

San Mateo-Foster City School District
And
CSEA Chapter #411

Tentative Agreement

May 16, 2022

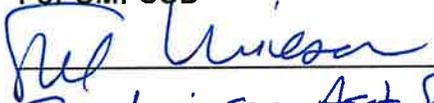
The San Mateo-Foster City School District (SMFCSD) and California School Employees Association and its Chapter #411 ("CSEA") collectively the Parties, have completed their negotiations for the 2022-2023 and 2023-2024 Reopeners.

The Parties have tentatively agreed on the changes to the following Articles (see attached):

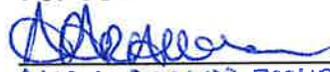
Article 21: Pay and Allowances

Article 23: Health and Welfare

For SMFCSD


Sue Wieser, Asst. Supt., HR

For CSEA


ALICIA ARABO, PRESIDENT


Mark Westerberg, LRR


John Harrison

Date: 5/16/22

Date: 5/16/22

2022-24 Reopener Negotiations

ARTICLE 21
PAY AND ALLOWANCES

CSEA 2022-2023 and 2023-2024 Salary Increase:

The 2022-2023 CSEA salary schedule shall be increased by 3%, effective July 1, 2022. This shall become the 2022-2023 CSEA salary schedule.

The 2022-2023 CSEA salary schedule shall be increased by 3%, effective July 1, 2023. This shall become the 2023-2024 CSEA salary schedule.

///all sections status-quo, except as follows///

21.10 Longevity Increment:

Employees who have rendered nine (9) full years of service based on the hire date of the employee, shall move five (5%) on the Salary Schedule, e.g., a person on Step F of Range 43 who has put in nine (9) full years of service shall proceed to Step L of Range 43.

Employees who have rendered eleven (11) full years of service shall move two and a half (2 1/2%) on the salary schedule.

Employees who have rendered sixteen (16) full years of service shall move three and three quarter (3 3/4%) on the salary schedule.

Employees who have rendered eighteen (18) full years of service shall move one and one quarter (1 1/4%) on the salary schedule.

Employees who have rendered twenty-one (21) full years of service shall move two and one half (2 1/2%) on the salary schedule.

Effective July 1, 2022, employees who work four (4) hours of more per day and have rendered twenty-five (25) full years of service in the District shall receive a \$2000 bonus upon completion of year twenty-five. Employees will continue to receive this \$2000 bonus upon completion of each additional three (3) year period, beyond year twenty-five.

- For those employees who work four (4) hours or more per day and have already rendered twenty-five or more full years of service as of the date that this benefit was negotiated, shall initially receive the \$2000 bonus and will receive the subsequent \$2000 bonus upon completion of each additional three (3) year period from the date of the initial bonus.
- Employees who work ~~three~~ less than four (34) hours ~~or less~~ per day shall receive the bonus payment on the same basis as it is provided to four (4) hour or more employees, but shall receive \$1000 (instead of \$2000).

CSEA Proposal – 05/16/2022 – 2pm

2022-24 Reopener Negotiations

ARTICLE 23
HEALTH AND WELFARE BENEFITS

23.1.8.1 *(add the following sections):*

Effective January 1, 2023, for unit members whose regular assignment is at least 30 hours per week, the 2022 maximum District contribution of \$925 monthly (\$11,100 annually) shall be increased to an amount which is equal to the single CalPERS-Health Kaiser Active rate, plus single VSP vision, plus single Delta dental. This amount shall be prorated based on forty hours full time equivalent for unit members working at least 20, and less than 30, hours per week.

The District shall notify the CSEA Chapter President and Labor Relations Representative of the amount of the 2023 maximum contribution, in writing, by no later than, November 1, 2022.

Effective January 1, 2024, for unit members whose regular assignment is at least 30 hours per week, the 2023 maximum District contribution shall be increased to an amount which is equal to the single CalPERS-Health Kaiser Active rate, plus single VSP vision, plus single Delta dental. This amount shall be prorated based on forty hours full time equivalent for unit members working at least 20, and less than 30, hours per week.

The District shall notify the CSEA Chapter President and Labor Relations Representative of the amount of 2024 maximum contribution, in writing, by no later than, November 1, 2022.