

## ARTICLE 9 - COMPENSATION & TERM

9.1 Term: Agreement effective July 1, 2014 through June 30, 2017.

9.2 Salary: See salary schedules for 2015-2016 attached in Appendix A.

9.2.1 Bargaining unit members who qualify will continue to receive those benefits mandated by State law, which are State Teachers' Retirement System, Unemployment Insurance and Workers' Compensation.

9.2.2 A four percent (4%) increase will be applied to the 2014-2015 Certificated Salary Schedule retroactive to July 1, 2014. A one percent (1%) increase off-schedule will be applied to the 2014-2015 Certificated Salary Schedule.

An additional two percent (2%) will be added to the Certificated Salary Schedule for the 2015-2016 school year effective July 1, 2015.

9.3 Salary Schedule Advancement

9.3.1 Lower division courses normally will not be approved for salary credit. An exception may be made when it can be clearly demonstrated that a lower division course will materially contribute to the teacher's individual instructional needs and the needs of the District, as determined by the Director, Human Resources.

9.3.2 District workshops and/or inservice training programs may be credited toward salary schedule advancement if prior approval is received from the Superintendent or designee. Fifteen (15) contact hours of workshop/in-service training attendance are required for determining a semester unit. A teacher may earn a maximum of six (6) semester credits through approved workshops/in-service training, per salary class, toward advancement on the salary schedule. Teachers receiving compensation for such workshops or inservice training will not receive credit.

9.3.3 Whereas, when a teacher cannot benefit from workshop credits because of salary schedule status, he/she will receive a stipend when completing the workshop.

9.3.4 The stipend for each workshop will be set by Human Resources in consultation with the Silver Valley Education Association.

9.3.5 Official college/university transcripts shall be submitted upon completion of coursework to the Human Resource Office for evaluation and appropriate placement on the salary schedule no later than November 1 for retroactive payments to the first of any school year. Clear indication of course titles, course numbers and quarter or semester unit breakdowns must be visible on the transcript(s). At times, colleges/universities are tardy in mailing official transcripts to bargaining unit members. In that event, submission of course completion cards, grades, etc. will suffice until official transcripts are provided.

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### 9.4 Fringe Benefits

- 9.4.1 The District will continue to provide the negotiated coverage for medical, vision, dental, and life insurance as Health and welfare benefits.
- 9.4.2 Effective July 1, 2011 the District will no longer provide income protection benefit to bargaining unit members covered under this article.
- 9.4.3 There shall be a joint labor-management insurance committee to provide recommendations to the certificated negotiations teams. The Association will have two members on the insurance committee.

The District agrees to waive the unit member's share of premium costs in excess of the targeted maximum until such time as the District agrees to seek bids from other health care providers.

The targeted maximum District contribution was \$12,200 per bargaining unit member (composite rate) for 2005-2006. Each year the maximum District contribution shall be increased by the funded COLA percentage.

	COLA %	Adjusted Base
2005-06 (base year)		\$12,200
2006-07	5.92%	\$12,922
2007-08	4.53%	\$13,508
2008-09	0%	\$13,508
2009-10	0%	\$13,508
2010-11	0%	\$13,508
2011-12	0%	\$13,508
2012-13	0%	\$13,508
2013-14	1.65%	\$13,731
2014-15	Agreed upon	\$15,800

Premium costs in excess of the targeted maximum District contribution will be shared between the District and the bargaining unit member by a pre-tax payroll deduction (IRC 125). In the event that the bargaining unit member's contribution to the health and welfare benefit premium exceeds \$50 tenthsly (\$500 annually), either party may request immediate reopening of negotiations on health and welfare benefits and it shall be reopened.

It is agreed that the balance of Fund 67 be used to off-set the cost of moving to the California Value Trust for the 2015-2016 school year.

### 9.5 Early Retirement

The District agrees to pay medical benefits for bargaining unit members who elect retirement at age 55 until the employee reaches age 65 (or is eligible for full Medicare benefits), so long as the bargaining unit member has served ten (10) consecutive years with the District. The District must be notified by the retiree of

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Medicare eligibility prior to age sixty-five (65). Retirees who do not notify will be responsible for the health benefit premium repayment.

- 9.5.1 For any bargaining unit members hired on or after July 1, 2011, the District agrees to pay medical benefits for bargaining unit members who elect retirement at age 55 until the employee reaches age 65, or is eligible for full Medicare benefits, so long as the bargaining unit member has served fifteen (15) consecutive years with the District. The District must be notified, in writing, by the retiree of Medicare eligibility prior to age sixty-five (65). Retirees who do not notify the District will be responsible for the health benefit premium repayment.