

APPENDIX A

POSITIONS INCLUDED

Adaptive Physical Education Teacher
Classroom Teacher
District Librarian/Media Teacher
Program Facilitator
Resource Teacher
Resource Teacher/Academic Coach
School Counselor
School Nurse
School Psychologist
Speech and Language Pathologist
Teacher on Special Assignment

POSITIONS EXCLUDED

Superintendent
Deputy Superintendent
Assistant Superintendent
Director
Principal
Coordinator
Supervisor
Assistant Principal
Specialist
Day-to-day Substitute

APPENDIX B, B1 AND B2

THE FOLLOWING CERTIFICATED SALARY SCHEDULES WILL BE USED FOR:

SALARY SCHEDULE A & I (SEE APPENDIX B)

This salary schedule used for traditional year (10 month employees): Adaptive Physical Education Teacher, Classroom Teacher, District Librarian/Media Teacher, Program Facilitator, Resource Teacher, Resource Teacher/Academic Coach, School Counselor, School Nurse, Speech and Language Pathologist, Teacher on Special Assignment.

SALARY SCHEDULE Y (SEE APPENDIX B-1)

This salary schedule was used for unit members on year-round work schedules.

SALARY SCHEDULE U & V (SEE APPENDIX B-2)

This salary schedule used for school psychologists (198 days, Schedule A x 1.15).

CREDIT FOR EXPERIENCE:

See Article 6, Section 6.1.2.

ANNIVERSARY INCREMENTS:

See Article 6, Section 6.5.

CLASSIFICATION DEFINITIONS:

- I Bachelors Degree
- II B.A. Degree + 15 semester units (23 quarter units).
Ten (10) semester units (15 quarter units) must carry graduate credit; remainder may be upper division work.
- III B.A. Degree + 30 semester units (45 quarter units). Twenty (20) semester units (30 quarter units) must carry graduate credit; remainder may be upper division work.
- IV B.A. Degree + 45 semester units (68 quarter units). Thirty (30) semester units (45 quarter units) must carry graduate credit; remainder may be upper division work.
- V B.A. Degree + 60 semester units (90 quarter units). Forty (40) semester units (60 quarter units) must carry graduate credit; remainder may be upper division work.

MASTER'S DEGREE:

To carry an annual stipend of 7% of Step 1, Column I (Base Salary).

DOCTORATE:

To carry an annual stipend of 7% of Step 1, Column I (Base Salary).

APPENDIX C, C1, and C2

SCHOOL CALENDARS

Appendix C = Traditional School Year Calendar

Refer to current school calendar (as negotiated each year by the District, the Association, and CSEA) for academic quarters; student-free days; opening and closing days; report card/parent conference days; and observed holidays.

Winter break shall begin the Friday before Christmas Eve and shall be for duration of approximately 2 weeks.

Spring recess shall be taken the week following the end of the third academic quarter.

Appendix C1 = Psychologists School Year Calendar

Refer to current traditional calendar (as negotiated each year by the District, the Association, and CSEA) for academic quarters, student-free days; opening and closing days; report card/parent conference days; and observed holidays. A psychologist will work a total of 198 days a year.

Winter break shall begin the Friday before Christmas Eve and shall be for duration of approximately 2 weeks.

Appendix C2 – Year Round Calendar

Currently this calendar is non applicable.

APPENDIX D

RETIREMENT OPTION FORMS

Included in Appendix D attachments are retirement option forms for the following:

- A) Half-Time Teaching
- B) Ancillary Services Contract
- C) District Incentive Plan

GARVEY SCHOOL DISTRICT
Rosemead, California
CERTIFICATED RETIREMENT AGREEMENT
HALF-TIME TEACHING WITH FULL RETIREMENT PLAN
(REDUCED WORKLOAD SERVICES)

THIS AGREEMENT, made and entered into this _____ day of _____ 2005 by and between the GARVEY SCHOOL DISTRICT OF LOS ANGELES COUNTY, CALIFORNIA, hereinafter referred to as DISTRICT and _____, hereinafter referred to as EMPLOYEE.

