



NEGOTIATIONS UPDATE

To: All represented by SVEA

From: The SVEA Bargaining Team: Caryn Anderson, Stacey Garduno, Mike Lee, Frank Oppedisano, Andi Suter, Frank Werner

Date: October 26, 2023

SVEA and SVUSD met again today and reached a Tentative Agreement on salary and benefits.

The SVUSD initial offer on insurance saw the return of the per employee average of \$15,300. At that time, we shared how that would impact employee contributions, with substantial increases for everyone participating in a SVUSD benefit plan. During negotiations, SVEA achieved an increased per employee average of \$21,500 for 2024. The parties agreed to work towards a sustainable cost sharing model for the 2025 benefit year. Included in this update will be a table that shows current 2023 contributions, the potential 2024 contributions with a per-employee average of \$15,300, and the agreed 2024 contributions with a per-employee average of \$21,500. SVUSD will continue to provide a Health Reimbursement Account, HRA, at the 2023 levels of \$750 for HMO, \$1,000, for EPO and \$1,500 for PPO plan participants.

The parties agreed to a 6% ongoing increase to the certificated salary schedule, retroactive to July 1, 2023. Upon ratification, the academic hourly rate shall also be adjusted to reflect this 6% increase.

We also agreed to Elementary Goal Setting Conference language as many elementary sites have been doing this rather than traditional Fall Elementary Conferences.

Each of today's Tentative Agreements are included in this update.

There will be a Representative Council meeting via Zoom on Monday, October 30, to go over the T.A. with SVEA Reps, and details for ratification vote will follow shortly via email.

We thank you for your continued show of support during our negotiation process.

In Unity,
Frank Werner
Contract Manager, SVEA

**TENTATIVE AGREEMENT BETWEEN
SADDLEBACK VALLEY UNIFIED SCHOOL DISTRICT
AND
SADDLEBACK VALLEY EDUCATORS ASSOCIATION
October 26, 2023**

ARTICLE II-DEFINITIONS

R- Premium- Actual costs of ALL voluntary Benefits paid by the district including medical, dental and vision insurance plans.
Re-letter remaining

ARTICLE XVIII-SALARY AND ECONOMIC BENEFITS
Section 4. Primary Salary Schedule

- A. The Certificated Salary Schedule will be increased by six (6)%, **RETROACTIVE TO JULY 1, 2023. THE ACADEMIC HOURLY RATE SHALL BE ADJUSTED UPON RATIFICATION.**

ARTICLE XVII: INSURANCE SCHEDULE

A. Insurance Programs

- **The District CONTRIBUTION will be no less than \$21,500 PRO-RATED for the 2024 Benefit year only as distributed in the chart in #2 below. *This PRO-RATED DISTRICT CONTRIBUTION MODEL will act as a bridge as both parties TRANSITION to a FIXED percentage based CONTRIBUTION model FOR ALL SUBSEQUENT BENEFIT YEARS. THE FIXED PERCENTAGE BASED MODEL WILL BE NEGOTIATED IN THE 2024 CYCLE. SHOULD NO FIXED PERCENTAGE BASED MODEL BE AGREED TO BY OCTOBER 1, 2024, THE FIXED PERCENTAGE FOR ALL PLANS SHALL BE 80% OF THE PREMIUM PAID BY THE DISTRICT, AND 20% OF THE PREMIUM PAID BY THE EMPLOYEE.***

1. **Tenthsly Employee contributions for the 2024 Benefit year will be as follows:**

Vivity HMO	Employee Only	\$0
	Employee + Spouse/Domestic Partner	\$0

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	Employee + Child(ren)	\$0
	Employee + Family (spouse/domestic partner plus child(ren))	\$0

Select HMO	Employee Only	\$67
	Employee + Spouse/Domestic Partner	\$129
	Employee + Child(ren)	\$108
	Employee + Family (spouse/domestic partner plus child(ren))	\$161

Traditional HMO	Employee Only	\$114
	Employee + Spouse/Domestic Partner	\$200
	Employee + Child(ren)	\$178
	Employee + Family (spouse/domestic partner plus child(ren))	\$278

EPO	Employee Only	\$446
	Employee + Spouse/Domestic Partner	\$760
	Employee + Child(ren)	\$727
	Employee + Family (spouse/domestic partner plus child(ren))	\$1,053

PPO	Employee Only	\$519
	Employee + Spouse/Domestic Partner	\$929
	Employee + Child(ren)	\$873
	Employee + Family (spouse/domestic partner plus child(ren))	\$1,296

- 2. The parties agree to participate in the Request For Proposal, RFP, process for the 2025 benefit year and additionally agree to a MOVE TO A POOL, AND/OR A CARRIER CHANGE, AND PLAN DESIGN CHANGES that result in lowered premium costs.**

