

**TABLE TALK**  
**10-22-2008**

**PAEA**

**Leslie Bowen**

**Roni Habib**

**John Hebert**

**Martin Vetter**

**PAUSD**

**Scott Bowers**

**Becki Cohn-Vargas**

**David Johnson**

**Gary Prehn**

The District Negotiation Team and PAEA Team met at PALY ERC

**Article VI Compensation and Benefits**

We did not make much progress on the big ticket item Salary, Benefits and Health Reimbursement Account (HRA). The district wanted to keep the HRA available only at retirement or after 20 years similar to the current Early Retirement Health Benefit (GASB plan) (For explanations on GASB and HRA please see the previous TableTalks)

The Association team felt that agreeing to 20 years or retirement or the employee gets nothing in the HRA did not offer all employees a benefit. The idea behind giving up the large GASB Plan benefit was that all employees could benefit from the smaller HRA plan.

The Assoc presented two alternative plans to the District and asked that the board consider them in the next closed session.

1. 4.5% sunset the GASB for new hires and employees own the money in the HRA but can't take it until they reach age 55.
2. 5% on the salary scale - sunset the GASB for new hires and forget the HRA. If an employee wants money for the retirement health benefits they can contribute to their 403b or IRAs since IRS regs. allow one to use such funds for health purposes tax free. The team felt that the extra half a percent on the schedule would continue to grow for employees. Employees leaving the district before 20 years would already have the money. It was a benefit for all.

Benefits - district will provide \$2500 to active employees opting out of current health benefits provided they can prove comparable insurance elsewhere.

**Article VIII - Transfers**

We did agree on the transfers, which was our proposal. A web site and eventually email system will be established making information more accessible about district openings for teachers interested in a transfer.

**Article XI - Leaves**

We also reached a Tentative Agreement (TA) on Leaves. The date for notification of intent to take a leave of absence without pay will be moved to March 31.

**Next Negotiations Friday October 31, 10 am D.O. Room A**