

**SAN DIEGUITO UNION HIGH SCHOOL DISTRICT
PACKAGE PROPOSAL #8
TO
CSEA
May 9, 2024**

On April 15, 2024, CSEA passed its Proposal #7 and, regarding Article 6, Hours of Employment, CSEA's passed language is identical to the District's previously passed Article 6 proposal language. The District accepted CSEA's Proposal #7 regarding Article 6, specifically, and therefore, the Parties are in agreement regarding Article 6 as of April 15, 2024.

On May 9, 2024, CSEA passed an MOU to the District titled "Instructional Assistant Fringe Benefits Parity." The District accepts CSEA's proposed MOU and has signed it. Therefore, the Parties are in agreement regarding that MOU, satisfying the Parties' obligations of Paragraph 4 of the Parties' Settlement Agreement in PERB Case No. LA-CE-6808-E.

District makes this Package Proposal ("Package Proposal") to CSEA that include the following Articles:

- Article 11, Wages
- Article 12, Fringe Benefits

The Parties agree that it is in the Parties' best interest to reach a comprehensive tentative agreement on all remaining articles currently open and subject to negotiations. This Package Proposal is offered in response to all remaining Articles of the collective bargaining agreement currently under discussion in negotiations. ***This Package Proposal must be accepted or rejected in whole.***

ARTICLE 11: WAGES

- A. The term of the contract shall be from July 1, 2021 through June 30, 2024.
- ~~B. For the 2021-2022 school year, there will be a one (1) time off schedule payment of \$3000 paid to each classified unit member who are employed as of the Board approval of the agreement including those that have retired during this fiscal school year.~~

~~If a different represented bargaining unit receives an on schedule or off schedule wage increase or stipend in salary for the 2021-2022 school year that exceeds the ratified bargaining agreement with CSEA, CSEA will receive the same increase or stipend.~~

- ~~B.~~ For the 2022-2023 **2023-2024** school year, there will be a 5% **5.0%** increase to the classified salary schedule, effective July 1, 2022 **2023**. **This 5.0% increase will be implemented as soon as practicable following CSEA ratification and Board approval. For the 2024-2025 school year, a one-time \$1,250 stipend per person will be paid to all employees active on July 1, 2024 to be paid as soon as practicable thereafter. Additionally, for the 2024-2025 school year, there will be a 0.0% increase to the classified salary schedule, unless a different represented bargaining unit receives an on schedule or off schedule percentage wage increase or stipend amount for the 2024-2025 school year that exceeds the ratified bargaining agreement with CSEA, in which case CSEA will receive the same increased percentage or stipend. The Parties mutually agree that Article 11 and Appendix "C" is otherwise closed for bargaining for the 2024-2025 school year.**
- ~~D.~~ For the 2023-2024 school year there shall be reopeners for wages with appendix C and benefits and one other article for each party unless an agreement has been reached for the 2023-24 school year.
- ~~E.~~ Employees shall be compensated for work performed at school activities on the Extra-Curricular Schedule in Appendix D and consistent with applicable PERS and other payroll requirements.
- ~~F.~~ Should a District team become eligible for CIF playoff held during working hours, the Classified coach will be given release time to accompany the team.

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APPENDIX "C"

