

1 ARTICLE 25  
2 SALARIES AND FRINGE BENEFITS

3 25 SALARIES

4 25.1 Increase all certificated bargaining unit salary schedules by 4.75% and increase  
5 the certificated hourly rate to \$39.47 effective July 1, 2016.

6 25.2 EMPLOYEE HEALTH AND WELFARE BENEFITS

7 Any change in provider or increase in premium will be subject to meet and  
8 negotiate.

9 25.2.1 Bargaining unit members with less than full-time contracts shall receive a pro-  
10 rated share for the plan chosen and shall be required to pay the balance of the super composite  
11 premium or 1, 2, or 3 party contract premium, when required by the carrier, through payroll  
12 deduction. In the event that carrier mandates require use of 1, 2, or 3 party contract premiums,  
13 the total of district-sponsored funds in the pro-rated share for affected bargaining unit members  
14 shall be pooled so that the balance remaining from members requiring 1 or 2 party contracts,  
15 maybe applied to defray excess costs of 3 party contracts.

16 An exception to this procedure may be established in the case of shared  
17 contracts pursuant to Article 23.4.2 that provides for the contracting parties to divide the  
18 policies without cost sharing by either party.

19 25.2.2 Bargaining unit members shall be responsible for payment, through payroll  
20 deduction, for fringe benefit selections, which exceed the benefits provided herein.

21 25.2.3 It is mutually agreed and understood that all bargaining unit members who  
22 provide written notification to the district on forms provided by the district of a possible,  
23 probably or certain intent to separate employment with the district by resignation by April 1 of  
24 each school year will be provided with health and welfare benefit coverage per Article 25 until:

- 1 a) September 30 of each successor school year, OR
- 2 b) The bargaining unit member obtains new health and welfare benefit coverage
- 3 in a new employment or other status (the day prior to the effective date of new coverage shall
- 4 be the termination date of district coverage). This criterion shall be in effect regardless of
- 5 whether the new health and welfare coverage is similar to or as extensive as current district
- 6 health and welfare benefits.

7 Whichever of the above criterion occurs first shall determine the termination

8 date of coverage.

9 25.2.3.1 A written declaration by any bargaining unit member shall not constitute a

10 resignation nor in any way waive their Education Code rights related to contract status or

11 expectation of continued employment.

12 25.2.4 The district will continue to reimburse bargaining unit members with a district-

13 employed spouse, their co-payment expenses for fully employed spouses. In the case of

14 spouses with part-time employment, the reimbursement shall be pro-rated by hours of

15 employment.

16 25.2.5 The Association and the District agree to begin meeting in September to discuss

17 health and welfare coverage for the following school year.

18 25.3 MEDICAL INSURANCE FOR ELIGIBLE DEPENDENTS OF DECEASED

19 UNIT MEMBERS The District shall provide dependent medical insurance coverage for a

20 period of six (6) years following the death of a bargaining unit member who is covered under a

21 District medical insurance plan at the time of the bargaining unit member's death and who has

22 at least fifteen (15) years of service with the District.