



Tentative Agreement Reached

**2.75% Salary + .58% Benefits (Fully Paid) =
3.33% Total Compensation Package Increase**

New Starting Salary \$50,328 (Step 1, Column 1)

New Max Salary \$100,272 (Step 25, Column 6)

Your BETA Bargaining Team met with the District on September 26th, October 2nd, and 7th. After three sessions, we reached an agreement on Articles 5, 7, 8, 9, and 14. Changes were made to clarify language about Working Conditions, Transfers, Evaluations, and the Catastrophic Leave Bank.

Increased Health Benefit Costs are an ongoing concern for the Association and the District. The District has agreed to cover the \$480 in additional costs for the 2019-2020 school year.

During negotiations, the District proposed health coverage options of 80/20 and 90/10 plan structures. Their proposals included increased deductibles, increased out-of-pockets costs, and co-pays.

We are one of the few remaining California districts with a 100% coverage plan. We will continue the dialogue with the District regarding cost containment of the health benefits package in future bargaining sessions.

-The Bargaining Team

Tom Tarrer, Shannon Barnes, Kari Florez, Carla Jeffers, and John Peterson



	District	BETA
9/26	<p><u>1st Offer</u></p> <p>1.25% Salary 80/20 Health Plan</p> <p>Saves the district \$1180 per member and they keep it</p> <p>Equal to a -.19% pay cut per member</p>	<p><u>Counter</u></p> <p>3.5% Salary + Cost of Benefits for 19/20</p> <p>(Increase of \$480)</p>
10/7	<p><u>2nd Offer</u></p> <p>3% Salary Won't pay for Benefit Increase OR 3.69% Salary 90/10 Health Plan You would pay for current and future increases to the Benefit Plan</p>	<p><u>Counter</u></p> <p>3.0% Salary + Cost of Benefits for 19/20</p>

**Final Agreement: 2.75% Salary + .58% Benefits (Fully Paid) =
3.33% Total Compensation Package Increase**