HMO Plan design changes may include:

**Adjustments to the Out of Pocket In Network,
PCP Office Visit,**

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**Specialist Copay,
Outpatient Facility copay,
Inpatient Admissions.**

PPO Plan design changes may include:

**Adjustments to the Deductibles for In and Out of Network,
Out of Pocket Max In and Out of Network,
PCP Office Visits,
Coinsurance In and Out of Network.**

- 3. THE FIXED PERCENTAGE BASED MODEL ESTABLISHED FOR 2025 SHALL BE RENEGOTIATED SHOULD THE SUBSEQUENT PREMIUM RENEWAL EXCEED 10, TEN, PERCENT.**

The following is one example of a FIXED PERCENTAGE BASED CONTRIBUTION model to be explored:

HMO

Employees choosing a Narrow Network HMO medical plan(s) shall CONTRIBUTE using the following formula:

- All Employee contribution tiers: 95% of the premium paid by the district, and 5% of the premium paid by the employee.

Employees choosing a Traditional HMO medical plan shall CONTRIBUTE using the following formula:

- All Employee contribution tiers: 90% of the premium paid by the district, and 10% of the premium paid by the employee.

EPO

Employees choosing a EPO medical plan shall CONTRIBUTE using the following formula:

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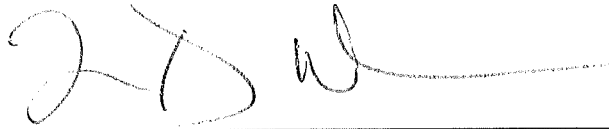
- All Employee contribution tiers: 80% of the premium paid by the district, and 20% of the premium paid by the employee.

PPO

Employees choosing a PPO medical plan shall CONTRIBUTE using the following formula:

- All Employee contribution tiers: 75% of the premium shall be paid by the district, and 25% of the premium paid by the employee.

For the ~~2023~~ 2024 benefit year, the District shall make a contribution of \$750 to a qualified Health Reimbursement Account (HRA) for each eligible employee participating in a District sponsored HMO medical plan, \$1000 to a qualified Health Reimbursement Account (HRA) for each eligible employee participating in the District sponsored EPO medical plan and \$1500 to a qualified Health Reimbursement Account (HRA) for each eligible employee participating in the District sponsored PPO medical plan.



SADDLEBACK VALLEY EDUCATORS ASSOCIATION

10/20/23

Date



SADDLEBACK VALLEY UNIFIED SCHOOL DISTRICT

10-26-23

Date

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Article VIII

K. Elementary Grading/Progress Reports

~~3. For elementary sites that use the Goal Setting model for fall conferences, the conference days shall be scheduled during the sixth (6th) and seventh (7th) week of the instructional school year unless the site includes the placement of conference days in the site's modified plan. Any conference days moved pursuant to the site's modified plan will not be eligible for substitute release days provided in section 9 a.~~

Renumber remaining.

Article VIII

Section 9 Minimum Days

B. Goal Setting 5 Days

(1) On minimum days designated for goal setting conferences, transitional kindergarten, (TK), teachers may, ~~at their option~~ choose to, be assigned a full-time substitute teacher on two (2) of the five (5) scheduled parent conference days to be used to release the teacher for the purpose of having two (2) days of parent conferences or receive six (6) hours of certificated rate of pay for evening conferences to be held at the conclusion of the site's regular TK instructional day. Two (2) of the six (6) hours may be used for conferences held before the beginning of the teacher's instructional day. These conferences may be held virtually by mutual agreement between the parent/guardian and the teacher.

(2)- On minimum days designated for goal setting conferences held during weeks 6 ~~and 7~~, provided at least fifteen (15) conferences are scheduled, elementary teachers of grades K-6 may choose between ~~have~~ two (2) options:

- a. be assigned a full-time substitute teacher for one (1) of the 5 minimum days to enable the teacher to have one (1) full day for goal setting conferences, or
- b. receive four (4) hours at the certificated rate of pay for conferences beginning no earlier than one hour after the conclusion of a site's regular instructional day. One (1) of the four (4) hours may be used for conferences held before the beginning of the teacher's instructional day.
- c. These conferences may be held virtually by mutual agreement between the parent/guardian and the teacher.

(3)- Music Program PLC time may not be scheduled during week 6 for sites utilizing goal setting conferences.

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(4)- Additional employee coverage in grades 4-6 may not be scheduled during week 6 for sites utilizing goal setting conferences. In lieu of employee coverage, teachers in grades 4-6 may submit a timecard for compensation.

Re-letter remaining



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10/20/23

Date



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10-26-23

Date