

ARTICLE XXVIII – MANDATORY & VOLUNTARY
STATUTORY BENEFITS EXPLAINED

A. Pre-Tax and Tax-Deferred Benefits (125 Plan & 403b Third-Party Administrators) :

1. The District shall survey all district employees every other year, beginning in the 2019-2020 school year. At least fifty percent (50%) of the active employees must participate in the survey, and if the results of the survey show sixty-seven percent (67%) or more of participants are dissatisfied, the District shall solicit proposals (RFP).
2. After the District obtains the RFPs, the District shall confer with all employee bargaining units/groups to review the proposals and/or interview entities, if necessary.

B. Pay Warrant Information:

1. Each bargaining unit member's pay warrants, both regular end of the month and supplemental, shall clearly delineate all pay earned, leave balances, leave usage, in-lieu time accrued, in-lieu time used, statutory deductions, and voluntary deductions. The District shall maintain an accurate report of all the aforementioned information through the Monterey County Office of Education's Employee Portal updated monthly.
2. Should retroactive pay be earned or collectively bargained, such pay shall comply with subsection B.1 above.