

February 11, 2022

Tentative Agreement

For the District

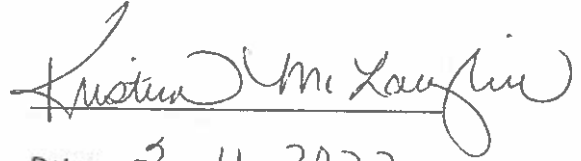


MRS

Date

2-11-22

For the Association



Kristin McLaughlin

Date:

2. 11. 2022

ARTICLE 20

HEALTH AND WELFARE BENEFITS

The District shall contribute to each eligible unit member a maximum of eight thousand five-hundred dollars (\$8,500) for medical benefit contributions. In addition to the \$8,500, the District will provide to each eligible unit member dental and vision coverage (employee only). Any funds remaining under the cap of \$8,500 may be applied towards a unit member's eligible dependent(s) medical, dental or vision coverage. In addition, the District will provide to its unit members an optional Section 125 plan.

Effective April 2022 payroll, the following paragraph replaces the paragraph above:
The District shall contribute to each eligible unit member a maximum of ten-thousand dollars (\$10,000) for medical benefit, dental, and vision contributions. Any funds remaining under the cap of \$10,000 may be applied towards a unit member's eligible dependent(s) medical, dental, or vision coverage. In addition, the District will provide to its unit members an optional Section 125 plan.

The District agrees to request bid information each year in order to improve medical, dental, and vision coverage for subsequent years. This information will be shared with the benefit committee.

A. Medical

All eligible unit members shall be offered full medical coverage for themselves and their eligible dependents. Expenses for coverage exceeding the cap shall be paid by the unit member.

B. Dental/Vision

All eligible unit members ~~will~~ shall be offered dental and vision coverage ~~(employee only) at no cost to the unit member for themselves and their eligible dependents. The District agrees to pay for all future rate increases for dental and vision for the employee only.~~ Expenses for dependent coverage exceeding the cap shall be paid by the unit member.

C. Life

All eligible unit members will be provided life insurance in the amount of fifty thousand dollars (\$50,000) which is not to be included in the cap.

D. Eligibility

1. Certificated unit members teaching on a full time assignment shall receive health insurance.
2. A unit member working less than full time shall, at his/her option, receive benefits with the District paying a prorated premium amount equal to the amount of time of the unit member's teaching assignment. If the unit member elects to receive such benefits, he/she shall pay the difference between the District's contribution and the total cost of benefits.

3. Article 18 Section G F fully describes the eligibility for health and welfare benefits for part time members.
4. Article 19 Section E fully describes the eligibility for health and welfare benefits for job sharing members.

E. Unit Member Benefits During Leave of Absence

1. All benefits shall be provided and continued while unit members are on paid leave status.
2. Unit members on District approved, non-paid leaves of absence may elect to continue coverage for themselves (and dependents) by mailing the entire premium payment, required for coverage, made payable to the San Pasqual Union School District and submitted to the District office.

F. Cancellation

1. The unit member's (and dependents if covered) insurance coverage, shall be cancelled at the end of the current month for failure to fulfill the terms of the contracts for reasons including, but not limited to, the following:
 - a) Leaving the employment of the District
 - b) Failing to meet eligibility requirements
 - c) Failing to complete required payroll deduction forms
 - d) Failing to submit premium payments to District by deadline date
 - e) Expiration of leave and non-return to active duty

G. Payroll Deduction

Upon appropriate written authorization from the unit member, the Board shall deduct from the salary of any unit member and make appropriate remittance for approved annuity programs, credit unions, Association membership, savings bonds, charitable donations, salary protection insurance, or health insurance premiums.

H. Duration of Benefits

1. Should a unit member's employment terminate following the last day of the school year and before the commencement of the ensuing school year, such unit members shall be entitled to continued benefit coverage until October 1st of the ensuing school year or until covered by another plan whichever occurs first.
2. The District shall inform, in writing, all qualified unit members and/or beneficiaries of their right to continue benefit coverage under provisions of the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). The District shall continue to provide benefits coverage to all qualified beneficiaries during the 60-calendar-day election period.

I. Insurance Provisions Upon Retirement

1. Unit members having reached the minimum retirement age of fifty-five (55) years and accepting retirement benefits as provided under the Public Employees Retirement System or State Teachers Retirement System shall have extended to them group insurance benefits. Premiums for insurance benefits shall be paid by the retiree to the District to the in-force carrier, until such time as the retiree reaches age sixty-five (65), or becomes eligible for any other national or governmental agency coverage, including Medicare or its equivalent, whichever comes first.
2. In addition, if the dependents are covered at the time of retirement the retiring unit member shall have the option of having dependents included under this same coverage with the retiree making the premium payment for such dependent coverage. Following that date, no dependent coverage could be included or added without showing evidence of insurability. Coverage could be discontinued at the retiree's option at any subsequent date.
3. Payment for insurance premiums shall be remitted monthly to the District by the first of the month. If the district does not receive the payment by the 15th of the month the District reserves the right to terminate the insurance benefits.
4. Any change in current insurance contract arrangements shall be offered to retiree.

