Escondido Secondary Teachers Association
Proposal to the Escondido Union High School District

April 27, 2022

Article I: GENERAL PROVISIONS

A. TERM OF AGREEMENT

This Agreement is a bilateral and binding agreement by and between the Escondido Union High School District and the Escondido Secondary Teachers Association/California Teachers Association/National Education Association (ESTA/CTA/NEA), entered into pursuant to Sections 3540-3549 of the Government Code of the State of California (Educational Employment Relations Act of 1975, as amended, for a one year agreement beginning July 1, 2022, and ending June 30, 2023.

Article VI: LEAVES OF ABSENCE
B. PAID LEAVES OF ABSENCE

8. Paid Pregnancy Disability Leave

c. Sick Leave Benefits During Pregnancy Leave

At the beginning of pregnancy disability leave, the unit member shall receive six (6) weeks (30 workdays) of paid leave during the contracted work year.

1. No non-paid calendar breaks shall be counted as part of the six (6) weeks
2. If the school year terminates before the six (6) week paid leave is exhausted, the employee may take the balance of the six (6) in the subsequent school year period.

After the six weeks of paid pregnancy disability leave, (paid pregnancy/disability leave of absence), sick leave benefits are in effect the same as for any other paid leave.

This leave is only available during the contracted work year when the member is on leave for pregnancy related disability.

10. Sick Leave

k. Personal Business

Each employee is entitled to five (5) ten (10) days of personal business leave to use at their discretion. No more than three (3) consecutive days can be used without prior approval. This leave will be deducted from sick leave.

11. Parental Leave

b. Employees (mother or fathers, whether natural, adoptive, or foster parents) shall receive five (5) calendar contract weeks of paid leave (25 paid service days) are allowed to use available sick leave for purposes of bonding if the employee has worked for the employer for the last 12 months.

1. No non-paid calendar breaks shall be counted as part of the five (5) weeks
2. If the school year terminates before the five (5) week paid leave is exhausted, the employee may take the balance of the five (5) in the subsequent school year period.

c. The employee will first utilize all available leave time, inclusive of the 25 parental leave days from 11b, then use including sick, personal, vacation, and compensatory time. Once an employee has exhausted all available leave options, and continues to be absent on account of parental leave, the employee will be subject to differential pay.

Article VIII: SALARIES

A. CERTIFICATED SALARY SCHEDULE/GENERAL/SPECIAL EDUCATION PROGRAMS
Increase the certificated salary schedule (all cells and stipends including Adult Ed/CTE) as follows:

Effective July 1, 2022, all salary schedules shall be increased by 8.25% or no less than the percentage equal to the funded COLA per the final California state budget for 2022-2023, whichever is greater. If any other employee group receives an on-going increase more than the settlement amount finalized in this agreement, ESTA shall receive the same increase.

In addition, a one-time, off-schedule payment of 3.5% will be made.
Article IX: EMPLOYEE BENEFITS

A. BASIC INSURANCE COVERAGE

5. Beginning January 1, 2023, the district shall increase the benefit reserve cap ongoing, equal to the plan increase for the 2023 calendar year. If an employee’s selected plan has an annual cost that exceeds the District’s maximum contribution, the employee shall pay tenthly payroll deductions to cover the difference between the actual cost of the employee’s benefit plan and the District maximum contribution.

B. MISCELLANEOUS PROVISIONS

8. Medical Insurance for Retired Employees

a. 5) The retiree medical contribution cap is split into two categories:

- Retired age 55-65 = current cap at $7,700, and
- Retired age 65+ = current cap at $7,700.

On January 1, 2013 the caps shall increase by $300 to:

- Retired age 55-65 = current cap at $8,000, and
- Retired age 65+ = current cap at $8,000.

On January 1, 2023 the caps shall be as follows:

- Retired age 55-65 = In no event shall the cap be less than the HMO single plan that a unit member receives with all the same benefits e.g. dental, vision, life. In the event that the HMO single person plan ceases to be offered this will be immediately renegotiated.