

**TENTATIVE AGREEMENT  
BETWEEN  
OFFICE OF THE SAN MATEO COUNTY SUPERINTENDENT OF SCHOOLS  
AND  
SMCEA**

**March 16, 2022**

**ARTICLE 12 – SALARIES AND BENEFITS**

**12.1 Salaries**

12.1.1 Increases

12.1.1.1 **2021-2022 School Year: The County Office agrees to provide a 3.5% increase to the salary schedule, retroactive to July 1, 2021. The County Office will provide notice to SMCEA of the date the retroactive payment will be made. For unit members who did not work a complete school year during the 2021-2022 school year, they will have the retroactive payment prorated.**

**The County Office also proposes to provide a 1.0% one-time off schedule payment of each bargaining unit employee's base salary as set forth in the 2021-2022 salary schedule. To be eligible to receive the off schedule payment, the bargaining unit employee must be employed as of the date the successor collective bargaining agreement is fully ratified. The County Office will provide notice to SMCEA of the date the retroactive payment will be made.**

12.1.1.2 **2022-2023 School Year: The County Office agrees to provide a 3.0% increase to the salary schedule, effective July 1, 2022.**

12.1.1.32 The salary schedule and salary classification requirements of all unit members are set forth in Addendum A.

12.1.2 School Psychologists, School Nurses, School Counselors, ~~Speech Language Pathologists~~ and Program Specialists shall be paid on the certificated salary schedule in a like manner to other bargaining unit members. School Psychologists, School Nurses, School Counselors, and Program Specialists hired before July 1, 1990 shall be guaranteed, at the unit member's option, five (5) additional work days beyond the basic work year as defined in Article 11. These 5 days are in addition to any extra days as defined in Article 11.1. However, unit members who choose not to work the additional days must notify the County Office by July 1<sup>st</sup> of each school year. These days shall be paid at the applicable per diem rate. If a unit member elects to work the additional five (5) days, he/she shall mutually agree with his/her supervisor the days on which the unit member will work the additional five (5) days.

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### 12.1.3 Stipends

The County Office agrees to provide stipends, in the full amount, subject to the conditions set forth in Article 12.1.3.1 through 12.1.3.3 to bargaining unit members irrespective of a bargaining unit member's full-time equivalent status.

12.1.3.1 Audiologist, Counselors, Nurses, Psychologists, Program Specialists, and Speech and Language Pathologists shall be paid a stipend equal to an increment on the salary schedule for administrative duties, recruitment, and retention.

12.1.3.2 Head Teachers/Head Nurses/Head Psychologists shall be eligible for a stipend equal to an increment on the salary schedule.

**The County Office will post, interview for, and select Head Positions that are going to be utilized for that current school year by the 20<sup>th</sup> work day of the County Office Court/Special Education academic calendar.**

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### ~~12.1.4 New Inmate Hourly Rate Unit Members~~

~~The hourly rate for new inmate education teachers shall be \$29.64 and there shall be no health and welfare benefits. Current unit members within the Inmate Education Program shall be red circled. They will maintain all rights, seniority status, salary, and benefits the same as any other SMCEA unit member.~~

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## 12.2 Health & Welfare Benefits

Health and Welfare Benefits, as a condition of employment, shall be provided as set forth herein.

### 12.2.1.1 2022 Calendar Year Benefits Cap

12.2.1.1.1 Effective January 1, 2022 ~~(pending full ratification of the successor collective bargaining agreement)~~, the County Office ~~proposes that it will contribute a maximum of \$1,175~~~~1,150~~~~1,125.00~~ ~~1,200~~ per month towards the benefit package for those unit members who participate in one of the County Office medical plans. Single dental coverage and basic life insurance will be deducted from the ~~\$1,175~~~~1,150~~~~1,125.00~~ ~~1,200~~. The remainder will be applied towards medical coverage for the unit member. The remainder will be applied towards medical coverage for the unit member. After deducting the cost of single

dental coverage, basic life insurance, and the cost of medical coverage for a unit member only, to the extent there is any unused money from the ~~\$1,175~~~~\$1,450~~~~\$1,125.00~~ ~~4,200~~ per month maximum contribution, it may be used to contribute to in the following descending order: (1) medical coverage for spouses, registered domestic partners, or dependents; (2) dental coverage for spouses, registered domestic partners, or dependents; and/or (3) vision coverage for unit member only vision coverage and then for vision coverage for spouses, registered domestic partners, or dependents. *The crediting of this increase to each eligible bargaining unit member will be done retroactive to January 1, 2022.*

12.2.1.1.2 Effective January 1, ~~2022~~, all unit members who work 0.50 FTE or more will be eligible to receive the maximum of ~~\$1,175~~~~\$1,450~~~~\$1,125.00~~ ~~4,200~~ per month towards their medical benefits package.

12.2.1.2 2023 Calendar Year Benefits Cap

12.2.1.2.1 Effective January 1, **2023**, the County Office will contribute a maximum of **\$1,225** ~~\$1,475~~ per month towards the benefit package for those unit members who participate in one of the County Office medical plans. Single dental coverage and basic life insurance will be deducted from the **\$1,225** ~~\$1,475~~. The remainder will be applied towards medical coverage for the unit member. The remainder will be applied towards medical coverage for the unit member. After deducting the cost of single dental coverage, basic life insurance, and the cost of medical coverage for a unit member only, to the extent there is any unused money from the **\$1,225** ~~\$1,475~~ per month maximum contribution, it may be used to contribute to in the following descending order: (1) medical coverage for spouses, registered domestic partners, or dependents; (2) dental coverage for spouses, registered domestic partners, or dependents; and/or (3) vision coverage for unit member only vision coverage and then for vision coverage for spouses, registered domestic partners, or dependents.

12.2.1.2.2 Effective January 1, ~~2023~~, all unit members who work 0.50 FTE or more will be eligible to receive the maximum of **\$1,225** ~~\$1,475~~ month towards their medical benefits package.


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12.2.8 Effective ~~January 1, 2022~~ **January 1, 2019** (pending full ratification of the successor collective bargaining agreement), the County Office proposes to

contribute a maximum of ~~\$350~~ **\$300** ~~\$325~~ per month to unit members who work 0.50 FTE or more and do not participate in one of the County Office CalPERS medical plans. The cost of single dental coverage and basic life insurance will be deducted from the ~~\$350~~ **\$300** ~~\$325~~ per month. The remainder will be "cash back" to unit members, and paid to unit members on a monthly basis.

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Dated: 3/18/2022

  
SMCEA

Dated: 3/28/22

Tami Moore  
SMCOE