

BOARD OF EDUCATION Attachment: Action 10
PALO ALTO UNIFIED SCHOOL DISTRICT Date: 11.17.09

TO: Kevin Skelly, Superintendent
FROM: Scott J. Bowers, Assistant Superintendent, Human Resources
SUBJECT: Compensation Changes for Non-Represented Management Employees

STRATEGIC PLAN INITIATIVE
Staff Recruitment and Development

BACKGROUND

Negotiations with the Palo Alto Educators Association and the California School Employees Association have been completed for the 2009-10 school year and our collective bargaining agreements are in the process of ratification and approval.

In past years, the Board has given consideration to settlements with other employee groups when determining compensation changes for non-represented employees. Changes have generally been made retroactive to the start of the fiscal year, July 1.

RECOMMENDATION

Presented here are the recommendations related to the Management Group.

- An increase to the District maximum allowance for medical, dental, vision, and life insurance benefits to the average cost per employee established with PAEA and CSEA.
- Allowing early retirees eligible for fully paid District benefits to opt out of the District's coverage and receive \$3,000 for each year of eligibility forfeited.
- Providing life insurance coverage for qualified active employees only.
- Establish a PPO dental plan for all eligible non-represented employees hired on or after January 1, 2010. Allow current non-represented employees to have the option of choosing the new PPO dental plan or remaining on the dental incentive program currently in place.
- Reduce the work year for directors and the adult school principal from 224 to 220 days.