

HEALTH AND WELFARE BENEFITS

ARTICLE 19:

Unless the parties agree otherwise, all insurance benefits available under this Article will be provided only through REEP pursuant to REEP rules and regulations. Unit Members electing benefits under this Article must participate in a major medical package. The district shall ensure that one of the annual health and welfare options is a "Value Plan" that is currently offered ~~in 2014/2015~~. District contributions for less than full-time Bargaining Unit Members shall be prorated based upon the percentage of assignment set forth in the unit member's employment contract.

The District and Association shall execute a memorandum prior to the start of each benefit year setting forth those REEP plans/packages that will be available to Unit Members during the benefit year.

The Association agrees to abide by all REEP rules and regulations including but not limited to participation in a District Insurance Committee.

Each Bargaining Unit Member must decide which major medical package they will participate in during the open enrollment period prior to the commencement of the benefit year. The District will pay the actual cost of an eligible employee's health benefits up to a maximum of ~~fourteen thirteen thirteen fourteen thirteen thirteen twelve thousand, one thousand six six six seven six~~

hundred ~~fifty~~~~fifty~~~~fifty~~ dollars (\$12,600 ~~13,750~~~~13,600~~~~13,600~~~~14,100~~~~13,150~~~~13,150~~~~14,100~~~~12,600~~) per year for each eligible employee. ~~Three~~ ~~Four~~ ~~Three~~ ~~Three~~ Two thousand, six ~~one~~ ~~seven~~ six hundred ~~fifty~~~~fifty~~~~fifty~~ dollars ~~Two thousand and six hundred~~ (\$2,600 ~~3,750~~ ~~3,600~~ ~~3,600~~ ~~3,150~~ ~~4,100~~ ~~3,150~~ ~~4,100~~ ~~2,600~~) will be paid to each eligible employee who has comparable health benefit coverage through a spouse and elects to waive coverage. The savings from this waiver of benefit program shall be used to offset health benefit cost increases that occur during the year for which the waivers apply. The savings from said program shall not accumulate from year to year. It is the clear intention of the District and the Association that all of the savings generated by the waiver of benefit program shall be applied against health benefit increases during the year for which the waivers apply before any payroll deduction for premium costs is implemented. Any such payroll deduction for premium costs shall be calculated based upon the composite rate for the plan selected by the unit member.

Any equity distributions/rebates from REEP shall be placed into a separate fund, hereafter referred to as the Benefits Cost Offset Fund, Fund No. 110, to be used to offset benefit cost increases. Written concurrence of the Association President, CSEA President, and District

Superintendent are required to remove/distribute any monies from the Benefits Cost Offset Fund except for the distribution authorized below.

Each participating entity's (e.g., District, CSEA, BTA) proportionate share of any such distribution, as determined by the ratio of employee lives to overall District participating employee lives for the distribution year, shall be segregated within the separate Benefits Cost Offset Fund. However, should said segregated fund exceed 50% of District premium contributions for Bargaining Unit Members in a given fiscal year, the proportional share of the excess shall be distributed equally in the following year to all then employed Bargaining Unit Members (such distribution shall be accomplished as soon as practicable).

Any physical examination required by the District to verify illness or industrial accident

disabilities shall be at the District's expense. Unless otherwise prohibited by law, the District has the option of requiring the physical examination to be given by a District-designated examiner. Letter confirming Bargaining Unit member's health status from the Bargaining Unit members attending physician shall not fall under this paragraph.

Bargaining Unit Members shall have the option upon retirement (retirement is defined as retirement through an approved STRS/PERS Plan) of maintaining their membership in the

District's group health insurance plan by paying in advance of the due date the premium is due. Upon reaching the age at which time state or federal medical programs are available, the retiree shall discontinue participation in the District plan. (Unit Members may also be eligible for additional benefits pursuant to Article XVIII.)

ARTICLE 19.1- MEDICARE

The District will offer Medicare to those who are qualified. The expense to Bargaining Unit member will be the Medicare rate. The District will match the Bargaining Unit Member contribution, as required by Medicare law.

SALARIES

ARTICLE 21

The Certificated Salary Schedules are set forth in Appendix B.

ARTICLE 21.1- SALARIES

~~Beginning with the 2022-2023 school year, the base contract year for Unit Members will be one hundred~~

~~eighty-five (185) days. Salaries for the 2022-2023 school year will increase by 5.0% as ongoing on the salary schedule effective July 1, 2022. Additionally, a \$2,500, one-time off-salary schedule payment will be paid to Unit Members active on September 1, 2022.~~

Beginning with the 2023-2024 school year, the base contract year for all Unit Members will be one hundred eighty-five (185) days. Salaries for the 2023-2024 school year will increase by ~~7%~~8% ~~6.0%~~8.22 ~~11~~ 5.5% as ongoing on the salary schedule, effective July 1, 2023.

~~Additionally,~~

~~a 3.0%~~2.0% ~~4.0%~~5.0%, one-time off-salary schedule payment will be paid to Unit Members active on September 1, 2023.

~~As agreed upon by the Association and District effective July 1, 2019, the Local Control Funding Formula (LCFF) Supplemental and Concentration funding will continue to provide increased and improved services by recruiting and retaining certificated staff. The Local Control Accountability Plan (LCAP) will include an action item to reflect salary increases stipulated in the 2019-20 Certificated Salary~~

~~Schedule (Exhibit D) and adjusted annually based on negotiated salary schedule increase. Additionally, effective July 1, 2022 teacher salary schedule's column four (4) was recalibrated to include an increase of 4.25% as compared to column three (3) including an accelerated increase was and compressions implemented to steps fifteen (15) through twenty-one (21).~~

~~Additionally, effective July 1, 2023 the salary schedule will be adjusted as proposed, see attachment.~~

ARTICLE 21.2- HOURLY RATE

District agrees that the hourly rate will be \$52.90~~52.41~~51.92~~54.42~~ 51.76 ~~46.65~~ effective 7/1/2023 ~~7/1/2021~~. The hourly rate will increase thereafter by the same ongoing percentage

increase that is applied to the Certificated Salary Schedule.

All extra-duty shall be paid in thirty (30) minute increments, rounded up.

ARTICLE 21.3- ~~DEPARTMENT CHAIR~~ STIPEND POSITIONS


~~Department Chair and Instructional coordinator~~ sStipends are set forth in Appendix B. The stipend schedule determines the frequency and rate of compensations. The District and site administration determine the need for support of a bargaining unit member for any stipend position. Stipends will be paid on a monthly basis as earned. Members completing a portion of the stipend duration will be compensated on a prorated basis. Coaching stipends will be issued as earned on a monthly basis and athletic events beyond the regular season will be compensated on a prorated basis based on weeks of the regular season.

~~21.3 NEW TEACHER CLASSROOM STIPEND~~

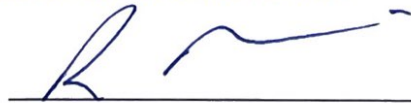
~~New teachers will receive a classroom stipend of five hundred dollars (\$500) to use toward any classroom supplies or furniture.~~

~~21.4 CLASSROOM SUPPLY REIMBURSEMENT~~

~~All unit members will receive three hundred dollars (\$300) ~~two hundred fifty dollars (\$250)~~ for classroom/office supplies and incentives at the discretion of the teacher.~~



Johnny Baker
Assistant Superintendent, HR
Banning Unified School District



Randy Robinson
Lead Negotiator
Banning Teachers Association

6/6/2023
Date

6/6 / 20 23
Date