

**Tentative Agreement  
Between the  
Temecula Valley Unified School District  
And The  
Temecula Valley Educators Association CTA/NEA  
December 3, 2015**

**ARTICLE 7: COMPENSATION AND BENEFITS**

**7.1 COMPENSATION - SALARY AND STIPENDS**

**7.1.1** Compensation for the 2015 through 2017 school years will be according to Appendices B-1, B-2, B-3, B-4, B-5 and B-8.

Effective July 1, 2015, Appendices B-1, B-2, B-3, B-4, B-5 and B-8 will be increased by 3.0%. By October 1, 2015, the parties will reopen Article 7 for the 2015-2016 school year to negotiate regarding any increased Gap funding.

**December 3, 2015**

**The parties agree to an additional 1% ongoing salary schedule increase effective January 1, 2016, and an off schedule bonus equivalent to 1% of a bargaining unit member's July 1, 2015 annual salary paid in one lump sum to all employees who are currently employed by the District as of the date of execution of the agreement. A partial year's service shall be prorated and based on the bargaining unit member's initial salary.**

**7.1.2** The Extra Duty Stipend Schedule, Appendix C-1 shall be amended to reflect any changes made to Appendices B-1, B-3, B-4, B-5 and B-8. Any CIF sanctioned and TVUSD Board of Trustees approved sports teams requiring coaches will be automatically included on the Extra Duty Stipend Schedule, Appendix C-1 or C-2.

Effective July 1, 2015, the salary Appendix C-2, Direct Student Instruction: Home teaching shall be at the rate of \$51.79 per hour.

**7.1.3** Unit members will be paid twelfthly.

**7.1.4** Special Education unit members referenced in Section 5.6.1.3 shall receive an annual stipend in the amount of \$1500 to be paid twelfthly in accordance with Section 5.6.1.2.

**7.1.5** The District and the Association negotiations teams shall form an Ad-Hoc Budget Committee. The Committee will collaborate in an effort to reach consensus regarding a recommendation for compensation to the Association and District negotiations teams. In order to achieve this goal, the Committee shall collaboratively analyze the budget. The result of the Committee meetings will be

**reported to the negotiations teams irrespective of whether consensus is reached. The committee will adopt and amend by-laws that govern their committee.**

## **7.2 HEALTH AND WELFARE BENEFITS**

**7.2.1** The District contribution limit to the cost of medical, dental and vision insurance premiums per each eligible, full-time unit member and his/her dependents shall be \$790.58 per month (twelfthly) effective for the 2015-2016 school year. Payment of any additional medical, dental or vision insurance premium costs shall be paid by the individual unit member, (Appendix B-6).

If the preliminary estimate for health benefits for the 2015-2016 fiscal year exceeds the contribution limit, after adding in the funds from the insurance reserve, the IAC will be convened to develop plan and coverage modifications.

**7.2.3** The District shall establish an Insurance Advisory Committee (IAC) for the purpose of researching available options and cost economies to maximize plan benefits and minimize premium costs to the District and employee participants. TVEA will appoint five (5) members to the IAC. The District shall provide the IAC and TVEA with relevant data within a reasonable time of the request concerning the health and welfare costs, experience, and plan expenses. The IAC shall meet as needed. It shall solicit proposals and estimates, study costs of providing insurance coverage and usage by District employees, and shall make recommendations to their respective employee units.

**7.2.4** If, through the IAC and negotiations process, there are changes to the health insurance plans with the current carrier, the parties must complete negotiations and provide notification to the District at least seventy-five (75) calendar days before the coverage start date. In the event of a carrier change, negotiations must be completed and provide notification to the District at least ninety (90) calendar days in advance of the start date for the health plans of the new carrier. These notification timelines are intended to provide employees, at a minimum, a two week open enrollment period.

## **7.5 RETIREE HEALTH AND WELFARE BENEFITS**

**[This retiree benefit provided under this proposal shall take effect commencing in the 2016-2017 school year. Additionally, this proposal is not a salary percentage increase for TVEA members.]**

**To qualify for this benefit, a retiring bargaining unit member must be at least fifty-five (55) years of age, and have fifteen (15) years of full-time service in the District as of the date of retirement. Partial years of service may be counted to reach fifteen years of full time service. For example, two years at 50% service will amount to one year of full time service. The retiring bargaining unit member must have participated in H&W insurance for the past 10 years with the District. Further, the retiring bargaining unit member must submit his/her letter of retirement no later than March 30 of the school year that he/she retires, and the retirement must be effective at the end of that school year.**

**The retiree benefit paid by the District shall not exceed the cost of the lowest active HMO medical premium at the time of retirement; however, in no event shall the benefit exceed the District's health and welfare contribution limit for each bargaining unit member. The retiree benefit shall only be applied towards the purchase of a health and welfare benefits package (including health, dental and vision). The benefit shall be paid for the lesser of five (5) years or until the retiree attains Medicare age eligibility (i.e. 65 years of age).**

**For those eligible retirees who wish to extend medical coverage beyond five (5) years in order to reach Medicare eligibility, they may do so at their own cost. For those eligible retirees who wish to include an eligible family member in their plan, they may do so at their own cost. For those eligible retirees who wish to purchase a plan that costs in excess of the lowest HMO medical premium at the time of retirement, they may do so with the excess cost absorbed by the retiree.**

**In the event of the death of the retiree during the retirement benefit coverage period, any surviving eligible spouse or dependent may continue to participate in the health coverage plan in accordance with and subject to applicable law, with the entire cost of the coverage incurred by the surviving eligible spouse or dependent.**

**If a financial contribution from the retiree is required in order to maintain benefits during the retiree health and welfare benefit period, it is expected that the payments will be made on time. Payments not received on or before the due date in the office of Risk Management will be considered late. Should a retiree twice be late in paying his/her contribution, he/she will be required to deposit six months of contributions ahead of time. Should a retiree three times be late in paying his/her contributions, he/she will be dropped from coverage and no further benefits will be made available.**

**For any bargaining unit member who retires under this program and whose spouse remains employed by the District, the retiree may be carried on the spouse's medical plan. There would no longer be the "dual spouse discount" offered by the District, but the retiree could opt to use the cash equivalent of the lowest cost HMO to lower the cost of the active spouse's monthly premium(s) for a period of no more than five (5) years or until the unit member attains Medicare age eligibility (i.e. 65**

