



**Management**

**Term of Agreement**      Approved by the Board 2023

**Compensation**

**Salary Increases**      4/1/2023 4%  
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:

	<u>Current</u>	<u>Hired After Feb 1, 2020</u>
Employee Only:	\$605.00	\$605.00
Employee + 1:	\$1,210.00	None
Employee & Family:	\$1,595.00	None

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 12.63%	Employee's contribute 8.25% of his/her salary towards the employee's retirement contribution. ARD contributes 8.0%

**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>	<u>YEAR</u>	<u>Hours</u>	<u>Max Accrual</u>
1-2 years	180	452	1-2 years	135	339
3-5 years	224	496	3-5 years	168	372
6-10 years	264	536	6-10 years	198	402
11-15 years	304	576	11-15 years	228	432
16+ years	344	616	16+ years	258	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.