



## Management - Salaried Staff

**Term of Agreement** Approved by Board 2025

### Compensation

**Salary Increases** 4/1/2025 2.5%  
4/1/2026 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>
Employee Only:	\$900.02
Employee + 1:	\$1,800.04
Employee & Family:	\$2,340.06

**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)** 1.3% 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	PEPRA PERS Member Formula - 2% @ 62
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 8.27%

**CalPERS 457 Plan** \* Matching \$250.00 towards 457 Plan for Full 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 4 working days (32 hours) for purposes of bereavement following the death of a covered relative.

**Holidays** 11 Holidays Per year + 1 Personal Day  
Note: Holidays are paid for Full Time upon Hire, Personal Day after 6 months

**PTO (Combination Sick & Vacation)**

Hours Earned Per Years of Service:			Hours Earned (hired after July 1, 2014):		
YEAR	Hours	Max Accrual	YEAR	Hours	Max Accrual
1-2 years	188	452	1-2 years	107	339
3-5 years	232	496	3-5 years	140	372
6-10 years	272	536	6-10 years	170	402
11-15 years	312	576	11-15 years	200	432
16+ years	352	616	16+ years	230	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.