

Summary of the Certified Compensation & Benefit Changes

For the 2012-2013 School Year

Item	Summary
Teacher Definition	<p>2011-12 SY All licensed classifications listed as Teachers.</p> <p>2012-13 SY</p> <ul style="list-style-type: none"> • Beginning to break out individual professions within the licensed classifications.
Short term Disability	<p>2011-12 SY</p> <ul style="list-style-type: none"> ▪ Employees access up to 51 days from the Sick Leave Bank for a serious medical condition and contributed toward the Bank. ▪ <p>2012-13 SY</p> <ul style="list-style-type: none"> • Move to short-term disability plan. Employee's sick leave bank goes away.
Vacancies	<p>2011-12 SY</p> <ul style="list-style-type: none"> ▪ All qualified candidates will be interviewed. <p>2012-13 SY</p> <ul style="list-style-type: none"> • All qualified candidates will be screened.
Leave of Absence (LOA)	<p>2011-12 SY</p> <ul style="list-style-type: none"> ▪ Employees on LOA may continue paying District medical insurance up to 2 years. <p>2012-13 SY</p> <ul style="list-style-type: none"> • Employee may purchase medical insurance through COBRA.
KLA & Longevity	<p>2011-12 SY</p> <ul style="list-style-type: none"> ▪ Both available for 2011/2012 SY. <p>2012-13 SY</p> <ul style="list-style-type: none"> • KLA will be honored throughout all the 2012/2013 SY and Longevity ceased 6-30-12 with no reduction to those currently receiving longevity pay. Plan to enhance Tuition Reimbursement.

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Job Postings	<p>2011-12 SY</p> <ul style="list-style-type: none"> • The vacancy is posted on the website and a posting notification is mailed to each worksite. <p>2012-13 SY</p> <ul style="list-style-type: none"> • Eliminate sending posting notifications to sites – duplication of work.
Extended Service Severance	<p>2011-12 SY</p> <ul style="list-style-type: none"> ▪ Severance paid out to those retiring who were PERA eligible and had 15 years with the District. <p>2012-13 SY</p> <ul style="list-style-type: none"> • Phase out plan for those eligible in the next 2 years but will leave end of this SY.
Market-Based Pay	<p>2011-12 SY</p> <ul style="list-style-type: none"> • Step and Lane based on education and experience. <p>2012-13 SY</p> <ul style="list-style-type: none"> • Market-Based Pay based on education, experience, position type, applicants per posting, external data, etc.
Pay for Performance (PFP)	<p>2011-12 SY</p> <ul style="list-style-type: none"> • Pay for Performance had been suspended. <p>2012-13 SY</p> <ul style="list-style-type: none"> • New more holistic P4P plan being communicated where the evaluation tool drives pay changes and development options.
Compensation	<p>2012-13 SY</p> <ul style="list-style-type: none"> • 1% added to base pay for employees hired prior to May 1, 2012. 1% one-time lump-sum retention bonus for employees hired prior to Jan. 1, 2012
Legal & Liability Insurance	<p>2012-13 SY</p> <ul style="list-style-type: none"> • The District will pay pre-paid legal and liability coverage insurance for employees.
Areas of Conflict	<p>2011-12 SY</p> <ul style="list-style-type: none"> • Grievance procedure. <p>2012-13 SY</p> <ul style="list-style-type: none"> • Dispute resolution procedures are outlined in the Compensation & Benefit guidelines.

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Career Pathways	<p>2011-12 SY</p> <ul style="list-style-type: none"> • KLA's and Professional Development <p>2012-13 SY</p> <ul style="list-style-type: none"> • A more cohesive and individualized Career Pathway option based on employee desires and performance.
Adoption & Military leave	<p>2011-12 SY</p> <ul style="list-style-type: none"> • Nothing/Limited <p>2012-13 SY</p> <ul style="list-style-type: none"> • Child Care Leave now includes leave for adoption. Employees belonging to guard or reserve units may take up to 15 paid days/year for military service.