

**La Mesa-Spring Valley Schools ("District") and  
Classified School Employees Association Chapter 419 ("CSEA")**

**Tentative Agreement  
Three Year Agreement  
July 1, 2017 through June 30, 2020**

**April 25, 2018**

The 2016-2019 Agreement, current Memoranda of Understanding and Side Letters by and between the parties shall remain in full force and effect, except as amended herein:

1. Salary Settlement 3-year term (July 1, 2017 through June 30, 2020)

Effective January 1, 2018, two percent (2%) shall be applied to the 2017-18 classified salary schedule.

Effective January 1, 2019, two percent (2%) shall be applied to the 2018-2019 classified salary schedules.

Effective July 1, 2019, half a percent (0.5%) shall be applied to the 2019-2020 classified salary schedule.

2. Year 3 (2019-2020) Contingency Language

As of April 25, 2018 the estimated LCFF Base Grant amount for the 2019-20 year is \$7,552 per pupil/ADA, Grades TK-3 (per the FCMAT LCFF Calculator, Excel spreadsheet, Assumptions tab, cell L20). If the LCFF Base Grant amount for the 2019-20 year is greater than \$8,100 per pupil/ADA, Grades TK-3, when the State Budget is enacted in or about June 2019 (per the FCMAT LCFF Calculator), then the parties agree to reopen salary negotiations for the 2019-20 year.

3. Grandfathering of Eligible Employees – Restoration of Health and Dental Insurance Provisions Upon Retirement

Amend Article 9.0, section 9.2 (Insurance Provisions Upon Retirement) as follows:

**9.2 INSURANCE PROVISIONS UPON RETIREMENT:** Employees having reached retirement age of fifty-five (55) years, and accepting retirement benefits as provided under the Public Employees Retirement System (PERS), and having a minimum of ten (10) years of insurance eligibility in this District during the immediate past fifteen (15) years, shall have extended to them group health and dental insurance benefits. Premiums for health and dental insurance benefits shall be paid by the District to the in-force carrier until such time as the retiree reaches age sixty-five (65) or becomes eligible for Medicare.

~~In recognition that the above test for national health insurance has been met with the passage of the Affordable Care Act, the District and the Association agree to the following implementation of the necessary change:~~

1. ~~If an employee retires on or before July 1, 2020, the District agrees to pay one hundred percent (100%) of employee-only health, and dental using the SD County Rate.~~
2. ~~If an employee retires after July 1, 2020, but on or before July 1, 2025, the District agrees to pay seventy-five percent (75%) of employee-only health, and dental using the SD County Rate.~~
3. ~~If an employee retires after July 1, 2025, but on or before July 1, 2030, the District agrees to pay fifty percent (50%) of employee-only health, and dental using the SD County Rate.~~
4. ~~If an employee retires after July 1, 2030, but on or before July 1, 2035, the District agrees to pay twenty-five percent (25%) of employee-only health, and dental using the SD County Rate.~~
5. ~~If an employee retires after July 1, 2035, the District provides no post-retirement benefit.~~

9.2.1. In addition, the retiring employee shall have the option of having dependents included under this same coverage, medical and dental only, with the retiree making the premium payment for such dependent coverage. This commitment to dependent coverage would be mandatory at the time of retirement without showing evidence of insurability per insurance carrier requirements. Following that date, no dependent coverage could be included or added without showing evidence of insurability. Dependent coverage could be discontinued at the retiree's option at any subsequent date. Payment for dependents' premiums shall be remitted semi-annually to the District on dates as designated by the District.

To be eligible for the benefits described in sections 9.2 and 9.2.1 above, the employee must meet the requirements above and must have been employed by the District on or before June 30, 2018. Employees hired after June 30, 2018 are not eligible for the benefits described in sections 9.2 and 9.2.1 above.

4. This concludes negotiations for the 2017-2018 school year. No reopener negotiations on salary and benefits during the 2018-19 and 2019-20 school years (subject to contingency language above for 2019-2020 salary), but two other articles per team may be opened.

Ahmad Swinton 4/25/18  
Ahmad Swinton, President

Anna Bongard 4/25/18  
Anna Bongard, Member

Saquana Bryant 4/25/18  
Saquana Bryant, Member

Carlos Esparza 4/25/18  
Carlos Esparza, Member

Eva Garegnani 4/25/18  
Eva Garegnani, Member

Brenda Keagy 4/25/18  
Brenda Keagy, Member

Barbara Pratt 4-25-18  
Barbara Pratt, Member

John Sullivan 4/25/18  
John Sullivan, Member

Dan Ortiz 4/25/18 2:20 PM  
Dan Ortiz, Labor Rep

Tina Sardina 4/25/18  
Tina Sardina, Asst Superintendent

Alex Vallejo 4/25/18  
Alex Vallejo