

Tentative Agreement
Between the
Saugus Teachers Association
And the
Saugus Union School District
November 4, 2015

The Saugus Union School District (District) and the Saugus Teachers Association (STA) tentatively agree to the following language in the collective bargaining agreement. This Tentative Agreement (TA) is subject to the approval of the Saugus Union School District Governing Board and the membership of STA effective July 1, 2015:

Bereavement Leave

- 13.0 Bargaining unit members may be absent from their duties on account of acute bereavement as defined herein. Acute bereavement will mean bereavement occasioned by death or serious illness where death is imminent of a member of the bargaining unit member's immediate family as identified below. Bereavement leave must be taken within six (6) weeks of the death of the immediate family member. Bereavement leave will be in addition to any accrued sick leave and not deducted from sick leave. The number of days for bereavement afforded by this section will be as follows:
- (A) Up to five (5) days when acute bereavement involves spouse, mother, father, mother-in-law, father-in-law, child, (including miscarriage and loss due to child birth), stepmother, stepfather, stepchild, legal guardian, or domestic partner of the bargaining unit member.
 - (B) Up to three (3) days (five [5] days if more than 250 miles of travel is required) where acute bereavement involves grandparent, or grandchild of either bargaining unit member, or spouse of the unit member, son-in-law, daughter-in-law, brother or sister of the unit member.
 - (C) One (1) day when acute bereavement involves bargaining unit member's brother-in-law or sister-in-law.
 - (D) One (1) day of bereavement leave will be extended if requested by bargaining unit member to attend funeral of one of his/her students.

Post Retirement Benefits

18.18 The District will provide premium reimbursement for medical insurance for unit members who have reached age 55, have completed a minimum of 10 years of service, and elect to retire. The premium paid will be a percentage of the medical cap included in the Collective Bargaining Agreement and service required shall be actual service with the District. The District will also pay a percentage of dental and vision premiums based on the age and years of service at retirement. Service and age requirements and percentage of premiums paid are as indicated in the chart below:

Years of Service
(after complete years)

<u>Age</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20-24</u>	<u>25-29</u>	<u>30</u>
<u>55</u>	<u>40%</u>	<u>44%</u>	<u>48%</u>	<u>50%</u>	<u>56%</u>	<u>60%</u>	<u>64%</u>	<u>68%</u>	<u>72%</u>	<u>78%</u>	<u>80%</u>	<u>80%</u>	<u>100%</u>
<u>56</u>	<u>45%</u>	<u>49%</u>	<u>53%</u>	<u>57%</u>	<u>61%</u>	<u>65%</u>	<u>69%</u>	<u>73%</u>	<u>77%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>100%</u>
<u>57</u>	<u>50%</u>	<u>54%</u>	<u>58%</u>	<u>62%</u>	<u>66%</u>	<u>70%</u>	<u>74%</u>	<u>78%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>100%</u>
<u>58</u>	<u>55%</u>	<u>59%</u>	<u>63%</u>	<u>67%</u>	<u>71%</u>	<u>75%</u>	<u>79%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>90%</u>	<u>100%</u>
<u>59</u>	<u>60%</u>	<u>64%</u>	<u>68%</u>	<u>72%</u>	<u>76%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>90%</u>	<u>100%</u>
<u>60+</u>	<u>60%</u>	<u>64%</u>	<u>68%</u>	<u>72%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>80%</u>	<u>100%</u>	<u>100%</u>

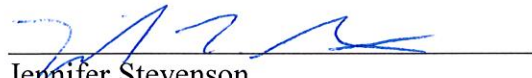
The percentages in the chart are percentages of the medical cap.

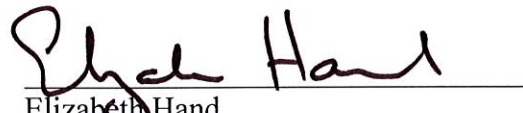
18.19 Cash in Lieu of Benefits for Eligible Retirees

- Retirees who are eligible for health insurance and show evidence of being covered through a spouse's employer, may waive medical insurance and receive up to \$3,000 per year in lieu of health benefits. The same percentage rates of premiums paid for retirees will be adjusted to the amount of cash retirees receive per year.
- Retirees must request to participate in the Cash In Lieu program during the District's standard Open Enrollment Period
- The Cash In Lieu benefit will be earned at the same rate as the retiree's earned prorated benefits entitlement (e.g. if an employee receives 40% of their medical cap, they will receive 40% of the negotiated Cash In Lieu benefit)
- Teachers retiring at the end of the school year will begin to accrue the Cash In Lieu benefit on September 1. Teachers retiring at any other time during the school year will begin to accrue the Cash In Lieu benefit on the first day of the second month following retirement (e.g. if an employee retires December 15, he/she will begin to accrue Cash In Lieu benefits on February 1)
- Payment will be made once a year in December
- The Cash In Lieu benefit will be taxable
- The Cash In Lieu of benefits will end when the retiree turns age 65
- The Benefits Department will send a reminder notice to eligible retirees of the Open Enrollment Period
- The Benefits Department will run a supplemental payroll run for the Cash In Lieu payment which will automatically generate a W-2
- If there is a Qualifying Event, retirees can opt out of Cash In Lieu at any time during the year, but they can only switch into Cash In Lieu during the Open Enrollment Period

Supervision of Instructional Assistants

- 21.0 Bargaining unit members ~~will~~ may assist in the selection, assignment and evaluation of the instructional assistants who will service their students. The duties to be performed by the instructional assistants ~~will~~ may be approved and supervised by the bargaining unit member to whom the Instructional Assistant is assigned. An Instructional Assistant need not perform such duties in the physical presence of the bargaining unit member, but the unit member will retain responsibility for the instruction and supervision of the pupils in his/her charge. (Education Code section 45344)
- 22.3 Teaching positions for Summer School funded by District General or Categorical Funds will be offered by open application to bargaining unit members. Summer school positions that are funded through site specific categorical funds (for example: Title I, site specific grants, etc.) will be offered to bargaining unit members at that specific site first. If there are not sufficient unit members interested to fill all of the site specific summer school positions, then the summer school positions will be offered by open application to bargaining unit members.


Jennifer Stevenson
Assistant Superintendent, Human Resources
Saugus Union School District


Elizabeth Hand
STA Representative