

**SIDE LETTER OF AGREEMENT**

**BETWEEN  
SAN MATEO UNION HIGH SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 519**

**Implementation of 2022-2023 Salary Increase**

The San Mateo Union High School District (“District”) and the California School Employees Association and its Chapter 519 (“CSEA”), collectively referred to as “The Parties”, agree to the following, to implement the terms of Article 8, Section 8.1.6 of the CSEA collective bargaining agreement (“CBA”) for the 2022-2023 school year:

1. Implementation of Article 8, Section 8.1.6 of the CBA.

The Parties recognize that the tentative agreement with the certificated bargaining unit includes a provision which provides the certificated bargaining unit with a total compensation increase equal to 4.5% salary schedule increase. The certificated unit chose to receive the 4.5% total compensation as a salary schedule increase.

To implement the terms of Article 8, Section 8.1.6 of the CBA, the District will provide CSEA with the same total compensation increase as the certificated bargaining unit and CSEA has chosen to apply the entire increase to the CSEA salary schedule.

Consequently, for the 2022-2023 school year, the District shall provide a 4.5% ongoing increase to the 2022-23 salary schedule effective July 1, 2022. Additionally, in accordance with Article 8, Section 8.4.1 of the CBA, the 4.5% increase shall also be applied to Longevity increments, effective July 1, 2022. In appreciation for the invaluable work CSEA staff has done this year welcoming students back, combating the effects of COVID-19, and reopening our campuses, the District will provide a one-time bonus equal to \$2,500 to all CSEA employees who were employed on May 19, 2022 (pro-rated for less than full-time employees).

2. The Parties will begin 2022-2023 successor contract negotiations as soon as practicable following the sunshining of the parties’ initial bargaining proposals.

DATE: \_\_\_\_\_

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Kevin Skelly, Superintendent

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Jim Broock, President, CSEA Chapter 519

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Kirk Black, Deputy Superintendent

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Mark Westerberg, CSEA LRR

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Yancy Hawkins, Associate Superintendent

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Jenelle Vazquez, Negotiations Team

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Armando Guiulfo, Negotiations Team

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Andrea Hadley, Negotiations Team