

**SIERRA COUNTY SUPERINTENDENT OF SCHOOLS and SIERRA-PLUMAS JOINT
UNIFIED SCHOOL DISTRICT GOVERNING BOARD (District)**

SIERRA-PLUMAS CERTIFICATED ADMINISTRATION EMPLOYEES' MEMBERS

COUNTER PROPOSAL

Presented June 12, 2012

2012-2013 FISCAL YEAR:

1. SALARY

- a. No increase in the Administrator employee salary schedule

Certificated Administration Employees have no objection.

2. HEALTH BENEFITS

- a. The Employer (District and SCOE) proposes to cap the Employers' contribution in the amount of \$13,840.50 per year per employee toward the premiums and/or Health Savings Account contributions for health insurance plans (medical, dental, vision and life) on a composite rate.

Certificated Administration Employees have no objection to the Employer cap contribution.

Certificated Administration Employees agree to an open enrollment into TCSIG structured plans on a composite rate, including Consumer Driven High Deductible Plan (CDHD) and Health Savings Account (HSA) options are viable. Certificated Administration Employees require that HSA contributions, for participating employees, are contributed in equal installments over 11 or 12 months, whichever applies to the position.

3. DAYS AND HOURS OF EMPLOYMENT

- a. The Employer proposes to reduce the 2012-2013 work year calendar by 6 (six) work days. The Administrators' contracts will be reduced accordingly. The work year reduction shall not affect the accrual of sick leave. Each members' pay reduction as a result of this work-year reduction shall be applied evenly over each pay period during the relevant school year.
- b. Change of work year calendar is conditional on all employee groups (classified, certificated, administrators, confidential) accepting the reduction in work days.

- a. Certificated Administration Employees accept no concession with change of 2012-2013 work year calendar.
- b. Certificated Administration Employees agree to re-address the options in November 2012 following confirmation of fiscal state and federal revenues. Acceptance of any change in work year calendar is conditional on all employee groups accepting a reduction.

4. **Sunset the following Early Retirement/Golden Handshake option effective July 1, 2012:**

“Golden Handshake
Early Retirement/Golden Handshake

Certificated employees with a minimum of 25 years of experience five (5) years with the District/County, who have reached the age of 55, may take advantage of their choice of one (1) of the following offers:

- A. Three (3) years of retiree health and welfare benefits (at the tiered rate as required by health care provider) for medical, dental and vision plans for the retiree, spouse and family, capped at the employer dollar contribution in the year of the unit member’s final year of service.
- B. A lump sum dollar amount per year (taxable) for the term of three (3) years set at the dollar contribution per paragraph “A” about made by the employer in the year of the unit member’s final year of service.

This early retirement is contingent upon formal written notification of retirement being submitted to the superintendent on or before March 10th of the last year of the member’s year of service. This offer must be formalized to show a savings to the employer on a case-by-case basis.

A retired employee is a person who is receiving or has applied to receive monthly benefits from the State Teachers’ Retirement System (CalSTRS) effective within 60 days from the unit member’s final date of employment with the District/County.”

Add language: “Full time employees in current active status as of July 1, 2012, shall be grandfathered into the early retirement/golden handshake option offered through July 1, 2012, and remain eligible until CalSTRS retirement and separation from District/SCOE employment.”

Certificated Administration Employees have no objection.

Re-Openers for 2013-2014 School Year

1. DAYS AND HOURS OF EMPLOYMENT
 - a. Reduction in the 2013-2014 work day calendar
2. ARTICLE III, HEALTH BENEFITS
3. SALARY
4. Develop language for bargaining agreement articles as mutually agreed upon by both employer(s) and administrative unit.

Presented by: Sierra County Board of Education, June 12, 2012

Sierra-Plumas Joint Unified School District Governing Board,
June 12, 2012