SALARY PLACEMENT – LONGEVITY BENEFITS

A. SALARY PLACEMENT

1. New employees shall normally begin at step 01.
2. Employees shall have as their anniversary date for advancement to the next step, the beginning of the next month after completion of twelve (12) months service; i.e., the anniversary date of a contract dated November 15 shall be December 1.
3. A ~~2.5~~ **3.0**% differential pay shall be allowed for all classifications when more than 50 percent (50%) of their regularly assigned duty hours fall between the hours of 3:00 p.m. and 6:00 a.m.
4. A 7.5% salary increase shall be allowed when an employee maintains and uses their Licensed Vocational Nurse (LVN) Certification and/or a Registered Nurse (RN) Certification in a classification which does not require LVN or RN certification as a requirement of their classification.
5. A bilingual stipend will be available to staff who utilize their bilingual skills as a regular part of their assignment and according to the amount of time their bilingual skills are utilized. To qualify for a bilingual stipend, the following criteria must be met:
 - a) **Annually**, ~~the~~ the unit member's administrator must submit a written request, with supporting documentation demonstrating the ongoing need for bilingual services at the work site, to the Associate Superintendent of Human Resources.
 - b) The Associate Superintendent of Human Resources shall review the request and may approve the request if the need has been validated.
 - c) Upon approval of the request, the employee shall be tested to verify possession of qualifying bilingual skills. Testing/certification of bilingual skills will be administered by the Director of Classified Personnel.
 - d) Upon successful testing/certification of the bilingual skills assessment test and final approval of the Associate Superintendent of Human Resources, the employee shall receive the bilingual stipend.

1. Bilingual stipends will terminate at the end of each fiscal year.
 2. Bilingual stipend renewal shall be reviewed on a yearly basis in order to determine site and District needs.
 3. The Bilingual stipend may be terminated, with a 2-week notice, upon the request of the unit member, administrator, or Associate Superintendent of Human Resources.
- e) The bilingual services provided by the bargaining unit member shall be limited to simple oral and/or written translations. Employees **receiving this stipend** are not responsible for providing translation services for formal discipline meetings, IEP meetings or other legal proceedings or legal documents.
- f) Bilingual stipends will be allocated ~~according to the amount of time and/days that the bilingual skills are utilized:~~ as follows: **\$200 per month for the # of months employed.**
- ~~1. Daily utilization of bilingual skills = \$130 per month for the # of months employed~~
 - ~~2. Partial utilization of bilingual skills (2-3 days per week) = \$75 per month for the # of months employed~~
 - ~~3. The bilingual stipend language as reflected in section 5 will expire on June 30, 2024 unless otherwise negotiated.~~

LONGEVITY BENEFITS

1. An increment of 3% salary for a twelve (12) month, eight (8) hours per day, full time employee at the end of 10, 15, 20, 25, and 30 years respectively shall be added to the employee's annual salary. The longevity increment for those employees employed less than twelve (12) months or less than eight (8) hours per day, will be prorated in accordance with the number of months and/or hours of regular employment. In no case will a full-time employee, employed prior to 07/01/89 receive less than \$425.00 per longevity increment

ARTICLE 12: FRINGE BENEFITS

For purposes of this article, full-time employee shall mean any employee who has a regular work assignment of at least twenty (20) hours per week. A part-time employee shall mean any employee who has a regular work assignment of less than twenty (20) hours per week. ~~Exception: Instructional Assistants. Refer to Section D.~~

Effective January 1, 2025, for the 2025 health plan year, Instructional Assistants will have the same access to fringe benefits as all other classified unit members, including the Flexible Spending Account described herein. Starting with the

health benefit plan year that begins on January 1, 2025, Instructional Assistants will participate in open enrollment in fall 2024 with all other classified employees who currently access to the Flexible Spending Account. This means that Instructional Assistants will see evidence of payroll processing of Flexible Spending Account access in December 2024, like all other classified unit members, for coverage effective January 1, 2025.

A. FLEXIBLE SPENDING ACCOUNT: Throughout this contract, employees shall receive a Flexible Spending Account in the amount of:

- Full-time employees shall receive ~~\$13,634.30~~ **\$15,504.30** (effective ~~01/01/22~~ **01/01/2024**) per year with escalators as stated herein.
- Part-time employees are ineligible to receive a Flexible Spending Account; however, they may purchase health and welfare insurance at District rates.
- Part-time employees (hired prior to December 3, 1999) shall receive a Flexible Spending Account in the amount of ~~\$6,482.50~~ **\$7,417.50** (effective ~~01/01/22~~ **01/01/2024**) per year with escalators as stated herein.

