

ARTICLE 7: WAGES AND HEALTH AND WELFARE BENEFITS

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

Section 7.2.a - Wages. The certificated salary schedule in Appendices I through IV shall be increased by a total of 2.3% effective July 1, 2025.

The District will apply monies to cover the cost of all HMO plans for the 2026-2027 school year per the Memorandum of Understanding (MOU) which expires June 30, 2027.

Section 7.2.b - President Salary. Effective July 1, 2022, an additional 0.06% has been allocated for the purpose of continued implementation of the Association President's full-time release compensation.

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

- a. Effective July 1, 2017, the District shall move the existing Anthem Blue Cross plans to California Schools Employee Benefit Association (CSEBA) Blue Shield plans.
- b. Unit Members Hired After December 31, 2011 - The District shall fully fund on behalf of the unit members and their qualified dependents hired on January 1, 2012, or thereafter, the second lowest cost HMO plan offered. If the unit member chooses to participate in a more expensive hospitalization/medical or dental plan offered by the District, the unit member shall pay the additional cost through monthly payroll deduction. Beginning with the 2021-2022 fiscal school year, the District will cover the cost of the Blue Shield Access+ plan assuming it remains the second lowest HMO plan. Unit members who are temporary or regular certificated employees on December 31, 2021 are not subject to this provision.
- c. Unit Members Hired After December 31, 2011 - The District shall fully fund on behalf of the unit members (and their qualified dependents) hired on January 1, 2012 or thereafter, the Delta Dental PPO plan.
- d. The District shall pay all increases for the current health insurance plans through June 30, 2027.

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

Section 7.5 - Benefits Advisory Committee.

- a. The District and Association agree that there shall be a Benefits Advisory Committee for the purpose of reviewing insurance programs and making recommendations.
- b. The District and Association agree that the bargaining unit will be an equal participant in the Benefits Advisory Committee. The Association shall have the same number of positions on the Benefits Advisory Committee as the District and CSEA.
- c. The Benefits Advisory Committee shall be advisory only.
- d. The Benefits Advisory Committee will continue to meet on a regular basis in order to monitor the health plans.
- e. Recommendations of the Committee shall be subject to collective bargaining between the Association and the District.

Section 7.6 - Twelve Pay Option.

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 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.