

Tentative Agreement between TUTA and TUSD

18.1 SALARY 2017-18

The salary schedules for all members shall reflect a 3.25% increase to all rates and schedules effective January 1, 2018.

New salary schedule for 7.0 hour day for Program Specialist.

New salary schedule for 7.0 hour day for District Nurse.

New salary schedule for 7.5 hour day for Psychologists and Speech/Language Pathologists.

18.2 FRINGE BENEFITS

During the term of this Agreement, the following plans of health and welfare benefits shall be provided for the members of the unit on an annualized basis. Coverage shall begin January 1 of each school year or beginning the month following the start of employment if hired after September. Unit members who are hired after the beginning of the school year shall receive benefits on a pro-rata basis.

- (a) Group Vision Care Plan C — \$20 deductible
- (b) Group Level Term Life Insurance Plan with Basic Life Benefits of \$40,000.
- (c) Delta Dental Service — \$1,500 cap per year for active employees.  
\$1,000 cap per year for retirees.  
Orthodontia coverage for dependent children.

(d) Health Plans

The District shall contribute a monthly sum for the coverage of eligible dependents in a medical health plan selected from those listed below. Effective January 1 2018, the monthly sum including the cost of the employee coverage shall not exceed \$575 (\$6,900/annually).

- Kaiser HMO \$10
- Kaiser HMO \$20
- Kaiser Deductible HMO
- Kaiser HSA \$2600
- Sutter Health Plus HMO \$10
- Sutter Health Plus HMO \$20
- Sutter Health HSA 20%
- Western Health Advantage \$10
- Western Health Advantage \$20
- Western Health Advantage HSA \$3600

Effective July 1, 2016, members of the unit not subscribing to the above health plans are eligible to receive \$225 per month in lieu of medical coverage (\$2,700/annually). Payments made in lieu of medical coverage will not be available to members hired on or after July 1, 2018.

When two Unit Members are married to each other and choose medical coverage through TUSD, both unit members shall be entitled to receive the full \$575 (\$6,900/annually) to be applied toward their choice of Single, Two-party, or Family Health insurance premium.

18.2.1 IRS SECTION 125 FLEXIBLE BENEFIT PROGRAM

On November 1, 1992, the Travis Unified School District began providing an IRS Section 125 Flexible Benefit Program through a third party administrator. Effective 10-1-94, Dependent Day Care was added to the Section 125 Flexible Benefit program.



Hold Harmless Clause: In respect to any possible lack of follow-through, changes in IRS codes, or need for change of party administrator, the employees and CTA/NEA shall hold the Travis Unified School District harmless.

### 18.3 RETIREMENT OPTION

As long as there is agreement by our Health Care Providers, the District will offer retirees and those on disability the option to continue their TUSD benefits after retirement at their own expense.

## CURRICULUM RATE

### 18.5 HOURLY RATE OF PAY

The rate of pay will be thirty-five dollars and twenty cents (\$35.20) per hour effective January 1, 2018 for the following activities performed outside the duty day:

- a. Home Hospital Teaching
- b. Adult Education
- c. Driver Education
- d. Work Experience
- e. Kindergarten Testing
- f. Curriculum Work
- g. Staff Development Trainers, including 1 hour of preparation compensation for every two (2) hours of training
- h. Adjunct Duty which exceeds requirement (Article 7.6; prior approval required)
- i. I.E.P. meetings after the duty day (per 18.7)
- j. Grant Coordinator - shall be paid for administration of the entire grant for that school year up to the maximum amount allowed by the specific grant. This stipend shall be funded by the grant. This excludes staff who are given release time funded by the grant.

These activities/assignments shall be voluntary on the part of the members of the unit.

The manner and method of payment of the above hourly rates shall be based upon District past practice.

### 18.6 HOURLY RATE OF PAY - SATURDAY STUDY PROGRAM

The hourly rate of pay will be at the current hourly rate. Hours on any one Saturday shall not exceed four (4) hours. Student class size shall not exceed fifteen (15) students per day.

### 18.7 I.E.P. MEETINGS

Unit members attending I.E.P. meetings which exceed 30 minutes prior to or beyond the duty day shall be compensated at the hourly rate of pay (\$35.20).

### 18.8 INTENSIVE SUPPLEMENTAL INSTRUCTION

Summer School and other Supplementary Hourly Programs shall have a hard cap of 27 students per classroom and a hard cap of 30 students per Physical Education class, with a rate of pay of \$41.87 per hour.

Summer School teachers may be required to work one day beyond the Summer School student attendance calendar for in-service purposes. They shall be compensated at the Summer School hourly rate for all such hours.

Sydney Leundy 1/12/18 *[Signature]*  
1-12-18