	\$71,635
18					\$69,252	\$72,562
19					\$70,638	\$73,438
20					\$72,049	\$74,355
21						\$75,285
22						\$76,225
23						\$77,178
24						\$78,142
25						\$79,119

Specialist Credential	\$432.00
Masters	\$590.00
Preschool Permit Teacher - Step 3	\$25.00
Benefit Cap - Full Time	\$6,000.00

Board Approved: *Submitted November 10, 2016*

**DENAIR UNIFIED SCHOOL DISTRICT
2016-2017 CLASSIFIED SALARY SCHEDULE***

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	\$11.31	\$11.76	\$12.26	\$12.74	\$13.20	\$13.67	\$14.53
2	\$11.76	\$12.26	\$12.74	\$13.20	\$13.67	\$14.16	\$15.00
3	\$12.26	\$12.74	\$13.20	\$13.67	\$14.16	\$14.62	\$15.45
4	\$12.74	\$13.20	\$13.67	\$14.16	\$14.62	\$15.12	\$16.00
5	\$13.20	\$13.67	\$14.16	\$14.62	\$15.12	\$15.58	\$16.39
6	\$13.67	\$14.16	\$14.62	\$15.12	\$15.58	\$16.06	\$16.93
7	\$14.16	\$14.62	\$15.12	\$15.58	\$16.06	\$16.55	\$17.37
8	\$14.62	\$15.12	\$15.58	\$16.06	\$16.55	\$17.19	\$17.84
9	\$15.12	\$15.58	\$16.06	\$16.55	\$17.19	\$17.87	\$18.57
10	\$15.58	\$16.06	\$16.55	\$17.19	\$17.87	\$18.60	\$19.34
11	\$16.06	\$16.55	\$17.19	\$17.87	\$18.60	\$19.34	\$20.10
12	\$16.55	\$17.19	\$17.98	\$18.60	\$19.34	\$20.14	\$20.92

LONGEVITY STIPEND

Years	Increment Per Month	
	4 Hrs or Less	4 Hrs or More
10	\$60.00	\$70.00
15	\$65.00	\$75.00
20	\$70.00	\$80.00
25	\$75.00	\$85.00

BENEFIT CAP

Full Time \$6,000

* Amounts reflect a 1.45% deficit from the 2008-09 salary schedule.

Board Approved: *Submitted November 10, 2016*

**Amendment to Employment Contract
Between
Denair Unified School District
And
Linda Covello**

This is an Amendment to the existing Employment Contract entered into between the Denair Unified School District (hereinafter "District" or "Board") and Chief Business Officer Linda Covello (hereinafter "CBO") that was approved at the March 13, 2014 Board meeting ("Contract").

XIII. GENERAL PROVISIONS, of the Contract currently states:

This CONTRACT is the full and complete CONTRACT between the parties hereto, and it can be changed or modified only in writing, signed by the parties or their successors in interest to this CONTRACT.

The Board desires to modify the Contract and, as a result, the Parties agree to amend the following section of the Contract as follows:

Section III. Compensation, shall be amended to include a new subsection G, that states:

G. As of the 2016-2017 school year, the CBO's salary was reduced by seven percent (7%). Effective July 1, 2016, the Board restores the CBO's salary by four percent (4%). The CBO's salary reduction shall be three percent (3%) until further Board action. The BOARD directs administration to recalculate the CBO's salary schedule in this, Section III. Compensation, subsection B, to reflect the restoration.

Dated: _____

Dated: _____

By: _____

By: _____

Board President

Linda Covello
Chief Business Officer

DATE OF GOVERNING BOARD APPROVAL: _____

**Amendment to Employment Contract
Between
Denair Unified School District
And
Aaron Rosander**

This is an Amendment to the existing Employment Contract entered into between the Denair Unified School District (hereinafter "District" or "Board") and Superintendent Aaron Rosander (hereinafter "Superintendent") that was approved at the October 8, 2015 Board meeting ("Contract").

XIII. GENERAL PROVISIONS, of the Contract currently states:

This CONTRACT is the full and complete CONTRACT between the parties hereto, and it can be changed or modified only in writing, signed by the parties or their successors in interest to this CONTRACT.

The Board desires to modify the Contract and, as a result, the Parties agree to amend the following section of the Contract as follows:

Section II. Compensation, shall be amended to include a new subsection G, that states:

G. As of the 2016-2017 school year, the SUPERINTENDENT's salary was reduced by seven percent (7%). Effective July 1, 2016, the Board restores the SUPERINTENDENT's salary by four percent (4%). The SUPERINTENDENT's salary reduction shall be three percent (3%) until further Board action. The BOARD directs administration to recalculate the SUPERINTENDENT's salary schedule in this, Section II. Compensation, subsection B, to reflect the restoration.

Dated: _____

Dated: _____

By: _____

By: _____

Board President

Aaron Rosander
Superintendent

DATE OF GOVERNING BOARD APPROVAL: _____