

LETTER OF AGREEMENT
between
MODESTO CITY SCHOOLS
and
MCS MANAGERS

RE: 2019/20 Compensation Package

This Agreement is entered into by and between Modesto City Schools District and the MCS Managers. The District and MCS Managers agree to the following:

1. The District shall make a one-time “off the salary schedule” payment equal to two percent (2.0%) of manager’s 2019-20 annual base salary. To be eligible, a manager must have been employed during the 2019-20 school year and are employed as of July 1, 2020.
2. Effective January 1, 2021, the District shall contribute \$583.34 per month (\$7,000 per complete benefit year which is January 1 to December 31) for full time unit members toward the purchase of District approved insurance plans. This amount shall be prorated for managers less than 1.0 FTE.
3. Effective with the Open Enrollment period for coverage in the 2021 benefit year (January 1 to December 31), each eligible employee shall be required to enroll in the District-selected medical health and welfare program. However, the District shall permit an eligible employee to opt out of the District’s medical health and welfare program if the eligible employee can provide sufficient proof to the District of other group medical health insurance coverage. The term “other group medical health insurance coverage” shall not include Covered California or a Health Care Sharing Program.
4. An eligible employee who provides certification of other group medical health insurance may opt to have the District pay \$110.00 per month, cash in lieu. Such amount shall be prorated accordingly. Such payment shall be in lieu of medical health and welfare program coverage paid by the District and shall be initiated only following the employee’s certification, on a form prescribed by the District, of alternative other group medical health insurance coverage. An employee hired on or after July 1, 2020 shall not be eligible to receive a cash in lieu benefit. An employee hired before July 1, 2020 and who currently is enrolled in a District-selected medical health and welfare program has until the end of the Open Enrollment period for coverage in the 2021 benefit year to opt out of the District’s medical health and welfare program, and in accordance with this paragraph receive \$110.00 per month cash in lieu.
5. In the event the cost of the health and welfare benefit coverage (medical, dental, or vision) exceeds the District’s contributions, each eligible employee shall be responsible for the additional cost which shall be made by mandatory monthly deductions. In the event the cost of the District’s medical health and welfare benefit coverage is less than the District’s contribution, each eligible employee shall be allowed to use excess funds towards ancillary benefits or a 403(b) plan.

6. Except as provided above, an employee hired on or after January 1, 2021, may not opt out of medical coverage if required by the District's healthcare plan provider.
7. Effective January 1, 2021, the District shall pay for whole group basic term life and long-term disability insurance as part of the employee benefit package. The District shall have the authority to select the insurer for this benefit.
8. In addition, for the 2020-21 school year, the District shall pay the equivalent of .5% of a manager's annual base salary upon completion of six (6) hours of District-approved professional development. This professional development opportunity is voluntary and is exclusive of any other professional development for which compensation is paid. Participation in professional development as described herein shall not interfere with, or conflict with, the performance of a manager's duties and will be performed on each manager's own time and shall not conflict with any duties or obligations to the District. The District will provide the appropriate form that will require the approval of the manager's supervisor. All hours must be completed and submitted by July 1, 2021.
9. If the certificated bargaining unit and/or the classified bargaining unit receive a higher total compensation increase in salary and/or benefits for 2019-20, the District and MCS Managers agree to reopen discussions in these areas.
10. This agreement is subject to approval by the Modesto City Schools Board of Education.



Nathan Schar, President
On behalf of MCS Managers

Dated:

8/7/20



Angela Zeoli, Vice President
On behalf of MCS Managers

Dated:

8/10/2020



Mike Henderson
Associate Superintendent, Human Resources
On behalf of Modesto City Schools

Dated:

08-10-2020