



2018-19 Proposal #2 / January 15, 2019

Article #25 - Health and Welfare Benefits

Family Plan Health Coverage- Annual District Contribution of:

- Employee Only = \$8,796.50
- Employee + One = \$14,167.30
- Employee + Family = \$18,668.10

The District increase to the Family Plan Health Coverage will result in the following monthly (ten month) out of pocket expense for bargaining unit members for SISC Plan 80 J:

- Employee Only = \$0.00
- Employee + One = \$280.00
- Employee + Family = \$500.00

.40% cost to the District (\$96,324)

* Will return insurance out-of-pocket expense to 2015/16 levels

- District Contribution to Begin Retroactive Effective July 1, 2018

Article #26 - Compensation

- 1) Increase the Certificated Salary Schedule by 7.5% retroactive to July 1, 2018
- 2) Revision of #6 on "Information Concerning Teacher Salaries" shall read: Units obtained from upper division or graduate courses taken concurrently with those required for the bachelor degree, ~~with permission of the college or university of attendance~~ and which are in excess of those required of the bachelor degree, shall be counted for purposes of placement on the salary schedule. For purposes of columns G and H, BA+60 & MA and BA+75 & MA shall be defined as 60 and 75 graduate units with a Master's degree earned anywhere within the post Baccalaureate graduate sequence whichever best benefits the employee.
- 3) Increase base 1-3 of the Extra Duty Schedule by 25%
Rationale: Central District increased extra duty schedule by 25% in 2017/18
- 4) Create the position of Imperial High School Pop Culture advisor with the Responsibility Factor of 0.030
 - Base #1 - \$1,563
 - Base #2 - \$1,586
 - Base #3 - \$1,609

- 5) Create the position of Imperial High School Interact advisor with the Responsibility Factor of 0.030
Base #1 - \$1,563
Base #2 - \$1,586
Base #3 - \$1,609
- 6) Add an additional high school assistant track coach with a Responsibility Factor of 0.045
Rationale: Central & Brawley Districts have 3 assistant track coaches
Base #1 - \$2,344
Base #2 - \$2,378
Base #3 - \$2,413
- 7) Change the current stipend for the position of Frank Wright Coaches for Teams A and B for Boys Soccer, Boys basketball, Boys Softball, Girls Volleyball, Girls Basketball, Girls Softball, Co-Ed Track, FNL and Cheerleader Advisor to a responsibility factor of 0.0281
Base #1 - \$1,464
Base #2 - \$1,485
Base #3 - \$1,507
- 8) Certificated bargaining unit members who teach grades 6-8 physical education classes shall receive \$750 per semester to compensate for the large number of 6th grade students they serve per week.
- 9) In the contract section titled "Information Concerning Teacher Salaries", change number 10 to read: "Agricultural teachers shall receive 20% in addition to the regular pay and only an Agricultural teacher can serve as an FFA advisor."
- 10) Revision of #12 on "Information Concerning Teacher Salaries" shall read: Special education teaching assignments shall receive \$3,500 in addition to the regular pay for teachers holding at least a preliminary special education credential

11. **One-Time Retirement Incentive**

Upon retirement, the District agrees to provide a one-time, Supplemental Retirement Incentive, equal to the amount of the employee's current regular annual pay, via a District purchased five year annuity, to be distributed monthly to the retiree over a period of sixty (60) consecutive payments.

To be eligible for this retirement incentive, an employee, upon completion of their 2018-19 contract, must be a minimum fifty five (55) years old, have served a minimum twenty five (25) years of service in the District, be eligible for retirement under STRS regulations and have given written notice to the District of retirement, effective at the end of the 2018-19 school year contract and retire from the District at that time.

*** Items # 2 through 10 retroactive to July 1, 2018**

"Do the Math; Best Teachers = Best Schools"