

TA'ed 11/25/08  
Jan B. F.  
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1 provided to AVTA on 11/20/08

ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT  
Total Compensation

District Proposal  
July 30, 2008 11/25/08  
9:30 a.m. 10:30 AM

Article 3. Salaries and Benefits

Revise section 3.0 as follows: "The salary schedule for the 2008-2009 school year shall increase the 2007-2008 salary schedule by zero percent (0%). The salary schedule is contained in Appendix A."

Add the following to section 3.13(j): "Effective October 1, 2008, the cap on health and welfare benefits will remain at \$1,269.12."

Revise the 4<sup>th</sup> paragraph in section 3.13(j) as follows: "All non-permanent certificated employees in the bargaining unit beginning with employees hired after ~~July 1, 2008~~ <sup>January 1, 2009</sup>, will receive health benefits through the Blue Cross HMO plan at no cost until permanent status has been achieved. Non-permanent employees who achieve permanent status will be eligible to receive health benefits from other District offered health plans in accordance with the health and welfare open-enrollment period. Non-permanent employees will have the right to "buy up" into another District offered health plan."

All remaining sections of Article 3 remain unchanged.