



## 2018-19 Proposal #3 / January 16, 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 7.0% 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) Replace the position of Imperial High School F.N.L. with Pop Culture advisor with the Responsibility Factor of 0.0188
  - Base #1 - \$999
  - Base #2 - \$1,014
  - Base #3 - \$1,028

- 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~~, Boys Flag Football, Girls Volleyball, Girls Basketball, Girls Softball, Co-Ed Track, FNL and Cheerleader Advisor to a responsibility factor of 0.0281  
 \* Eliminate middle school coaches for Teams A and B for Boys softball and replace with Teams A and B for flag football  
 Base #1 - \$1,464  
 Base #2 - \$1,485  
 Base #3 - \$1,507
- 8) Revision of #12 on "Information Concerning Teacher Salaries" shall read: Special education teaching assignments shall receive \$2,500 in addition to the regular pay for teachers holding at least a preliminary special education credential

9) **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 8 retroactive to July 1, 2018**

**Add the following when the District opens Cross Elementary School:**

Cross Safety Patrol, Cross Yearbook Advisor, Cross Student Council Advisor, Student Study Team Assignments (each team limited to a total of 3 members made up of 2 regular members and 1 coordinator – Cross K-2 Team, Cross 3-5 Team). All positions responsibility factors for Ben Hulse and Waggoner positions. Anticipated opening date is August 2019.