WHEREAS, EMPLOYEE is interested in Half-Time Teaching with Full Retirement Plan benefits; and

WHEREAS, DISTRICT wishes to provide Half-Time Teaching with Full Retirement Plan benefits to its Certificated employees who have reached the age of fifty-five (55) prior to reduced services employment. The unit member must have been employed full-time in a position requiring certification, for at least ten (10) years of which the immediately preceding five (5) years were full-time employment.

The period of such reduced services shall not exceed five (5) years. A Reduced services unit member may be returned to full-time employment only with the mutual consent of the unit member and the Board of Education.

Section I: Pre-Retirement

NOW, THEREFORE, BE IT AGREED as follows:

1. EMPLOYEE agrees to retire from DISTRICT'S employment no later than _____, unless returned to full-time service by mutual agreement.
2. A unit member shall be paid a salary which is the prorata share of the salary that would have been earned had the unit member not elected to exercise the option of reduced services employment. The unit member's retirement contribution, paid by both the District and the unit member, shall be the same as if the unit member taught full-time.
3. The district shall pay the premium for health/fringe benefits at the same rate that is provided full-time unit members consistent with Article 8 of the collective bargaining agreement.
4. Section II: Post-Retirement

In consideration of services rendered to DISTRICT by EMPLOYEE, and EMPLOYEE'S retirement under the DISTRICT'S Half-Time Teaching with Full Retirement Credit Plan, incorporated by reference herein as though fully set forth, DISTRICT agrees to provide employee with the following benefits:

1. Under the DISTRICT medical coverage health benefits equal to, but not to exceed, the cost of the premium for the least expensive health plan to age sixty-five (65).
 - a. All health benefits under this agreement shall be governed by the agreement between carriers and DISTRICT.
 - b. Any additional premium costs or premiums for additional coverage shall be the Retiree's sole responsibility.
 - c. Effective January 1, 2004, the District shall pay the sum of \$32.20 per month provided the retiree chooses a health plan offered by the District. Effective January 1, 2005, the District contribution will change to \$48.40 per month. Effective January 1, 2006, the District contribution will change to \$64.60 per month. In order to receive this benefit, the retiree must be enrolled in a health plan offered by the District.
 - d. Dental/Vision and Life Insurance coverage provided by the District to age sixty-five (65).

The EMPLOYEE hereby elects the following medical and fringe benefit coverage:

Insurance Coverage	Yes	No
Health/Medical		
Dental		
Vision		
Life		

2. EMPLOYEE shall keep DISTRICT advised as to the address and telephone number at which EMPLOYEE may be contacted.
3. This agreement may not be amended without the written consent of both parties. This agreement is the sole agreement between DISTRICT and EMPLOYEE and the parties expressly acknowledge no other written or oral representations or agreement between the parties regarding retirement. The parties further acknowledge representation by anyone else shall not have any force or effect without written approval of both parties.
4. EMPLOYEE shall assume the risk and be solely responsible for the payment of any taxes, interest, penalties, or valid withholdings on the sums referred to in this agreement. DISTRICT shall not be obligated to reimburse EMPLOYEE for any such taxes, nor shall any such assessment against EMPLOYEE constitute a breach of this agreement. DISTRICT has no responsibility to advise EMPLOYEE regarding the tax consequences of participation in any part of this agreement and is encouraged to consult with a tax advisor prior to participation in this agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands this day, month and year first above written.

GARVEY SCHOOL DISTRICT _____ DATE _____

(FOR DISTRICT)

OF LOS ANGELES COUNTY, CALIFORNIA

EMPLOYEE'S SIGNATURE

DATE

Revised: April 6, 2004

GARVEY SCHOOL DISTRICT
Rosemead, California
CERTIFICATED RETIREMENT AGREEMENT
ANCILLARY SERVICES PLAN

THIS AGREEMENT, made and entered into this ____ day of _____, **2004**, by and between the GARVEY SCHOOL DISTRICT OF LOS ANGELES COUNTY, CALIFORNIA, hereinafter referred to as DISTRICT and _____, hereinafter referred to as EMPLOYEE.

