

**SIERRA COUNTY SUPERINTENDENT OF SCHOOLS and SIERRA-PLUMAS JOINT
UNIFIED SCHOOL DISTRICT GOVERNING BOARD (District)**

SIERRA-PLUMAS CLASSIFIED EMPLOYEES' ASSOCIATION

COUNTER PROPOSAL (*green color font)

Presented June 12, 2012

2012-2013 FISCAL YEAR:

1. SALARY

- a. No increase in the classified employee salary schedule

SPCEA Employees agree to no change in salary schedule.

2. HEALTH BENEFITS

- a. The Employer (District and SCOE) proposes to 1) cap the Employers' contribution in the amount of \$13,840.50 per year per employee toward the premiums and/or Health Savings Account contributions for health insurance plans (medical, dental, vision and life) on a composite rate. 2) The SPCEA understands that eligible employees will have a choice of plans (Premier Plus, Premier, Standard, Basic, and CDHD) to choose from during open enrollment.

1) SPCEA Employees are agreeable to the Cap of \$13,840.50, effective July 1, 2012

2) SPCEA Employees agree to an open enrollment into TCSIG structured plans on a composite rate, including Consumer Driven High Deductible Plan (CDHD) and Health Savings Account (HSA) options. Classified Employees require that HSA contributions, for participating employees, are contributed in equal installments over 10 or 12 months, which applies to the position.

3. DAYS AND HOURS OF EMPLOYMENT

- a. The Employer proposes to reduce the 2012-2013 work year calendar by 6 (six) work days. The unit members' agreement will be reduced accordingly. The work year reduction shall not affect the accrual of sick leave or district leave days. Each members' pay reduction as a result of this work-year reduction shall be applied evenly over each pay period during the relevant school year.

b. Change of work year calendar is conditional on all employee groups (classified, certificated, administrators, confidential) accepting the reduction in work days.

a. **SPCEA Employees accept no concession with change of 2012-2013 work year calendar.**

b. **SPCEA Employees agree to re-address the options in November 2012 following confirmation of fiscal state and federal revenues. Acceptance of any change in work year calendar is conditional on all employee groups accepting a reduction in work days.**

4. **Sunset the following Early Retirement/Golden Handshake option out of the collective bargaining agreement, effective July 1, 2012:**

“Early Retirement/Golden Handshake:

Classified unit members with a minimum of 25 years of experience five (5) years with the District/County, who have reached the age of 55, may elect in writing to take advantage of their choice of one (1) of the following offers:

- A. One (1) year of retiree health and welfare benefits (at the tiered rate as required by health care provider) for medical, dental and vision plans for the retiree, spouse and family, or
- B. \$12,064.50 A lump sum dollar amount per year (taxable) for the term of one (1) year.

This Golden Handshake is contingent upon formal written notification of retirement /resignation being submitted on or before April 15 of the last year of service. This offer must be formalized to show a savings to the employer on a case-by-case basis.”

Add language: “*Full-time 1.0 FTE employees in current active status as of July 1, 2012, shall be grandfathered into the early retirement/golden handshake option offered through July 1, 2012, and remain eligible until CalPERS retirement and separation from District/County employment.*”

SPCEA Employees agree to sunset the Early Retirement/Golden Handshake language.

SPCEA is agreeable with change to 1.0 FTE language to grandfather current employees.

5. 2012-2013 Retirement Incentive

For the 2012-2013 school year, a full-time Classified employee with a minimum of twenty-five (25) years experience with the District or SCOE and who has reached the age of 55 by July 1, 2012, OR a full time Classified employee who has a combination of 75 years of service with the District or SCOE and age (CalPERS creditable service and age at July 1, 2012), are offered a choice of one (1) of the following:

- A. One (1) year of retiree health and welfare benefits (at the tiered rate as required by health care provider) for medical, dental and vision plans for the retiree, spouse and family, capped at the employer dollar contribution in the year of the unit member's final year of service; or
- B. \$12,064.50 lump sum dollar amount per year (subject to federal tax, state tax, social security and Medicare) for the term of one (1) year.

This one-time early retirement incentive offer is contingent upon formal written notification of retirement being submitted to the superintendent on or before **July 1, 2012**. A Classified employee must commit to an effective irrevocable retirement date of not later than November 1, 2012. This offer must be formalized to show a savings to the employer on a case-by-case basis. Offer sunsets July 1, 2012.

A retired employee is a person who is receiving or has applied to receive monthly benefits from the California Public Employees Retirement System (CalPERS) effective within 60 days from the unit member's final date of employment with the District/SCOE.

In addition to Option A or B of the 2011-2012 Retirement Incentive, a \$5,000 lump sum dollar amount will be offered to the employee if an irrevocable "letter of retirement" is received by the District or SCOE Superintendent no later than July 1, 2012, at 5:00pm. The lump sum dollar amount is subject to federal tax, state tax, social security and Medicare, and is payable to the employee no later than January 31, 2013.

SPCEA is agreeable to the retirement incentive offer.

- 6. ARTICLE IV, VACATION:
Restructure vacation leave entitlement effective July 1, 2012

"Annual vacation leave for classified employees shall be on a monthly accrual method. Part-time positions shall receive a pro-rated portion of the following full time entitlement:

YEARS OF SERVICE	ANNUAL VACATION ENTITLEMENT	MONTHLY ACCRUAL
One to Five Years	Ten working days (80) hours	6.667 hours
Six to Ten Years	Fifteen working days (120 hours)	10. hours
Eleven Plus Years	Twenty working days (160 hours)	13.334 hours

All vacation leave shall be taken at a time convenient to the Employer with prior approval of the employer. An Employee shall use his/her annual vacation entitlement in the year earned or in the following year.

Full-time and part-time employees eligible for vacation entitlement and in current active permanent or probationary status as of July 1, 2012, shall be grandfathered into the current collective bargaining unit vacation leave entitlement language, concluding June 30, 2012.”

SPCEA is agreeable to the change in vacation accrual.

7. Revisions and/or language clarification of Collective Bargaining Agreement articles as mutually agreed upon by both employer(s) and collective bargaining unit.

SPCEA mutually agrees to work with the Employer to update the Collective Bargaining Agreement Articles.

Duration of Agreement: July 1, 2012 to July 1, 2015

8. **SPCEA agrees that negotiations for 2012-2013 shall be closed but agree to meet and confer to discuss issues of mutual concern.**

Re-Openers for 2013-2014 School Year

1. DAYS AND HOURS OF EMPLOYMENT
 - a. Reduction in the 2013-2014 work day calendar
2. ARTICLE III, HEALTH BENEFITS
3. SALARY
4. Revisions and/or language clarification of Collective Bargaining Agreement articles as mutually agreed upon by both employer(s) and SPCEA.

Presented to: Sierra County Board of Education, June 12, 2012

Sierra-Plumas Joint Unified School District Governing Board, June 12, 2012