



Tentative Agreement Bargaining FAQ

Please reference the [Tentative Agreement signed on December 3, 2015](#).

Compensation

What is the total compensation for this year?

Total compensation for the 2015-2016 school year is 4% plus an increase to the medical contribution. There was a 3% increase to all TVEA salary schedules on July 1, plus an increase to the medical contribution by the district.

What is in the Tentative Agreement is an additional increase of 1% to the TVEA salary schedules effective January 1, 2016. In addition, every TVEA member will receive a one-time 1% bonus of their annual salary prorated for their days of service. This is why it is described as retro to July 1, 2015.

When can I expect to see the compensation increase and 1% bonus?

The agreement must be ratified first by TVEA and then can be approved by the TVUSD Board of Trustees in January. You can expect to see the increase to the salary schedule reflected on the January 29th pay warrant. Fiscal services anticipates the 1% bonus will be reflected on the February 29th pay warrant.

How will the 1% bonus be credited in STRS?

The 1% off-schedule payment depends on if the STRS member is a classic member or PEPRA member (Joined STRS after January 1, 2013, after the PEPRA retirement reform measures were passed).

- Classic member- the 1% off-schedule payment will be creditable to the Defined Benefit Supplement Program (DBS) account. [Learn more about DBS](http://www.calstrs.com/defined-benefit-supplement-program).
(<http://www.calstrs.com/defined-benefit-supplement-program>)
- PEPRA member, the 1% off-schedule payment is non-creditable. [Learn more about PEPRA](http://www.calstrs.com/whats-new/pension-reform-impacts-calstrs). (<http://www.calstrs.com/whats-new/pension-reform-impacts-calstrs>)

TVUSD's payroll system will automatically handle the proper reporting based on your hire date.

Medical Bridge

What is this?

This is a new component to the TVEA/TVUSD contract that would allow members who fit the program eligibility criteria to utilize a five (5) year medical bridge to Medicare eligibility (65 years of age).

Is this a one-time offer?

No. The retirement bridge is in the contract and will remain available to members for any year that it remains in the contract.

How do I know if I qualify?

At the time of retirement members must:

1. Be fifty-five (55) years of age.
2. Have fifteen (15) years of full-time service in the TVUSD. (Partial years are included)
3. Participated in the Health and Welfare insurance for the past ten (10) years.
4. Submit letter of retirement no later than March 30 of the school year retirement is to take effect.

What is the program?

A retiree may utilize up to five (5) years of medical coverage, for which the Bridge Medical benefit cost will be locked in for the duration at the lowest cost HMO medical premium at the time of retirement without exceeding the bargained medical cap or until 65 years of age.

What would the program pay if I retire this year?

Retirement Benefits for individual retiring June 30, 2016		Monthly	Annual
Lowest Active HMO Rate Converted to a Single Party Rate	Defined program for up to five (5) years or age 65	\$541.00	\$6,492.00
	Current Cost of Least Expensive Retiree HMO Plan	\$478.00	\$5,736.00
	Benefit Differential	\$63.00	\$756.00

What is the Bridge Medical defined program benefit for next year?

As rates change on a yearly basis, next year's benefit will be locked at the "Lowest active HMO medical premium at the time of retirement." This year the converted value of the lowest active HMO plan in this year's SISC pricing (Anthem Full Network Classic (20/40/250) option)

to a single-party rate, the value per month is \$541. Thus, the annual allowance for this year's retirees would be \$6,492. Next year the same process will be followed. The differential amount may be used toward purchasing an alternative Medical and/or Dental/Vision Plan. Any unused monthly funds do not carry over.

Do I have to take the lowest cost HMO plan?

No there are a variety of different plans available. You may choose to purchase up or add another individual in your family, but you will have to pay the difference out of pocket.

What plans are available?

Please reference the [2015-2016 Retiree Health Insurance](http://www.tvusd.k12.ca.us/cms/page_view?d=x&piid=&vpid=1436254093857) page.
(http://www.tvusd.k12.ca.us/cms/page_view?d=x&piid=&vpid=1436254093857)

Please reference the [2015-2016 Retiree Health Insurance Premiums](http://tvusd.ca.schoolloop.com/file/1303568751947/1400653992484/779516852711770188.pdf).
(<http://tvusd.ca.schoolloop.com/file/1303568751947/1400653992484/779516852711770188.pdf>)

Is there any out of pocket costs the first year or thereafter?

Since rates are locked in at the time of retirement, rates have increased in ensuing years between 6-10%. The defined program has a small cushion for increase if the member takes the least expensive retiree HMO plan. If a member chooses a different plan, the member will pay the difference between the \$541 monthly cost and the chosen plan.

What if I have a spouse that will continue to work in the TVUSD?

Since the TVUSD currently has composite rate which covers the entire family, the Medical Bridge Program amount, this year \$541, can be applied to cover your spouse's monthly out-of-pocket premium, and later converted to a retirement plan if needed. The dual employee discount will no longer be applicable.

Can I delay the five (5) year utilization window?

You may delay the five (5) year utilization window if you remain in the TVUSD medical pool through a TVUSD employed spouse. For example, you retire at age 58, and remain in the TVUSD insurance pool through a spouse for two years. At age 60, you can activate the medical bridge program of five (5) years. Your rate will be locked at the year you retired.

When will the Bridge Medical Program benefit end for an individual?

The retiree medical rates are month to month, and will end the month the employee ages 65 or after five (5) years.