

**BIGGS UNIFIED SCHOOL DISTRICT
PROPOSED TENTATIVE AGREEMENT
October 9, 2013**

The proposal is intended to be accepted or denied as a package.

1. This agreement will close negotiations for 2012/2013 school year. For the 2013-2014 school year, the parties agree to re-open negotiations on compensation and up to one other article apiece.

ARTICLE IV SALARIES

Paragraph A, Appendix A as changed below:

1. 2.5% on the salary schedule (District Draft A Salary Schedule) retroactive to July 1, 2013.
2. The parties further agree to provide an off-the-schedule salary payment equal to 2.5% of annual salary to all CSEA members employed at the end of the 2012-2013 school year and still employed on the date this Agreement is ratified by the parties.

And;

ARTICLE III FRINGE BENEFITS

A. No change.

B. Health Insurance.

1. The District will pay \$500 per month for medical insurance premiums for any regular, full time employee and dependents who are eligible. The employee must choose one of the medical plans available through Butte Schools Self Funded Plan (BSSP) with any additional expense paid by the employee on a monthly basis by payroll deduction. Any savings will be paid to the employee on a monthly basis through payroll.
2. Terminations: For the duration of this Agreement, should employment terminate, coverage under this health insurance plan shall terminate at the end of the month in which the employee last was in paid status.

Employees may have additional rights not covered by the Agreement under Federal statute (COBRA) and are advised to check with the District Office.

3. Surviving Spouse Coverage: A surviving spouse of an employee shall be eligible for continued health insurance coverage, contingent upon approval of the insuring company and upon submission of month-to-month premium payment in advance by the surviving spouse to the District at the group rate. The District will make no contribution towards such health insurance coverage.

Employees may have additional rights not covered by the Agreement under Federal statute (COBRA) and are advised to check with the District Office.

4. Retirement Coverage: The District shall provide health insurance premiums for retired employees and their dependents for the life of this Agreement, pursuant to the following conditions:
 - a. Employees hired by January 1, 2014, shall have attained a minimum age of 50 years. Employees hired after January 1, 2014 shall have attained a minimum age of 55 years.
 - b. Employees hired by January 1, 2014 shall have provided a minimum of ten (10) years of continuous service in the Biggs Unified School District. Employees hired after January 1, 2014 shall have provided a minimum of fifteen (15) years of continuous service in the Biggs Unified School District.
 - c. For employees who retire prior to June 30, 2015, the amount the District will contribute towards retiree medical premiums shall be capped annually at \$15,000.00.
 - d. For employees hired prior to January 1, 2014 who retire after June 30, 2015, the amount the District will contribute towards retiree medical premiums shall be capped annually at \$12,000.00.
 - e. For employees hired after January 1, 2014, the amount the District will contribute towards retiree medical premiums shall be capped annually at \$8,400.
 - f. The employee shall be included in the program for a maximum of five (5) years, or when eligible for Medicare, whichever comes first. Coverage past the maximum shall be available at employee expense.
 - g. The employee shall apply for MediCare when eligible.
 - h. The surviving spouse of a retired employee shall be entitled to any unused benefits under Section "f" above, with the same restrictions.
 - i. In the event national health care reform efforts presently underway result in a nation-wide program which would have an impact on retirees covered under this program, the Association agrees to meet and negotiate paragraph 4 of Article III B of this Agreement.
5. An Internal Revenue Code Section 125 Plan (I.R.S. 125 plan) or tax sheltered annuity are available at the employee's request. Selection of, and participation in, the I.R.S. 125 Plan and/or a tax sheltered annuity are subject to all applicable federal and state laws. The provider of said plan must be mutually agreed upon by the District and CSEA Chapter #268.

C. District Health Plan Available for Part-Time Employees

1. For a part-time employee who is enrolled in the District program for employee and dependents, the District shall reimburse the employee for necessary health, dental, or vision costs up to their prorated portion of \$500.00. This proration shall be based upon the number of hours in the base assignment, divided by seven, times \$500.00.

No claim may be submitted after August 15 for prior year reimbursement and there is no carry-over allowance.

2. The employee will be entitled to reimbursement for medical (to include medical, dental, and vision) expenses incurred through treatment of the employee, his/her spouse, and his/her dependents. Medical expenses for which reimbursement is allowed include:
 - a. Diagnosis, cure, mitigation, treatment, or prevention of disease, or for the purpose of affecting any structure of function of the body.
 - b. Transportation primarily for and essential to medical care referred to in a.
 - c. Qualified long-term care services.
 - d. Insurance covering medical care referred to in a, b, or c.
 - e. It is the intent of this language to also allow employees who are eligible for the reimbursement to apply this benefit to purchasing plans available to employees through the BSSP.
 - f. Part-time employees working three (3) hours or more shall be eligible to purchase any medical, dental, or vision plan available to seven (7)- hour employees in the bargaining unit.

D. Dental Insurance

1. For years 2013-2014 through 2014-15, the District will pay the full dental insurance premium for the \$2,000 maximum coverage plan 8 for any regular full time employees and dependents that are eligible.
2. For the life of the Agreement, should an employee's employment terminate, coverage under this dental insurance plan shall terminate at the end of the month in which the employee last was in paid status.

E. Vision Plan

1. For years 2013-14 through 2014-15, the District will pay the full cost of Vision Service Plan 8 insurance premium for any regular full time employees and dependents who are eligible.
2. For the life of the Agreement, should an employee's employment terminate, coverage under this vision insurance plan shall terminate at the end of the month in which the employee last was in paid status.

F. State Disability Insurance (SDI)

1. All unit employees shall participate in the State Disability Insurance (SDI) program with such participation to be at employees' cost.

2. SDI benefits are to be used in coordination with accumulated sick leave benefits. Such coordination of benefits shall not result in the payment of greater than a regular day's pay. To receive coordination of benefits, an employee must provide documentation to the District regarding benefits received from SDI.
3. Any employee receiving SDI benefits who remains on the District payroll at full pay is required to turn the endorsed insurance check in to the District Business Office.

Doug Kaelin, Superintendent

Dave North, President
CSEA Chapter #236

Date

Date