

**District Presentation to CST of Contractual Enhancements Due to the
 "Me Too" Provision of the 2013 - 2016 Contractual Agreement
 September 19, 2014**

Article 42—Employee Benefits

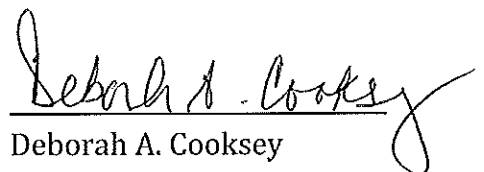
- All unit members currently taking District-paid health benefits will share a one-time pre-tax health care bridge of \$68,923.61 to be divided based on benefit cost tier. The bridge will take effect on January 1, 2015 and will be paid through June 30, 2015 only. The unit can determine how to divide the health care bridge proceeds.
- Beginning on July 1, 2015, the District will pay up to 80% of the 2015 Kaiser rate for each applicable tier: **\$571.56 Single, \$1,143.12 Two-Party, and \$1,486.06 Family** (the "Cap Rate") for employees who work at least 6 hours a day and 30 hours a week. Eligibility for the full Cap Rate shall also apply to those employees whose scheduled work hours total at least 30 hours per week even if they are scheduled to work less than 6 hours per day. The employee will pay 100% of any increase in health benefit costs over the Cap Rate.
- The District will continue to pay the full cost of vision and dental benefits for all employees working 4 or more hours per day and 20 or more hours per week.
- All other provisions of these articles remain in effect.



Carmen Terrones -Torres
 Local #1, CST President
 September 19, 2014



Cedric Porter
 Business Agent
 September 19, 2014



Deborah A. Cooksey
 MDUSD
 September 19, 2014

CST Team
 Lisa H. Lewis
 Business Agent

Janet Fitzpatrick

Jane Kowalczyk
 Deborah Woods
 Ann Steg

Patty Cochran
 Vickie Guskofsky

District Team

Jane Sman
 Asst Spt

LJB — Director of Personnel