WHEREAS, EMPLOYEE is interested in Ancillary Services Plan benefits; and

WHEREAS, DISTRICT wishes to provide Ancillary Services benefits to its Certificated employee who has reached the age of fifty (50) and has rendered a minimum of ten (10) years service to the District. The unit member in this program shall resign his/her position with the District and shall not return to regular employment with the District except under exceptional circumstances.

Length of contract for services shall be for a period of two (2) years. A participant will serve twenty (20) days per fiscal year in services mutually agreed upon by the unit member and the District. Termination of the contract prior to completion of the two (2) years shall be my mutual agreement. This contract may be extended for up to a total of five (5) years upon mutual agreement of participant and District.

NOW, THEREFORE, BE IT AGREED as follows:

1. EMPLOYEE agrees to retire from DISTRICT'S employment by _____

Section I: Benefits Available During The Ancillary Services Contract

1. In consideration for services rendered to DISTRICT by EMPLOYEE, and EMPLOYEE'S retirement under the DISTRICT'S Ancillary Services Retirement Plan, incorporated by reference herein as though fully set forth, DISTRICT agrees to provide employee with the following benefits:
 - a. A contract for a period of two (2) years, at twenty (20) work days per year at a compensation rate that is equivalent to the member's per diem rate based on his/her salary schedule placement.

- b. Unit members entering the plan are to be afforded a mutually agreed upon description of specific duties and specified amount of duty time refined into calendrical dates and hours.
- c. The District shall pay the premium for health/fringe benefits at the same rate that is provided full-time unit members consistent with Article 8 of the collective bargaining agreement.
- d. The benefits listed above shall change each year at an amount equivalent to the change in salaries and fringe benefits granted full-time members.

The DISTRICT and EMPLOYEE hereby agree to the following work schedule: _____

Section II: Benefits Available Upon Completion of Ancillary Services Contract

- 1. Under the DISTRICT medical coverage health benefits equal to, but not to exceed, the cost of the premium for the least expensive health plan to age sixty-five (65).
 - a. Any additional premium costs or premiums for additional coverage shall be the Retiree's sole responsibility.
 - b. Effective January 1, 2004, the District shall pay the sum of \$32.20 per month provided the retiree chooses a health plan offered by the District. Effective January 1, 2005, the District contribution will change to \$48.40 per month. Effective January 1, 2006, the District contribution will change to \$64.60 per month. In order to receive this benefit, the retiree must be enrolled in a health plan offered by the District.
 - c. Dental/Vision and Life Insurance coverage provided by the District, to age sixty-five (65).

The EMPLOYEE hereby elects the following medical and fringe benefit coverage:

Insurance Coverage	Yes	No
Health/Medical		
Dental		
Vision		
Life		

- 2. EMPLOYEE shall keep DISTRICT advised as to the address and telephone number at which EMPLOYEE may be contacted.
- 3. This agreement may not be amended without the written consent of both parties. This agreement is the sole agreement between DISTRICT and EMPLOYEE and the parties expressly acknowledge no other written or oral representations or agreement between the parties regarding retirement. The parties further acknowledge representation by anyone else shall not have any force or effect without written approval of both parties.
- 4. EMPLOYEE shall assume the risk and be solely responsible for the payment of any taxes, interest, penalties, or valid withholdings on the sums referred to in this agreement. DISTRICT shall not be obligated to reimburse EMPLOYEE for any such taxes, nor shall any such assessment against EMPLOYEE constitute a breach of this agreement. DISTRICT has no responsibility to advise

EMPLOYEE regarding the tax consequences of participation in any part of this agreement and is encouraged to consult with a tax advisor prior to participation in this agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands this day, month and year first above written.

