



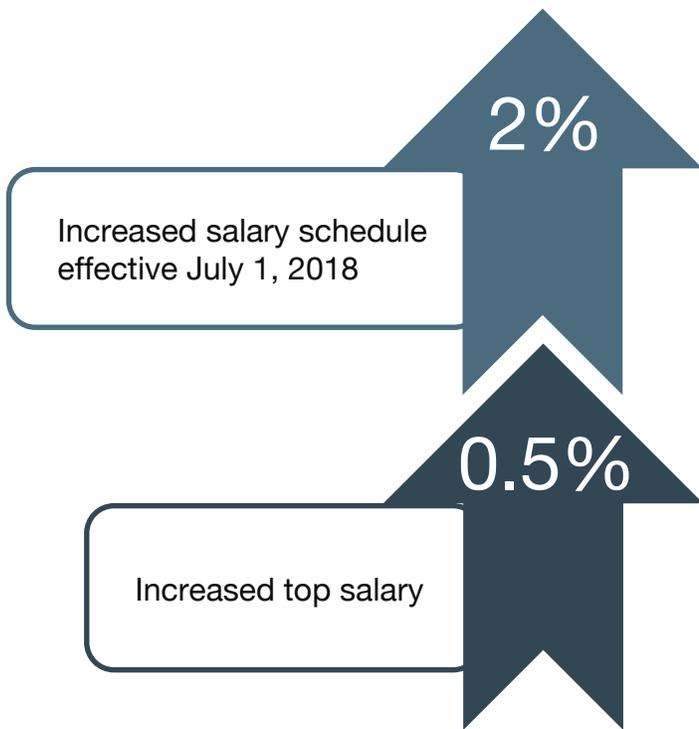
TEACHER CONTRACT NEGOTIATIONS

QUICK FACTS

March 5, 2019

JOINT IMPASSE DECLARED

Since March 2018, the Dublin Unified School District has been engaged in an effort to increase teacher compensation throughout the district. The goal of DUSD leadership has been to find a resolution that provides for the ongoing equitable compensation of our hardworking teachers and ensures the future financial health of our community's schools. Despite the school district's best efforts, an impasse was declared earlier this month. Here is where the proposal currently stands:



Sliding scale of extra compensation for teachers with classroom sizes beyond an established number.



The entire cost of family dental coverage is provided by the district.

3%

Each unit member shall receive a one-time, off-schedule bonus equal to **3%** for the 2018/2019 school year.

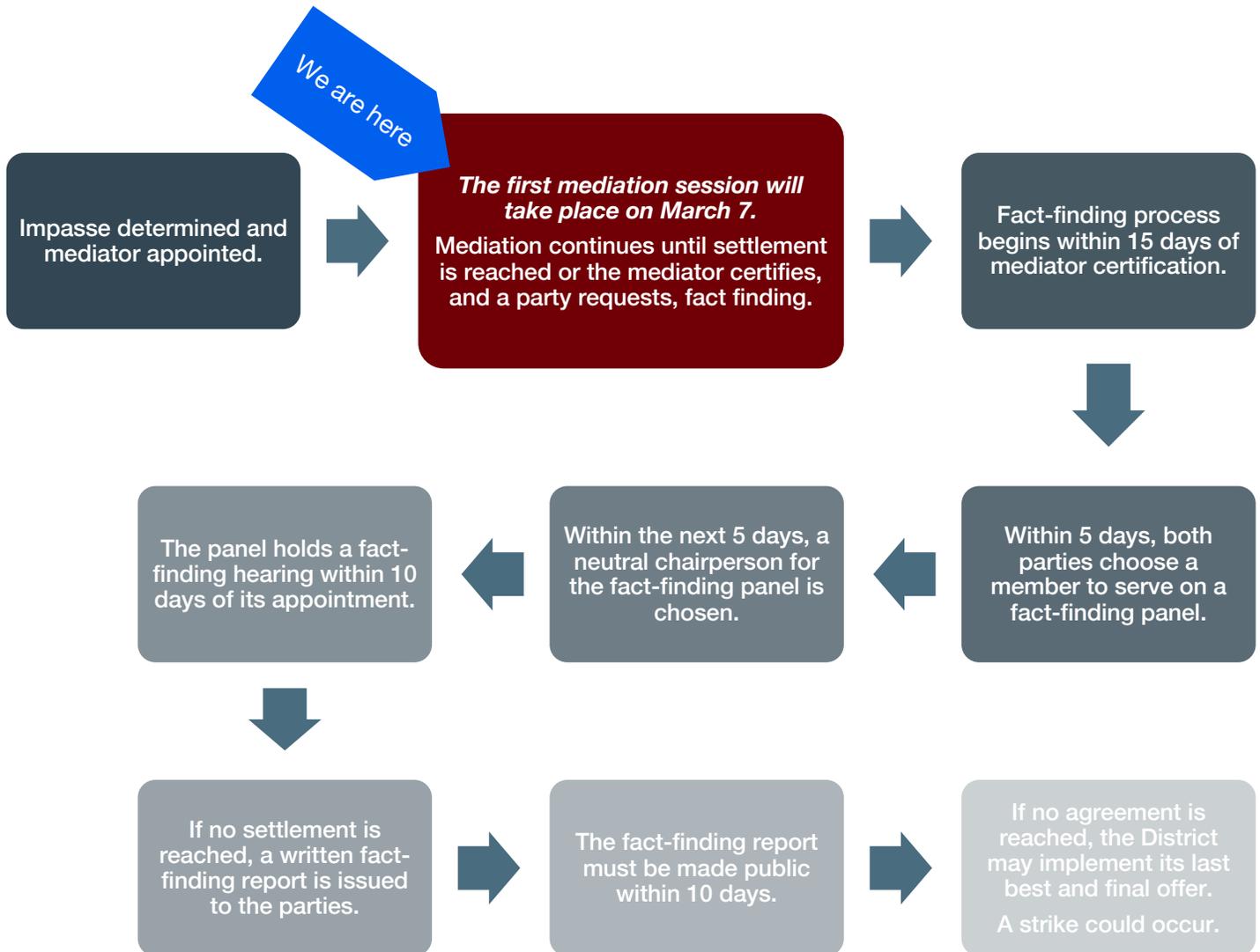
Range of pension costs to be paid by the district annually to our teachers at the lowest and highest salary ranges:

\$10,716

\$17,770

TIMELINE OF THE IMPASSE PROCESS*

Government Code Section 3548, et seq.



TAKE-HOME MESSAGES

- Dublin Unified values its teachers and we wish for them to be compensated fairly.
- The District must maintain a balance between fair compensation of teachers and funding for programs and positions.
- With inadequate state funding, it can be challenging to strike a balance between increasing employee compensation and maintaining the fiscal health of the district.