

**Proposal of the Piner-Olivet District
March 24, 2020**

The Piner-Olivet School District presents the following package proposal. The proposal can only be accepted or rejected as a whole and cannot be accepted or rejected in part.

The District also informs the Association that it retains its right to withdraw the said proposal before acceptance based upon the changed *economic circumstances*, including but not limited to COVID-19, and/or enrollment drops.

The specifics of the package proposal are as follows:

1. The term of the agreement will be from July 1, 2019 through June 30, 2022.
2. The District and the Association agree to the leave language that modifies existing language to incorporate parental leave as required by California law, attached hereto as Attachment 1.
3. The District and the Association agree to the calendar adopted and approved by the Governing Board on February 12, 2020, for 2020-2021. The District and Association will follow their past practice to establish and publish the calendar for 2021-2022.
4. The District and Association agree to maintaining the status quo with the current language in Articles regarding Teaching Hours (Article VI), Class Size (Article VIII), Evaluations (Article XI).
5. The Parties agree to extend the MOUs regarding 1) support for 4-6 grade teachers, 2) TK-6 teaching hours, 3) Kindergarten and TK teacher workday, 4) Collaborative Time at Northwest Prep, and 5) Shortened Wednesdays as is, for two years, i.e., through the duration of this agreement. The MOUs will sunset on June 30, 2022, unless mutually extended or negotiated.
6. The District will increase the salary schedule in the following ways:
 - 6.1 Effective July 1, 2019, the District will place a 5% across the board salary increase on all salary schedules for the Association.
 - 6.2 Effective July 1, 2020, the District will place a 5% across the board salary increase on all salary schedules for the Association.
 - 6.3 Effective July 1, 2021, the District will place a 5% across the board salary increase on all salary schedules for the Association.
7. Effective October 1, 2020, the District will increase its employer contribution to the health care plans. The new employer contribution rate for a full time FTE will be as follows:
 - 7.1 The District will contribute **\$850 per month** for single employee coverage. At no point, would the District employer contribution not cover the individual employee under Kaiser single rates.

- 7.2 The District will contribute \$1000 **per month** for employee plus one coverage.
- 7.3 The District will contribute \$1200 **per month** for family coverage.

For employees working less than full time, the employer contribution cap will be pro-rated according to the FTE.

8. The District and the Association will create a subcommittee to examine utilization of CalPERS. The subcommittee will present its work regarding options, cost, viability and implementation timelines to the District and Association for bargaining as part of the successor agreement beginning July 1, 2022.

9. The District will provide bargaining unit members with "The Standard" long-term disability benefits. The coverage amount will be for a period of no more than 12 months per full time FTE. The District contribution to the long term-disability policy will be prorated for less than full FTE.

Two items are noted:

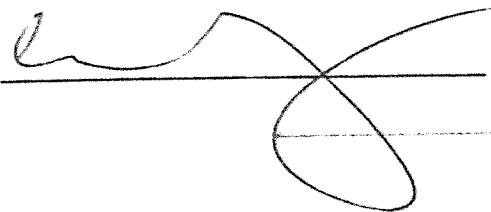
- 1. The premium for "The Standard" is pro-rated because premiums are based on a unit member's salary and if a unit member is working less than 1 FTE, their salary would reflect the reduced FTE which premiums are then calculated on.
- 2. The District continues to provide the Kaiser High Option plan for Single Coverage as stated in number 7.1 above.

Dated: 3/26/20

By:

For the District

Carmen Diaz-French



Julie James Brady
3-27-20
POEA