

CONFIDENTIAL EMPLOYEES COUNTER PROPOSAL TO THE  
**SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT GOVERNING BOARD (District)  
AND SIERRA COUNTY SUPERINTENDENT OF SCHOOLS**

Presented June 12, 2012

**2012-2013 FISCAL YEAR:**

**1. SALARY**

- a. No increase in the Confidential employee salary schedule

Confidential 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.

Confidential Employees have no objection to the Employer cap contribution.

Confidential 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. Confidential 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 unit members' agreement will be reduced accordingly. The work year reduction shall not affect the accrual of sick leave or district leave days. Each member's 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. Confidential Employees accept no concession with change of 2012-2013 work year calendar.
- b. Confidential 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 out of the Confidential Employees agreement, effective July 1, 2012:**

“Early Retirement/Golden Handshake:

Confidential unit members with a minimum of 25 years of experience five (5) years with the District/County, who have reached the age of 55, may elect in writing to take advantage of their choice of one (1) of the following offers:

- A. One (1) year 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, or
- B. \$12,064.50 A lump sum dollar amount per year (taxable) for the term of one (1) year.

This Golden Handshake is contingent upon formal written notification of retirement /resignation being submitted on or before April 15 of the last year of service. This offer must be formalized to show a savings to the employer on a case-by-case basis.”

***Add language:*** “*Full time Confidential employees and Confidential employees working a minimum of .5 FTE (20 hours weekly), 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 CalPERS retirement and separation from District/County employment.*”

Confidential Employees counter offer with additional language to include current employees working a minimum of .5 FTE (20 hours weekly) shall be grandfathered into the early retirement/golden handshake.

5. **2012-2013 Retirement Incentive**

For the 2012-2013 school year, a full-time Confidential employee with a minimum of twenty-five (25) years experience with the District or SCOE and who has reached

the age of 55 by July 1, 2012, OR a full-time Confidential employee who has a combination of 75 years of service with the District or SCOE and age (CalPERS creditable service and age at July 1, 2012), are offered a choice of one (1) of the following:

- A. ~~One (1)~~ **Two (2)** 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; or
- B. ~~\$12,064.50~~ **\$13,840.50** lump sum dollar amount per year (subject to federal tax, state tax, social security and Medicare) for the term of ~~one (1)~~ **two (2)** years.

This one-time early retirement incentive offer is contingent upon formal written notification of retirement being submitted to the superintendent on or before **July 1, 2012**. A Confidential employee must commit to an effective irrevocable retirement date of not later than November 1, 2012. This offer must be formalized to show a savings to the employer on a case-by-case basis. Offer sunsets July 1, 2012.

A retired employee is a person who is receiving or has applied to receive monthly benefits from the California Public Employees Retirement System (CalPERS) effective within 60 days from the unit member's final date of employment with the District/SCOE.

~~In addition to Option A or B of the 2011-2012 Retirement Incentive, a \$5,000 lump sum dollar amount will be offered to the employee if an irrevocable "letter of retirement" is received by the District or SCOE Superintendent no later than July 1, 2012, at 5:00pm. The lump sum dollar amount is subject to federal tax, state tax, social security and Medicare, and is payable to the employee no later than January 31, 2013.~~

**Confidential Employees counter offer:**

- A. **Two (2)** 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; or
- B. ~~\$12,064.50~~ **\$13,840.50** lump sum dollar amount per year (subject to federal tax, state tax, social security and Medicare) for the term of ~~one (1)~~ **two (2)** years.

Confidential Employees counter offer with zero (0) lump sum dollar incentive exclusive of the \$13,840.50 for two years option.

6. ARTICLE IV, VACATION:

Restructure vacation leave entitlement effective July 1, 2012

“Annual vacation leave for Confidential employees shall be on a monthly accrual method. Part-time positions shall receive a pro-rated portion of the following full time entitlement:

<u>YEARS OF SERVICE</u>	<u>ANNUAL VACATION ENTITLEMENT</u>	<u>MONTHLY ACCRUAL</u>
One to Five Years	Ten working days (80) hours	6.667 hours
Six to Ten Years	Fifteen working days (120 hours)	10. hours
Eleven Plus Years	Twenty working days (160 hours)	13.334 hours

All vacation leave shall be taken at a time convenient to the Employer with prior approval of the employer. An Employee shall use her/his annual vacation entitlement in the year earned or in the following year.

Full-time and part-time employees eligible for vacation entitlement and in current active permanent or probationary status as of July 1, 2012, shall be grandfathered into the current collective bargaining unit vacation leave entitlement language, concluding June 30, 2012.”

Confidential Employees have no objection to the restructured vacation accrual.

7. The following positions will cease to be considered Confidential positions within the Sierra County Office of Education and Sierra-Plumas Joint Unified School District effective July 1, 2012:

- Receptionist/Production Secretary
- Administrative Assistant
- School Secretary
- Accounting Technician
- Payroll Clerk
- Account Technician III
- County Support Secretary (SCOE)

Future hires in above mentioned positions will be placed in the Classified Employee job category.

Full time or part-time permanent or probationary Confidential employees in current active status in the District or SCOE as of July 1, 2012, shall be grandfathered into

the Confidential employee job description without loss of status, benefits or seniority.

Confidential Employees counter offer with clarification language. Current (as of July 1, 2012) employees identified as a Confidential employee serving in a Confidential position, shall retain their transfer and “bumping” rights into future Confidential-turned-Classified position vacancies. Current (July 1, 2012) permanent full time or part-time Classified employees shall NOT have transfer nor bumping rights into a Confidential-turned-Classified position. For example, a Classified Employee, Instructional Aide, shall not have transfer or bumping rights into a vacant School Secretary position; only current Confidential employees have transfer rights into a Confidential-turned-Classified position.

8. Develop bylaws for Confidential employees as mutually agreed upon by both employer(s) and Confidential employees.

### **Re-Openers for 2013-2014 School Year**

1. DAYS AND HOURS OF EMPLOYMENT
  - a. As a mutual re-opener, Confidential Employees will consider a reduction in the 2013-2014 work day calendar contingent on all groups of employees offering a concession equitable to an eleven and twelve month Confidential employee work year.
2. ARTICLE III, HEALTH BENEFITS
3. SALARY
4. RETIREMENT INCENTIVE
5. Develop language for bargaining agreement articles as mutually agreed upon by both employer(s) and bargaining unit.

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

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

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