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ACE Counter- Proposal #1
2017-18 Negotiations
August 23, 2017

1 **ARTICLE 7: WAGES AND HEALTH AND WELFARE BENEFITS**

2 **Section 7.1 – Total Compensation.** The Association recognizes that changes in step and column and health
3 benefits costs are factors in determining the dollars available for compensation.

4 **Section 7.2 – Wages.**

5 The certificated salary schedule for 2017-18 in Appendix I-IV, shall be increased by a total of 1.08% effective status
6 quo. July 1, 2016.

7 **Section 7.3 – Fringe Benefits** The District will provide full-time unit members and their qualified dependents with
8 Delta Dental [or an HMO style (prepaid) dental plan] and a Kaiser HMO medical plan. Unit members may also select
9 a different approved HMO medical plan that will include vision coverage. On a pro-rated basis, benefit eligible unit
10 members working a shared contract will also participate. Any medical or dental plan changes will be implemented on
11 July 1 of each year. The PPO medical plan will continue to be a buy-up via payroll deduction. Any changes to
12 medical plans will be subject to the mutual agreement between the District and Association.

13 a. Effective July 1, 2015 7, the District shall move the existing Anthem Blue Cross Blue-Shield plans to
14 California Schools Employee Benefit Association (CSEBA) Anthem Blue Shield Cross plans.

15 b. Unit Members Hired After December 31, 2011 - The District shall fully fund on behalf of the unit
16 members hired on January 1, 2012, or thereafter, the lowest cost HMO and dental plans offered. If the
17 unit member chooses to participate in a more expensive hospitalization/medical or dental plan offered
18 by the District, the unit member shall pay the additional cost through monthly payroll deduction. Unit
19 members who are temporary or regular certificated employees on December 31, 2011 are not subject
20 to this provision.

21 **Section 7.4 - Unit Members on Leave of Absence.** Unit members on a Board-authorized leave of absence without
22 pay shall have the option of continuing with the District health and dental insurance at their own expense during the
23 period of unpaid leave.

24 **Section 7.5 – Benefits Advisory Committee.**

- 25 a. The District shall pay all increases for the current health insurance plans through June 30, 2017 8.
- 26 b. The District and the Association agree that there shall be a Benefits Advisory Committee for the purpose of
27 reviewing insurance programs and making recommendations.
- 28 c. The District and the Association agree that the bargaining unit will be an equal participant in the Benefits
29 Advisory Committee. The Association shall have the same number of positions on the Benefits Advisory
30 committee as the District and CSEA.
- 31 d. The Benefits Advisory Committee shall be advisory only.
- 32 e. Benefits Advisory Committee will continue to meet on a regular basis in order to monitor the health plans.

f. Recommendations of the Committee shall be subject to collective bargaining between the Association and the District.

Section 7.6– Twelve Pay Option.

Effective July 1, 2016, the Association and District agree the annual salaries set forth in this Agreement shall be paid in twelve (12) installments to all unit members, payable on the first (1st) working day of each month with appropriate deductions as mutually agreed between the District and the Association. The first of such installments shall begin August 1 of each subsequent year.

Section 7.7– Payment For Services Beyond Regular Assignment.

Payment for services in addition to the unit member's regular assignment shall be made no later than the first (1st) day of the month or aligned with District pay periods following the submission of Completion of Assignment forms or Extra Duty Time sheets in accordance with District deadlines.

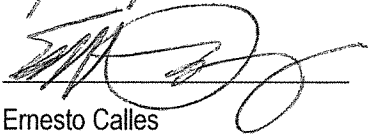
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Tentative Agreement reached for Article 7 on 8/23/17



Russell Levine

ACE Negotiations Chair



Ernesto Calles

Director of Human Resources

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