

**WCCUSD Contract Implementation Summary
Based on Board Action of July 8, 2009***

Area	Change	What it means
Health Benefits for Current Employees	<p>Effective January 1, 2010 the district will contribute \$508.30 toward the health plan of your choice. Health plan open enrollment begins in September when employees have an opportunity to choose a different health care plan.</p> <p>District will continue to contribute \$92.00 per month toward dental and \$16.00 per month toward vision. These amounts are now the maximum contribution for these programs.</p>	<p>There's no change in benefits until January 1, 2010.</p> <p>There's no change in the contribution for dental or vision coverage.</p>
Retiree Health Benefits	<p>The effective date for implementation of changes for retiree health benefits is January 1, 2010.</p> <p>Employees hired prior to 7/15/09 can vest for retiree benefits with 5 years of continuous service in WCCUSD. The district will contribute \$450 per month toward the CalPers benefit plan, which can include dependents, of the retiree's choice. This is a lifetime benefit for the employee.</p> <p>Employees hired <u>after</u> 7/15/09 can vest for retiree benefits with 5 years of continuous service in WCCUSD. The district will contribute the statutory fee amount (currently estimated at \$105 per month) toward the CalPers benefit plan, which can include dependents, of the retiree's choice.</p>	<p>This means employees who are vested under the old contract provisions can retire prior to 12/31/09 under those provisions.</p> <p>Vested employees who retire after December 31, 2009 will receive a lifetime health benefit that is capped at \$450 per month.</p> <p>Employees hired after July 15 this year may still vest in CalPers but will receive only the CalPers required statutory fee. This is a lifetime benefit for the employee.</p>
Kindergarten Prep Time	Align Kindergarten Prep time to grades 1-6 or 100 minutes per week, down from 515 minutes per week.	Schools and principals could collaborate to determine how best to use that time to provide prep time for teachers in grades 4, 5 & 6.
Class Size Elementary	Staffing ratio in K-3 of 31 to 1; staffing ratio in 4 to 6 at 33 to 1	<p>This gives the district flexibility to raise class sizes. However, for the 2009-10 school year class sizes are staffed as follows:</p> <p style="padding-left: 40px;">Kindergarten - 24:1 Grades 1 and 2 – 20:1 Grade 3 – 28:1</p>
Class Size Secondary	Eliminate class size caps in favor of 32:1 staffing ratio at Middle and High School and timelines for balancing.	Schools will now receive an allocation based upon enrollment without regard to specific subject matter caps. School sites will then develop master schedules based upon the academic needs of the students.
Voluntary Transfers	To comply with the State requirements for district in 'district improvement, voluntary transfers will use seniority as one of several criteria for transfer.	The District will be better able to balance the distribution of teacher talent and experience across all schools and meet State requirements.

* Provided for summary purposes only and not a substitute for approved resolution found in the Board Packet for July 8, 2009.