

ARTICLE 25

SALARIES AND FRINGE BENEFITS

25.1 SALARIES

25.1.1 Increase all certificated bargaining unit salary schedules by 3.5% and increase the certificated hourly rate to \$40.46 effective July 1, 2019.

25.2 EMPLOYEE HEALTH AND WELFARE BENEFITS

Any change in provider or increase in premium will be subject to meet and negotiate.

25.2.1 Bargaining unit members with less than fulltime contracts shall receive a prorated share for the plan chosen and shall be required to pay the balance of the super composite premium or 1, 2, or 3 party contract premium, when required by the carrier, through payroll deduction. In the event that carrier mandates require use of 1, 2, or 3 party contract premiums, the total of district sponsored funds in the prorated share for affected bargaining unit members shall be pooled so that the balance remaining from members requiring 1 or 2 party contracts, maybe applied to defray excess costs of 3 party contracts.

An exception to this procedure may be established in the case of shared contracts pursuant to Article 23.4.2 that provides for the contracting parties to divide the policies without cost sharing by either party.

25.2.2

