

CSD 11-29-18 Proposal Highlights

Wages Only: 9% 18/19 3.5% 19/20 Wage opener 20/21

- Accelerating wage increases of 12.8% into two years, which is near the three year total of our last proposal. This provides members the ability to realize wage gains sooner.
- The District remains interested in achieving a three year deal. This proposal offers an alternative to a comprehensive three year deal by opening negotiation to wages only in year 3.

In addition to the items already TA'd, this is a two year wage proposal with an opener in year three for wages. The District reserves the right to revert to any prior proposal if this proposal is not accepted in full.

| CSD Proposal 11-29-18 | | | |
|--------------------------------------|-----------------|-----------------------|------------------|
| 2018-19 CAEOP Salary Schedule | | | |
| STEP | Level 2 | Level 3 | Longevity |
| | 1.09 | 1.09 | |
| 17-18 | \$22.50 | \$22.86 | |
| 0 | \$24.53 | \$24.92 | |
| 1-3 | \$24.85 | \$25.24 | \$0.32 |
| 4-6 | \$24.95 | \$25.34 | \$0.42 |
| 7-9 | \$25.05 | \$25.44 | \$0.52 |
| 10-12 | \$25.28 | \$25.67 | \$0.75 |
| 13-15 | \$25.38 | \$25.77 | \$0.85 |
| 16-18 | \$25.48 | \$25.87 | \$0.95 |
| 19-21 | \$25.58 | \$25.97 | \$1.05 |
| 22-25 | \$25.68 | \$26.07 | \$1.15 |
| 26-30 | \$25.78 | \$26.17 | \$1.25 |
| <u>Year</u> | <u>%</u> | <u>% Comp.</u> | |
| 18-19 | 9.0% | 9.0% | |
| 19-20 | 3.5% | 12.8% | |
| 2017-2018 Cost | | \$ 1,228,825 | |
| 18/19 Cost of Proposal | | \$ 1,336,323 | |
| \$ Increase | | \$ 107,497 | |
| % Increase | | 9% | |

| Year | Annual \$ | Over 2017/2018 | |
|-------------------------|------------------|-----------------------|-------------------|
| | | Annual Cost | % Increase |
| 18-19 | \$ 1,336,323 | \$ 107,497 | 9% |
| 19-20 | \$ 1,383,094 | \$ 154,269 | 13% |
| 2 Year Aggregate | | \$ 261,766 | |