

**San Mateo-Foster City School District
And
California School Employees Association and its Chapter 411**

**TENTATIVE AGREEMENT
2020-21 Reopener Negotiations**

April 30, 2020

This is a comprehensive tentative agreement to settle all outstanding negotiations items for 2020-21 school year. This agreement shall be effective upon ratification by CSEA and the District's governing board.

**ARTICLE 21
PAY AND ALLOWANCES**

The Parties agree to the following amendment to Article 21, Section 21.1 (attached):

21.1.1 The 2019-20 salary schedule shall be increased by 3% effective July 1, 2020. This salary increase shall apply to all current unit members employed at the District as of July 1, 2020.

**ARTICLE 23
HEALTH AND WELFARE BENEFITS**

- No changes -

For CSEA:

For the District:



Sue Olinger, Chapter 411 President

Sue Wieser, Asst. Supt. of Human Resources

John Harrison, Chapter 411

Mark Westerberg, CSEA LRR

Date: April 30, 2020

Date: May 4, 2020

ARTICLE 21
PAY AND ALLOWANCES

21.1 Regular Rate of Pay: The regular rate of pay for each position in the bargaining unit shall be in accordance with the rates established for each class as provided for in Appendix A, which is attached hereto and be reference incorporated as a part of this Agreement. The regular rate of pay shall include any longevity increment or shift differential required to be paid under this Agreement. All employees in the bargaining unit shall receive an Employee Earnings Worksheet within a reasonable period of time annually after the beginning of their work year

21.1.1 The 2019-20 salary schedule shall be increased by 3% effective July 1, 2020.

This salary increase shall apply to all current unit members employed at the District as of July 1, 2020

21.1.~~21~~ The 2018-19 salary schedule shall be increased by 2.5% funded from Measure V parcel tax revenue effective July 1, 2019. In the event Measure V, the parcel tax, is not approved by the voters in the November 2018 general election and certified pursuant to the official Certificate of Election Results, the 2.5% salary schedule increase will not go into effect and the parties will resume salary negotiations for the 2019-20 school year.

21.1.~~32~~ The 2017-2018 salary schedule shall be increased by 3% effective July 1, 2018. This salary schedule increase shall impact all current and retired unit members that were employees at the District between July 1, 2018 and the date that this agreement is ratified by the parties.

21.1.~~43~~ The District shall offer CSEA an equivalent increase to any increase that another bargaining unit receives that exceeds the increase negotiated with CSEA for the 2018-19 and 2019-20 school year.

21.1.~~54~~ The 2016-2017 salary schedule shall be increased by 3% effective July 1, 2017 for the current active employees as of the date of ratification of this agreement.

21.1.~~65~~ The 2015-2016 salary schedule shall be increased by 5% effective July 1, 2016 for current active employees as of the date of ratification of this agreement.

21.1.~~76~~ The District shall offer CSEA an equivalent increase to any increase that another bargaining unit receives that exceeds the increase negotiated with CSEA for 2016-2017 and 2017-2018, excluding increases that are due to a negotiated compromise involving a change in working conditions, such as increased class size, workload, work minutes, or days. If there is a disagreement about whether an increase to another bargaining unit is due to a negotiated compromise, CSEA may demand to bargain the disagreement.