



**Management - Salaried Staff**

**Term of Agreement**      Approved by Board 2021

**Compensation**

**Salary Increases**      4/1/2022 3%  
 4/1/2023 1-4% (Based on CPI and min revenue levels)  
 4/1/2024 1-4% (Based on CPI and min revenue levels)

**Health and Welfare**

**Health Insurance**      The District shall contribute for "CalPERS PERS Misc - multiple plans" up to:

	<b>Current</b>	<b>Hired after Feb 1, 2020</b>
Employee Only:	\$675	\$625.93
Employee + 1:	\$1,303	\$1,319.82
Employee & Family:	\$1,716	\$1,715.84

Note: All Part time employees receive 75% Benefit Paid Employee Only Health Insurance

**Dental Insurance**      The District shall pay for Employee Only Dental  
 Employee may add dependants at their expense

**Life and AD&D Insurance**      \$50,000 (District Paid)

**Medicare**      1.45% tax paid by District and 1.45% tax paid by employee.

**Short Term Disability (SDI)**      1.0% tax to maximum taxable wage limit, may adjust annually (District Paid)

**Social Security**      6.2% tax paid by District and 6.2% tax paid by employee.

**Other Benefits**

**Retirement System**      California Public Employee Retirement System (CalPERS)

<b>CLASSIC</b>	<b>PEPRA</b>
<b>CLASSIC PERS Member Formula - 2% @ 55</b>	<b>PEPRA PERS Member Formula - 2% @ 62</b>
Employee's contribute 7% of his/her salary towards the employee's retirement contribution. ARD Contributes 11.06%.	Employee's contribute 7.25% of his/her salary towards the employee's retirement contribution. ARD contributes 7.73%

**CalPERS 457 Plan**      \* Matching \$250.00 towards 457 Plan for Full Time Employees  
 \* Matching \$187.50 towards 457 Plan for Part Time Employees

**District Discounts**      Class discounts, Facility rental discounts, recreation swimming and children's Discovery club/Day camp discounts

**Gym Reimbursement**      Gym Reimbursements of 50%, up to \$25 per month are done through payroll for employee only

**LEAVES**

**Bereavement**      Up to 3 working days (24 hours) for purposes of bereavement following the death of a covered relative.

**Holidays**      12 Holidays Per year + 1 Personal Day  
 Note: Holidays are paid for Full Time upon Hire, Personal Day after 6 months  
 Holidays are paid for Part Time after probationary period (1 year), no Personal Day

**PTO (Combination Sick & Vacation)**      Hours Earned Per Years of Service:

<u>YEAR</u>	<u>Hours</u>	<u>Max Accrual</u>	Hours Earned (hired after July 1, 2014):		
			<u>YEAR</u>	<u>Hours</u>	<u>Max Accrual</u>
1-2 years	188	452	1-2 years	143	339
3-5 years	232	496	3-5 years	176	372
6-10 years	272	536	6-10 years	206	402
11-15 years	312	576	11-15 years	236	432
16+ years	352	616	16+ years	266	462

Note: PTO is paid out for Sick Leave after 90 days of employment & after 6 months of employment for Vacation.  
 PTO is accrued for Part Time Employees based on average hours worked.

PTO can be bought out in June and December, in 8 hour increments, leaving 80 hours on the books.