GARVEY SCHOOL DISTRICT _____ DATE _____
(FOR DISTRICT)

OF LOS ANGELES COUNTY, CALIFORNIA

EMPLOYEE'S SIGNATURE DATE _____

Revised: April 6, 2004

GARVEY SCHOOL DISTRICT
Rosemead, California

CERTIFICATED RETIREMENT AGREEMENT
INCENTIVE PLAN

THIS AGREEMENT, made and entered into this _____ day of _____ **2004**, by and between the GARVEY SCHOOL DISTRICT of LOS ANGELES COUNTY, CALIFORNIA, hereinafter referred to as DISTRICT and _____ hereinafter referred to as EMPLOYEE.

WHEREAS, EMPLOYEE is interested in the Retirement Incentive plan benefits; and

WHEREAS, DISTRICT wishes to provide Incentive Retirement benefits to its Certificated employees age fifty-five (55) and over who have fifteen (15) or more years of service with the District.

NOW, THEREFORE, BE IT AGREED as follows:

1. EMPLOYEE agrees to retire from DISTRICT'S employment by _____

2. In consideration of services rendered to DISTRICT by EMPLOYEE, and EMPLOYEE'S retirement under the DISTRICT'S

Retirement Incentive Plan, incorporated by reference herein as though fully set forth, DISTRICT agrees to provide employee with the following benefits:

- a. \$5,000 for the first fifteen (15) years of service.
- b. \$250 for each additional year of service beyond year fifteen (15).
- c. Under the DISTRICT medical coverage health benefits equal to, but not to exceed, the cost of the premium for the least expensive health plan to age sixty-five (65).

- d. Retiree may choose from other health plans offered by the District, but shall pay the difference between least expensive health plan and the plan selected.
 - e. Retiree has the option for dependent coverage through the District health plan, at retiree's expense, to age sixty-five (65).
 - f. Effective January 1, 2004, the District shall pay the sum of \$32.20 per month provided the retiree chooses a health plan offered by the District. Effective January 1, 2005, the District contribution will change to \$48.40 per month. Effective January 1, 2006, the District contribution will change to \$64.60 per month. In order to receive this benefit, the retiree must be enrolled in a health plan offered by the District.
 - g. Dental/Vision and Life Insurance coverage provided by the District, to age sixty-five (65).
3. Premiums for selected coverage shall be paid by the District only to the extent required by Article 8 of the collective bargaining agreement. Any additional premium costs or premiums for additional coverage shall be the Retiree's sole responsibility.

The EMPLOYEE hereby elects the following medical and fringe benefit coverage:

Insurance Coverage	Yes	No
Health/Medical		
Dental		
Vision		
Life		

4. EMPLOYEE shall keep DISTRICT advised as to the address and telephone number at which EMPLOYEE may be contacted.
5. This agreement may not be amended without the written consent of both parties. This agreement is the sole agreement between DISTRICT and EMPLOYEE and the parties expressly acknowledge no other written or oral representations or agreement between the parties regarding retirement. The parties further acknowledge representation by anyone else shall not have any force or effect without written approval of both parties.
6. EMPLOYEE shall assume the risk and be solely responsible for the payment of any taxes, interest, penalties, or valid withholdings on the sums referred to in this agreement. DISTRICT shall not be obligated to reimburse EMPLOYEE for any such taxes, nor shall any such assessment against EMPLOYEE constitute a breach of this agreement. DISTRICT has no responsibility to advise EMPLOYEE regarding the tax consequences of participation in any part of this agreement and is encouraged to consult with a tax advisor prior to participation in this agreement.
7. DISTRICT agrees to provide Health and Welfare Benefits in accordance with the contract agreed to be the Garvey Education Association (GEA).

IN WITNESS WHEREOF, the parties hereto have set their hands this day, month and year first above written.

GARVEY SCHOOL DISTRICT: _____
(FOR DISTRICT)

OF LOS ANGELES COUNTY, CALIFORNIA.

EMPLOYEE'S SIGNATURE

Revised: April 6, 2004