## Summary of the Certified Compensation & Benefit Changes

For the 2012-2013 School Year

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| Teacher Definition    | **2011-12 SY**  
                       | All licensed classifications listed as Teachers.                                                                                                                                                    |
|                       | **2012-13 SY**  
                       | • Beginning to break out individual professions within the licensed classifications.                                                                                                                 |
| Short term Disability | **2011-12 SY**  
                       | • Employees access up to 51 days from the Sick Leave Bank for a serious medical condition and contributed toward the Bank.                                                                              |
|                       | **2012-13 SY**  
                       | • Move to short-term disability plan. Employee’s sick leave bank goes away.                                                                                                                         |
| Vacancies             | **2011-12 SY**  
                       | • All qualified candidates will be interviewed.                                                                                                                                                       |
|                       | **2012-13 SY**  
                       | • All qualified candidates will be screened.                                                                                                                                                         |
| Leave of Absence (LOA)| **2011-12 SY**  
                       | • Employees on LOA may continue paying District medical insurance up to 2 years.                                                                                                                      |
|                       | **2012-13 SY**  
                       | • Employee may purchase medical insurance through COBRA.                                                                                                                                             |
| KLA & Longevity       | **2011-12 SY**  
                       | • Both available for 2011/2012 SY.                                                                                                                                                                   |
|                       | **2012-13 SY**  
<pre><code>                   | • 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              | 2011-12 SY  
  • The vacancy is posted on the website and a posting notification is mailed to each worksite.  
  2012-13 SY  
  • Eliminate sending posting notifications to sites – duplication of work. |
| Extended Service Severance| 2011-12 SY  
  • Severance paid out to those retiring who were PERA eligible and had 15 years with the District.  
  2012-13 SY  
  • Phase out plan for those eligible in the next 2 years but will leave end of this SY. |
| Market-Based Pay          | 2011-12 SY  
  • Step and Lane based on education and experience.  
  2012-13 SY  
  • Market-Based Pay based on education, experience, position type, applicants per posting, external data, etc. |
| Pay for Performance (PFP) | 2011-12 SY  
  • Pay for Performance had been suspended.  
  2012-13 SY  
  • New more holistic P4P plan being communicated where the evaluation tool drives pay changes and development options. |
| Compensation              | 2012-13 SY  
  • 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| 2012-13 SY  
  • The District will pay pre-paid legal and liability coverage insurance for employees. |
| Areas of Conflict         | 2011-12 SY  
  • Grievance procedure.  
  2012-13 SY  
  • Dispute resolution procedures are outlined in the Compensation & Benefit guidelines. |
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| Career Pathways          | 2011-12 SY  
  • KLA’s and Professional Development  

2012-13 SY  
  • A more cohesive and individualized Career Pathway option based on employee desires and performance. |
| Adoption & Military leave| 2011-12 SY  
  • Nothing/Limited  

2012-13 SY  
  • 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. |