

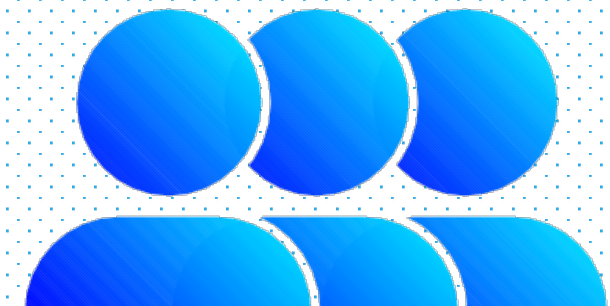


Principals' Meeting with Human Resources

Jeffrey J. Thiel, Ed. D.
Assistant Superintendent

Jorge Mora, Director
Peg Myers, Director
Anthony Carlton, Director

October 19, 2016



Human Resources

Compensation Allocation for Non-Represented Employees

2016-17 & 2017-18 Wages and Benefits

Dr. Escodebo

Chula Vista Educators Update

- Memorandum of Understanding signed on October 11, 2016
- Two year agreement 2016-17 and 2017-18
- 2016-17 Salary increase 6%
- 2016-17 Health Benefits increased 1.1%
 - 2016-17 Health benefits cap increased to \$12,000 for active employees
 - 2016-17 Health benefits cap increased to \$6,000 for retirees
- 2017-18 Total compensation (wages and/or benefits) will be increased by 1.4%

Chula Vista Classified Employees Organization Update

- Memorandum of Understanding signed on October 14, 2016
- Two year agreement 2016-17 and 2017-18
- 2016-17 Salary increase 6%
- 2016-17 Health Benefits increased 1.1%
 - 2016-17 Health benefits cap increased to \$12,000 for active employees
 - 2016-17 Health benefits cap increased to \$6,000 for retirees
- 2017-18 Total compensation (wages and/or benefits) will be increased by 1.4%

Next Steps

- Final allocation of 8.5% total compensation will be communicated to non-represented staff.
- Timeline
 - Adjustment to Salary Schedule – December 2016 Pay Warrant
 - Retroactive Pay (July – Nov) – April 2017 Pay Warrant
 - Retroactive Benefits Adjustment (July – Dec) – December 2016 Pay Warrant
- Open Enrollment – October 24, 2016 through November 18, 2016