

**Proposed Agreement between
Biggs Unified School District and Biggs Teachers Association
February 25, 2013**

TERM and REOPENERS

This agreement will close negotiations for 2012/2013. The term of the agreement will be through June 30, 2015. Reopeners for the 2013/2014 and 2014-2015 shall be limited to compensation and one additional item from each party.

SALARY

1. 2.5% on the salary schedule retroactive to July 1, 2012.

And;

ARTICLE VII FRINGE BENEFITS

D. Retirement Program

1. A special retirement program is available for eligible unit members. To be eligible for benefits under this section, members hired by January 1, 2013 must have reached the age of 55 and have fifteen (15) years of service credit with Biggs Unified School District; members hired after January 1, 2013 must have reached age 55 and have twenty (20) years of service credit with Biggs Unified School District. Eligibility for the District's retirement will end upon members reaching Medicare eligibility. If the age for Medicare eligibility increases, the age for eligibility for the District retirement program will increase by the same number of years. For example, if Medicare age eligibility becomes 67 years old, eligibility age for the District's retirement program shall be 57 years old. As set forth in paragraph 4 below, the maximum period of eligibility is ten (10) years.
2. Unit members who take advantage of this section shall have their medical, dental and vision insurance plans provided through the District's group insurance provider and paid for by the District. Retirees will reimburse the District for medical, dental and vision insurance premiums that exceed the District contributions as noted in D.3. below.
3. The contribution that the District makes toward coverage for employees hired by January 1, 2013 shall not be more than the District Annual Maximum contribution at the time of the unit member's retirement from the District plus ten percent (10%) of that cost. For employees hired after January 1, 2013, the contribution that the District makes toward coverage shall not be more than the District Annual Maximum contribution at the time of the unit member's retirement from the District.
4. The minimum time of coverage shall be seven (7) years. Unit members hired by January 1, 2013 may have one additional year of coverage for each five (5) years of additional service beyond the fifteen (15) years of service credit for the district. Additional time is only allotted for service with Biggs Unified School District. Maximum coverage for

employees hired by January 1, 2013 shall be for ten (10) years, if eligible. Coverage will end upon members reaching Medicare eligibility.

5. Retirement is defined as participation in the State Teachers Retirement System.
6. Current employees of retirement age that **have not** contributed to Medicare shall receive benefits beyond the age of 65, no more than a maximum of ten (10) years from the date of their retirement OR until they become eligible for Medicare whichever comes first. If the unit member becomes eligible for Medicare benefits before exhausting the entitlement of ten (10) years, the District will reimburse the retiree the cost of a Medicare supplement policy not to exceed \$3600 annually until the ten (10) year entitlement is exhausted.

***Example:** Retired at age 60 with a maximum of 10 years of retiree benefits and becomes eligible for Medicare at age 66, the retiree will cease coverage in the District group insurance provider and the District will pay for a Medicare supplement policy for 4 years until age 70. The retiree would have received 6 years in the District group insurance and 4 years of Medicare supplement insurance.*

ARTICLE XII (B)

When the actual work day at a school site generates a total number of instructional minutes which will exceed the minimum number of instructional minutes referred to in Paragraph "A" of this Article, the principal and staff selected by BUTA at the site will recommend to the superintendent a calendar of shortened days to use for purposes limited to parent conferencing, class preparation, year-end professional responsibilities and staff development/articulation.

EVALUATION PROCEDURE

The District and Association agree to establish evaluation procedures and forms in a committee. The committee shall be composed of three BUTA representatives and two District representatives. At least one BUTA representative shall be teaching at grades K-8 and one representative at the 9-12 grade level. Each party shall select its own representatives.

This will close negotiations and settle the terms of the contract through 2014/2015.