



**Non-Represented Staff**

<b>Term of Agreement</b>	Approved by the Board 2023									
<b>Compensation</b>										
<b>Salary Increases</b>	4/1/2023 4% 4/1/2024 1-4% (Based on CPI and min-revenue levels)									
<b>Health and Welfare</b>										
<b>Health Insurance</b>	<p>The District shall contribute for "CalPERS PERS Misc - multiple plans" up to:</p> <table border="0"> <tr> <td></td> <td align="right"><b>Current</b></td> </tr> <tr> <td>Employee Only:</td> <td align="right">\$593.01</td> </tr> <tr> <td>Employee + 1:</td> <td align="right">\$1,186.00</td> </tr> <tr> <td>Employee &amp; Family:</td> <td align="right">\$1,595.00</td> </tr> </table> <p>Note: All Part time employees receive 75% Benefit Paid (or \$555.95 per month) Employee Only Health Insurance</p>			<b>Current</b>	Employee Only:	\$593.01	Employee + 1:	\$1,186.00	Employee & Family:	\$1,595.00
	<b>Current</b>									
Employee Only:	\$593.01									
Employee + 1:	\$1,186.00									
Employee & Family:	\$1,595.00									
<b>Dental Insurance</b>	<p>The District shall pay for Employee Only Dental</p> <p>Employee may add dependants at their expense</p>									
<b>Life and AD&amp;D Insurance</b>	\$50,000 (District Paid)									
<b>Medicare</b>	1.45% tax paid by District and 1.45% tax paid by employee.									
<b>Short Term Disability (SDI)</b>	1.2 % tax to maximum taxable wage limit, may adjust annually (District Paid)									
<b>Social Security</b>	6.2% tax paid by District and 6.2% tax paid by employee.									
<b>Other Benefits</b>										
<b>Retirement System</b>	California Public Employee Retirement System (CalPERS)									
	<b>CLASSIC</b>	<b>PEPRA</b>								
	CLASSIC PERS Member Formula - 2% @ 55 Employee's contribute 7% of his/her salary towards the employee's retirement contribution. ARD contributes 12.63%	PEPRA PERS Member Formula - 2% @ 62 Employee's contribute 8.25% of his/her salary towards the employee's retirement contribution. ARD contributes 8.0%								
<b>CalPERS 457 Plan</b>	<p>* Matching \$250.00 towards 457 Plan for Full Time Employees</p> <p>* Matching \$187.50 towards 457 Plan for Part Time Employees</p>									
<b>District Discounts</b>	Class discounts, Facility rental discounts, recreation swimming and children's Discovery club/Day camp discounts									
<b>Gym Reimbursement</b>	Gym Reimbursements of 50%, up to \$25 per month are done through payroll for employee only									
<b>LEAVES</b>										
<b>Bereavement</b>	Up to 3 working days (24 hours) for purposes of bereavement following the death of a covered relative.									
<b>Holidays</b>	<p>11 Holidays Per year + 1 Personal Day</p> <p>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</p>									
<b>PTO (Combination Sick &amp; Vacation)</b>	Hours Earned :									
	<b>YEAR</b>	<b>Hours</b>	<b>Max Accrual</b>							
	1-2 years	107	339							
	3-5 years	140	372							
	6-10 years	170	402							
	11-15 years	200	432							
	16+ years	230	462							
	<p>Note: PTO is paid out for after 90 days of employment. PTO is accrued for Part Time Employees based on average hours worked.</p>									
	PTO can be bought out in June and December, in 8 hour increments, leaving 80 hours on the books.									