



Non Represented Employees Hired before February 1st, 2020

| Term of Agreement | Approved by Board 2022 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|---|--------------------|----------------------|----------------|----------|---------------|------------|--------------------|------------|------------|-----|-----|-------------|-----|-----|-----------|-----|-----|--|-------------|--------------|--------------------|-----------|-----|-----|-----------|-----|-----|------------|-----|-----|-------------|-----|-----|-----------|-----|-----|
| Compensation | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Salary Increases | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Health and Welfare | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Health Insurance | <p>The District shall contribute for "CalPERS PERS Misc - multiple plans" up to:</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td style="text-align: right;">Current _____</td> </tr> <tr> <td>Employee Only:</td> <td style="text-align: right;">\$675.00</td> </tr> <tr> <td>Employee + 1:</td> <td style="text-align: right;">\$1,303.00</td> </tr> <tr> <td>Employee & Family:</td> <td style="text-align: right;">\$1,716.00</td> </tr> </table> <p>Note: All Part time employees receive 75% Benefit Paid (or \$506.25 per month) Employee Only Health Insurance</p> | | | Current _____ | Employee Only: | \$675.00 | Employee + 1: | \$1,303.00 | Employee & Family: | \$1,716.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Current _____ | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee Only: | \$675.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee + 1: | \$1,303.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee & Family: | \$1,716.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Dental Insurance | <p>The District shall pay for Employee Only Dental</p> <p>Employee may add dependants at their expense</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Life and AD&D Insurance | \$50,000 (District Paid for F/T) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Medicare | 1.45 % tax paid by District and 1.45% tax paid by employee. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Short Term Disability (SDI) | 1.1 % 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) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | CLASSIC | PEPRA | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | CLASSIC PERS Member Formula - 2% @ 55 Employee's contribute 7% of his/her salary towards the employee's retirement contribution. ARD Contributes 11.06%. | PEPRA PERS Member Formula - 2% @ 62 Employee's contribute 7.25% of his/her salary towards the employee's retirement contribution. ARD contributes 7.73% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CalPERS 457 Plan | <p>* Matching \$250.00 towards 457 Plan for Full Time Employees</p> <p>* Matching \$187.50 towards 457 Plan for Part Time Employees</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | <p>11 Holidays Per year + 1 Personal Day</p> <p>Note: Holidays are paid for Full Time upon Hire, Personal Day after 6 months</p> <p>Holidays are paid for Part Time after probationary period (1 year), no Personal Day</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PTO (Combination Sick & Vacation) | Hours Earned Per Years of Service: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <table border="1"> <thead> <tr> <th><u>YEAR</u></th> <th><u>Hours</u></th> <th><u>Max Accrual</u></th> </tr> </thead> <tbody> <tr> <td>1-2 years</td> <td>140</td> <td>452</td> </tr> <tr> <td>3-5 years</td> <td>184</td> <td>496</td> </tr> <tr> <td>6-10 years</td> <td>224</td> <td>536</td> </tr> <tr> <td>11-15 years</td> <td>264</td> <td>576</td> </tr> <tr> <td>16+ years</td> <td>304</td> <td>616</td> </tr> </tbody> </table> | <u>YEAR</u> | <u>Hours</u> | <u>Max Accrual</u> | 1-2 years | 140 | 452 | 3-5 years | 184 | 496 | 6-10 years | 224 | 536 | 11-15 years | 264 | 576 | 16+ years | 304 | 616 | <table border="1"> <thead> <tr> <th><u>YEAR</u></th> <th><u>Hours</u></th> <th><u>Max Accrual</u></th> </tr> </thead> <tbody> <tr> <td>1-2 years</td> <td>107</td> <td>339</td> </tr> <tr> <td>3-5 years</td> <td>140</td> <td>372</td> </tr> <tr> <td>6-10 years</td> <td>170</td> <td>402</td> </tr> <tr> <td>11-15 years</td> <td>200</td> <td>432</td> </tr> <tr> <td>16+ years</td> <td>230</td> <td>462</td> </tr> </tbody> </table> | <u>YEAR</u> | <u>Hours</u> | <u>Max Accrual</u> | 1-2 years | 107 | 339 | 3-5 years | 140 | 372 | 6-10 years | 170 | 402 | 11-15 years | 200 | 432 | 16+ years | 230 | 462 |
| | <u>YEAR</u> | <u>Hours</u> | <u>Max Accrual</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 1-2 years | 140 | 452 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3-5 years | 184 | 496 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6-10 years | 224 | 536 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11-15 years | 264 | 576 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16+ years | 304 | 616 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 6-10 years | 170 | 402 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11-15 years | 200 | 432 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16+ years | 230 | 462 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Note: PTO is paid out for after 90 days of employment. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |