



2018-19 Proposal #4 / January 24, 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 6.0% 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) 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

6) 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

7) Revision of #12 on "Information Concerning Teacher Salaries" shall read: Special education teaching assignments shall receive \$2,000 in addition to the regular pay for teachers holding at least a preliminary special education credential

**** 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.

"Do the Math; Best Teachers = Best Schools"