

REPLY TO PROPOSAL/COUNTERPROPOSAL OF SUPERVISORS UNIT OF 10/27/95

1. Term of agreement: 2 years, 7/1/95 to 6/30/97
2. Salary increase: for all represented positions within this unit: 2% salary increase effective 7/1/95; 1% equity raise effective 1/1/96; salary increase equal to the state-wide CPI effective 7/1/96; District and SJPEA to agree on base salary schedule only; future longevity increases for current employees (as of 12/31/95) to be added to base salary schedule, any other form of compensation will be compensated as a differential only and not added to the base salary schedule.

District is interested in performance pay concept with all employees in position of MCT III, and would work with SJPEA Supervisory Unit through 6/96 to develop a plan for possible implementation during FY 96-97.

3. Medical insurance: District to pay 100% of employee premium through 6/30/97; District to pay 100% of dependent premium through 10/31/96; medical copay to increase from \$5.00 to \$10.00 as of 11/1/95.
4. Prescription insurance: District to pay 100% of employee premium through 6/30/97; District to pay 100% of dependent premium through 10/31/96; copay to increase from \$2.00 to \$5.00 for generic prescriptions and from \$2.00 to \$10.00 for name-brand prescriptions as of 11/1/95.
5. Dental insurance: District to pay 100% of employee premium through 6/30/97; District to pay 100% of dependent premium through 6/30/96; District to pay current dependent premium plus 2% of any premium increase for period 7/1/96 through 6/30/97.
6. Vision insurance: District to pay 100% of employee premium through 6/30/97; District to allow employees to enroll dependents at employee's expense during current plan's open enrollment period.
7. Life insurance: District to pay 100% of employee premium through 6/30/97.
8. Long-term disability insurance: District to pay 100% of premium through 6/30/97.

As of 11/21/95, the medical and prescription plan are valid through 10/31/96, the dental plan is valid through 12/31/95, and the vision plan is valid through 6/30/96. The life and long-term disability plan is currently being reviewed for potential change in brokerage and/or change in benefit level.

9. For employees hired after 12/31/95: District to pay one (1) 5% longevity raise as a differential payment after 10 years of continual, unbroken service and one (1) 5% longevity raise as a differential payment after 20 years of continual, unbroken service and contingent upon satisfactory performance evaluations for the three (3) prior years service to the 10 and 20 year anniversary dates.
10. The District will provide for the necessary training, testing, and continuing education for maintenance of category B and C certificates issued by the State Department of Health Services.
11. District to eliminate Section 16.1 (D) from the current lay-off policy (Section 16). District to use only one (1) of the two (2) semi-annual performance evaluations for the purposes of implementing Section 16.1.(B); District to use mid-fiscal year evaluation (Dec/Jan) as a form of communication and update of performance and not for purposes of lay-off; the fiscal year evaluation (June/July) is to be used for performance evaluation plus lay-off procedure, if needed. Additional language to be added to Section 16.1 (B): "The Board of Trustee's Executive Committee and the Manager will review the appropriate performance evaluation for employees in classes or categories considered for reduction of staff. Employees will be able to seek further review of any proposed lay-off through the grievance procedure".

12. The District agrees to retroactive payment of salary to 11/1/95 if there is agreement and ratification by 12/31/95.

A. District agrees to a modified work schedule for the months of June, July, August, and September by changing the regular work hours from 7:30 a.m. - 4:00 p.m. to 7:00 a.m. - 3:30 p.m. for the positions of MCT I, MCT II, MCT III, Mechanic I and Mechanic II.