1. Escalator Clause: The District will provide an escalator as follows:

The greater of the actual dollar premium increase for the employee only of the District approved HMO's will be added to all full-time employees' Flexible Spending Accounts. Part-time employees will receive one-half this amount applied to their Flexible Spending Accounts. When an HMO provider is broken into multiple networks (e.g. United Healthcare Network 1, Network 2, etc.), the network that has the highest participation will be used for reviewing the escalator clause.

Example:

HMO #1 increases \$100
HMO #2 increases \$300

All full-time employees would receive a \$300 increase in the Flexible Account. All part-time employees (hired prior to December 3, 1999) would receive a \$150 increase in the Flexible Spending Account.

2. "Grandfather" Clause: The District will provide the Flexible Spending Account as described in Article 12A to part time employees hired prior to December 3, 1999.
- Part-time employees (hired prior to December 3, 1999) shall receive a Flexible Spending Account in the amount of ~~\$6,482.50~~ **\$7,417.50** (effective ~~01/01/22~~ **01/01/2024**) per year with escalators as stated herein.
3. The District will continue to maintain the four plus (4+) hour status of existing positions, excluding categorical and separately funded positions. The District and CSEA will meet and confer regarding any exceptions.

4. Where additional jobs can be made available to employees in combination positions such as “bus driver/custodial” – “instructional assistant/bus driver” without the complication of additional costs associated with health benefits, and provided the requirements of the positions allow for the position to be filled by a single qualified current employee without disrupting district work, the District agrees to consider such combinations in accordance with past practice. (No requirement to continue the position when the employee vacates the combined position).
5. Funds not utilized for the purchase of health and welfare coverage may be taken as taxable cash.
6. The District shall provide an IRS 125 plan which includes premium coverage, unreimbursed medical, and child-care options as a current practice subject to all IRS codes and requirements.
7. Effective January 2014: The office visit co-pay for each medical plan will be outlined in the Benefits Summary provided by VEBA.
8. **For Instructional Assistant classifications, the District will not maintain combination assignments unless necessary due to attrition. (Example: 3.9/3.0 FTE job assignments.) If a single job requires four (4) or more hours, the position will be filled with one employee. The District and CSEA will meet and confer regarding any exceptions.**

B. HEALTH AND DENTAL PROGRAMS:

1. All full-time employees must participate in a District approved health plan which shall be at least for the “employee only” coverage, ~~except as outlined in “D” below.~~ These plans shall be paid out of the Flexible Spending Account.

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~~D. BENEFITS FOR INSTRUCTIONAL ASSISTANTS~~

- ~~1. Beginning March 1, 2014 the District shall provide a medical insurance option for Instructional Assistants that have their assigned time increased between 4.0 and 7.0 hours/day.~~
- ~~2. The District shall contribute the full cost of the employee-only purchase price for Kaiser, Cigna, or United Healthcare, Network 1, less \$300.00 per year.~~
- ~~3. Instructional Assistants may opt to waive the above medical insurance. The waiver will not be available in the event that it negatively impacts the insurance rates for the unit, or if District insurance providers withdraw permission for the~~

~~option. Employees must notify Human Resources in writing of their intent to waive the medical insurance.~~

~~4. Beginning no later than January 1, 2016 the District will not maintain combination assignments unless lack of attrition does not allow. (Example: 3.9/3.0 FTE job assignments.) If a single instructional assistant job requires four (4) or more hours, the position will be filled with one employee. The District and CSEA will meet and confer regarding any exceptions.~~

~~5. Current benefited Instructional Assistants hired prior to March 1, 2014 will maintain their full-time employee rights/benefits/flex as stated throughout this Article and will not be covered by the provisions of this section.~~

ED. INCOME PROTECTION

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FE. TAX SHELTERED PROGRAMS

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GF. LIFE INSURANCE

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HG. BENEFITS FOR RETIREES

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