ARTICLE 21

SALARY

A. WAGES

1. The salary schedule and salary schedule index is set forth in Appendix A.
 - a) For the 2020-21 school year, there shall be a one-time off-schedule payment of \$1,000 (prorated for part-time certificated unit members).
 - b) For the 2021-22 school year, the salary schedule shall be increased by 5%. This increase is to be retroactive to July 1, 2021.**
 - c) For the 2022-23 school year, the salary schedule shall be increased by 2%. Negotiations are closed until the 2023-24 school year, superseding Negotiating Procedures set forth in Article 7, section A.**
2. The effective date for the salary schedule shall be the start of the fiscal year unless otherwise negotiated.
3. The payroll period shall be defined as monthly commencing the first day of each calendar month for the school year. Salary payments shall be made not later than the last day of the payroll period provided the district office is open.
4. Regular salary shall be payable in ten or twelve (10/12) installments.
5. Salary Placement and Advancement:
 - a) The minimum requirement for placement in Column I of the schedule is the possession of an appropriate California Teaching or Services Credential and a Bachelor's Degree.
 - b) The minimum requirements for initial placement or advancement to Column II are possession of a Teaching Credential plus thirty (30) or more upper division or graduate semester credits earned subsequent to the Bachelor's Degree from a regionally accredited college or university and an appropriate California Teaching or Services Credential. Semester credits must meet the criteria set forth in Section 6.
 - c) The minimum requirements for initial placement or advancement to Column III are possession of an appropriate California Teaching or Services Credential and an earned Bachelor's Degree plus forty-five (45) or more upper division or graduate semester credits earned subsequent to the Bachelor's Degree from a regionally accredited college or university. Semester credits must meet the criteria set forth in Section 6.
 - d) The minimum requirements for initial placement or advancement to Column IV are possession of an appropriate California Teaching or Services Credential and an earned Bachelor's Degree plus sixty (60) or

more upper division or graduate semester credits earned subsequent to the Bachelor's Degree from a regionally accredited college or university or an earned Master's Degree or Doctorate Degree. Semester credits must meet the criteria set forth in Section 6.

- e) The minimum requirements for initial placement or advancement to Column V are possession of an appropriate California Teaching or Services Credential and an earned Bachelor's Degree plus seventy-five (75) or more upper division or graduate semester credits earned subsequent to the Bachelor's Degree from a regionally Degree or a Doctorate Degree. Semester credits must meet the criteria set forth in Section 6.
 - f) In addition to appropriate placement on the salary schedule, if the following positions are authorized by the Superintendent/designee, the following maximum annual compensation may be granted for special qualifications and/or duties beyond the normal work day:
 - 1. Associated Student Body (ASB) Advisor - \$1000 or additional preparation time (at the discretion of the Superintendent/designee)
 - 2. Visual and Performing Arts (VAPA) Coordinator - \$1000 or additional preparation time (at the discretion of the Superintendent/designee)
 - 3. BTSA Consulting Teacher(s) - \$1000 for each supported teacher
 - 4. School Improvement Committee member - \$1000 for each member up to 5 committee members.
6. Prior to enrolling in upper division college courses for consideration of horizontal movement on the salary schedule a unit member will seek approval from the Superintendent or his/her designee regarding the acceptability of such units. The Superintendent or his/her designee may approve other courses that would serve the best interests of the District's educational programs.
7. Applications for horizontal movement for the ensuing year shall be in writing on a form provided by the district and submitted by March 15 of the current year. By September 15 unit members shall furnish the district with transcripts or, until transcripts are available, a grade report that shows course work was successfully completed thereby justifying horizontal movement and interim placement. Evidence of course completion submitted after September 15 will not result in horizontal movement until the following year.
8. Step Placement/Advancement
- a) New unit members with teaching experience in public schools or accredited colleges and/or universities while holding a valid public teaching credential in the United States, shall be granted one (1) step for every year's experience up to and including maximum placement on Step 7. Effective January 1, 2018, at the discretion of the Superintendent/

- designee, an additional three (3) years experience (maximum Step 10) may be granted for "hard to fill" credentialed positions.
- b) The District may grant credit for six (6) years of teaching in foreign and/or private schools. The prior teaching experience shall have taken place at an accredited institution and the unit member shall have possessed a valid public teaching credential in the United States at the time of the prior service.
- c) The service requirement for advancing one step on the salary schedule shall be in accordance with the statutory definition of one (1) year's full time regular contract service or the equivalent of one (1) year's full time regular contract service in a certificated position within the District.

B. Payment for Extra Assignments or Duty

- 1. a) Unit members performing extra duty assignments making use of their professional expertise, such as after school instruction, directed student instruction (i.e., ESY, Home Hospital, etc.), district curriculum development and delivering district in-service training shall be paid, with prior approval from the District, at their pro-rated hourly rate of pay.
- b) Unit members attending activities or in-services provided for the professional development of unit members outside the contractual workday or performing duties not making use of their professional expertise may be paid, with prior approval from the District, at the hourly rate for Column 1, Step 6, from the current salary schedule.
- c) The District shall make known to Unit Members all opportunities for paid extra duty assignments. When two or more unit members apply for and are qualified for the opportunity, the following criteria shall be considered in selecting the individual to participate in the extra duty assignment:
 - 1) Teaching assignment requirements.
 - 2) Special qualifications, including personal skills and abilities of the staff member compared with the skills and abilities possessed by other candidates which are in particular demand for the extra duty assignment.
 - 3) Experience and recent training of the staff member compared to other candidates for the extra duty assignment.
 - 4) The best interests of the District's educational programs.
 - 5) If the above factors are, for all intent, equal between two or more candidates, the extra duty assignment will be filled by lottery.

d) Any activity offered by the District outside the contractual day, including summer, with or without pay, shall be strictly voluntary.

Payment for extra assignments or duty shall not be subject to retro pay calculation.