



**DIXON UNIFIED SEIU 1021 SUCCESSOR CONTRACT UPDATE**  
**SUMMARY OF TENTATIVE AGREEMENT as of 5/23/23**

- **Additional 3% salary increase retroactive to July 1, 2022, for a total of 8% salary increase for 2022-2023** (because employees received a 5% on July 1, 2022 already).
- **Additional \$1000 one-time lump sum payment** to all classified employees employed during the 2022-2023 school year (payment to be issued within 60 days of ratification/Board approval of tentative agreement).
- **\$3000 Retention Stipend** for 2022-2023 school year to all classified employees (\$1500 paid on July 1, 2022 and \$1500 to be paid on July 1, 2023) (add link)
- **3-year contract:** October 1, 2022 - June 30, 2025 with reopeners in 2023-2024 and 2024-2025 for wages, healthcare, and one additional item per party.
  - Note: The union plans to propose salary scale increase (compaction) and additional steps in the next reopener as part of wages.
- Creation of a classified staffing committee to address workload issues.
- Internal compensation classification study to adjust classified wages with competitive employers every three years.
- Process to jointly advocate for additional revenues for the school district.
- District shall participate in the Classified School Employee Summer Assistance Program (where the State matches the money employees set aside for summer).
- Improved Professional Development.
- Improved vacation scheduling.
- New holiday added (Juneteenth).
- Expanded bereavement leave.
- Improved onboarding for new employees.
- Added one additional hour for foodservice employees who were previously reduced hours.
- 10 additional days added to the school year for parent liaisons.
- Classified staff shall be offered voluntary paid professional development on an MOU basis.
- Improved overtime distribution language.
- Creation of a committee to jointly develop tiered paraprofessional and grounds classification and salary schedules.
- Improved longevity pay.