

## ARTICLE VI - SALARY, HEALTH AND WELFARE BENEFITS

The District will provide the following total compensation package for Adult School unit members.

### A. Salary

#### 1. Hourly Rate 2008-09:

A zero percent (0%) increase to the 2007-08 salary schedule effective July 1, 2008 resulting in the following regular hourly rate salary schedule:

Teachers in Mandated Programs		
Step		
1	0 – 1200 hrs	\$28.29
2	1201 – 1800 hrs	\$29.87
3	1801 – 2400 hrs	\$31.54
4	2401 hrs and up	\$33.31

Teachers in Community Education Program		
Step		
1	0 – 4 semesters	\$28.29
2	5 – 8 semesters	\$29.87
3	9 – 12 semesters	\$31.54
4	13+ semesters	\$33.31

The salary schedule will remain in the current four (4) step format. The salary schedule is “squared” with a 5.6% increase between each step.

#### 2. Substitutes:

- a. Unit members who substitute will be compensated at their regular hourly rate.
- b. If a substitute is not available to take a class and another teacher in the department is willing to absorb the absent teacher’s students, the receiving teacher will be paid an additional hour of pay.

#### 3. Driver Training Instructors:

- a. Will remain on Step 1.
- b. Even if an instructor has more than one student in the car at any given hour of instruction, he will only record one hour of pay for that hour.
- c. The fee for Driver Training will be set by the Principal.

- d. The GSCFT and the District will meet to discuss ways to keep the cost of the Driver Training program within the fees collected.
4. Reserves/One Time Money - When the J-200 is submitted to the County Office of Education in the fall, the President of GSCFT and the Vice President for Adult School Unit shall meet with the Adult School Principal to review the document. If the actual undesignated reserve exceeds the projected undesignated reserve by more than 10%, the amount of money above that figure will be available for school staff to request expenditures. Requests will come from teachers and staff through their Home Group Leaders to the Leadership Team. When instructing Home Group Leaders on this process, the Principal shall advise them of all of the possible uses for this one-time money such as program development, staff development, supplies, equipment, textbooks, classroom materials, bonus and facility reserve.
5. Credit for Experience - New hires to the adult education program, upon verification of experience, may be awarded up to full credit for hours of service in other Adult School programs and placed on the salary schedule accordingly.

B. Employee Health and Welfare Benefits

Regular employees in mandated program areas working twenty (20) or more hours per week during the regular school year are eligible to receive the Adult School's certificated medical, dental, vision and life insurance coverage. The effective date for the commencement of benefits will be the first day of the month after the employee's first paid work day. Summer program, limited term projects and substituting are not counted toward the twenty-hour requirement. Regular school year is defined in article X.C.1.

1. District Contribution Limit - The cap for unit members on benefits will be based on single coverage: Blue Shield or Health Net, Delta Dental and Vision Service Plan and Life Insurance. Beginning in 2004-05, the District established the single party benefits rate cap of \$618.26 per month. Effective the 2007-08 school year the District agrees to increase the rate cap to \$718.26. Any excess amounts for benefits paid in the 07-08 school year by the employees above the previous cap will be refunded to eligible employees. Employees shall have the option of "buying up" for 2 party and full family packages for Health Net (HMO) and Blue Shield (PPO).
2. Additional Coverage - Any Adult School teacher buying the two (2) party or family coverage will be subject to the same benefit cap as those employees taking a single benefit which would mean they will pay the full difference between the single rate and either the two (2) party or family coverage rate.
3. District Representation - Santa Cruz Adult School will be represented on the District's Benefit Committee.

4. Commencement of Benefits for Teachers Eligible After Beginning of Regular School Year - Teachers hired or increased in assignment to twenty (20) hours per week after the beginning of the regular school year will be eligible to receive health benefits on the first of the month following the employee's first paid work day or the first paid work day of the increased assignment.
5. Termination of Benefits - Benefited teachers continue to receive benefits until their assignment, due to reduction in hours, resignation or leave falls below the twenty (20) hour per week threshold. On the last day of the month in which the teacher's assignment falls below twenty (20) hours per week, benefits will cease.

C. Mileage Expense Reimbursement

1. Instructors of Older Adults and Adults with Disabilities, who are itinerant, may submit a monthly Expense/Mileage form with their monthly payroll sheet for reimbursement at the district adopted mileage rate for miles traveled between instructional sites. This does not include traveling from home to a work site or from a work site to home during any part of the day.
2. Instructors of Older Adults and Adults with Disabilities may add travel to and from mandated meetings to their mileage vouchers at the district adopted mileage rate. This does not include traveling from home to a meeting site or from a meeting site to home. This does include traveling from a school site to a meeting site and from a meeting site back to the school site.
3. The District agrees to provide mileage reimbursement at the prevailing IRS rate, in accordance with Board Policy, for all teachers scheduled to travel between classroom assignments when the destination class begins within 60 minutes of the previous class.

D. IRS Section 125 Plan

The District agrees to offer the IRS Section 125 Plan for dependent care and non-reimbursable medical expenses for instructors who work a minimum of twenty (20) hours per week for the full regular school year.

E. Retiree Medical Benefits

Teachers receiving benefits may, at retirement, continue their health benefit coverage by paying the full amount of their annual premium.