

Tentative Agreement 2014-15

LGUCEA

1. Both parties tentatively agree to language additions in Article 2 definitions. Definition for Immediate Family: Any spouse, domestic partner, mother (stepmother, step-grandmother, mother-in-law), father (stepfather, step-grandfather, father-in-law), daughter (stepdaughter, daughter-in-law), son (stepson, son-in-law), grandmother, grandfather, grandson, sister (stepsister, sister-in-law), brother (stepbrother, brother-in-law).
2. Both parties tentatively agree to language changes in Article 9 section (H) Bereavement Leave. Eliminating aunt, uncle of the employee, or of the spouse of the employee, niece or nephew of the employee, or spouse of the employee.
- ~~3.~~ Both parties tentatively agree to language changes in Article 10 section (G) to coincide with retirement statute: ~~Twenty (20) hours taken for each increment shall be job related; Ten (10) hours may be chosen from general courses and shall be of a nature to enhance the employee's ability to do their job.~~
4. Both parties tentatively agree to changes in Article 11 (Health and Welfare Benefits). Changes to the District contribution for employees shall be amended as follows:

11 (E 4): Effective January 1, 2015 the District shall pay to the insurance carrier up to \$11, 357 for employee's insurance selection. Continue to apply sections E.2. and E.6 (a) for those employees hired prior to July 1, 2011.

11 (E 5): Effective January 1, 2015 the District shall pay to the insurance carrier up to \$12,657 for employees who carry employee+1 medical insurance coverage. Continue to apply sections E.2. and E.6 (a) for those employees hired prior to July 1, 2011.

11 (E 6): Effective January 1, 2015 the District shall pay to the insurance carrier up to \$15,357 for employees who carry employee+family medical insurance coverage. Continue to apply sections E.2. and E.6 (a) for those employees hired prior to July 1, 2011.

5. Both parties tentatively agree that active employees as of January 1, 2015 will receive a one-time payment of 2% and retroactive raise of 3.5 %. The salary schedule will be amended to reflect the 3.5 % salary increase.

Gina Valle
Los Gatos Elem. Classified Assoc.

Marla Rodriguez, Asst. Supt.
Educational Services/HR
Los Gatos Union School District

Date

Date