



**SAN LUIS OBISPO COUNTY
OFFICE OF EDUCATION**

LEADERSHIP • COMMUNITY • SERVICE
JAMES J. BRESCIA, ED. D., SUPERINTENDENT

SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION

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www.slocoe.org

Human Resources Department

TENTATIVE AGREEMENT

SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION (SLOCOE)
AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA) AND ITS SAN LUIS
OBISPO CHAPTER #444

July 2019

The parties agree to the following changes in the 2018-2021 CSEA Agreement. Strikethroughs indicate deletions and underlines indicate additions.

ARTICLE III: SALARY

A one-time, off salary schedule remuneration in the amount of one (1) percent will be paid to each bargaining unit member in paid status employed at the date of ratification. The 1 percent salary remuneration is calculated on the bargaining unit member's 2019-20 salary schedule placement/base salary, and paid 50% in the January 2020 supplemental payroll, and the remaining 50% paid on the July 2020 liability payroll. Should a bargaining unit member separate from employment during the 2019-20 school year, the one-percent off-schedule remuneration will be pro-rated to the unit member's last working day. The one-percent off-schedule remuneration is one-time for the 2019-20 work year only, and does not set precedence and cannot be applied to any other situation.

ARTICLE IV: HEALTH AND WELFARE BENEFITS

4.1.5 The Employer agrees to make tenthly contributions for the insurance benefits programs specified in paragraphs 4.1.1 – 4.1.4 of this Article on the following basis:

a. Beginning with the 2019-2020 plan year, the parties agree that the maximum monthly employer contribution shall be as follows:

1. \$500-550 for single party; \$1010-1060 for two party; and \$1575-1625 for family*.

*For the 80% M and Bronze plans the employer monthly maximum contribution shall be \$1375-1425 for family. For the

Bronze plan the employer monthly maximum contribution shall be
\$~~1010~~ 1060 for Employee + Child(ren).

RECOMMENDED FOR RATIFICATION


For the Employer:



THOMAS E. ALVAREZ
Chief HR Officer

DATE: 7/17/19

For the Association:



JACKI SEIBERT
President

DATE: 7/17/19

For the Association:




PHYLLIS COMSTOCK
Labor Representative

DATE: 7/17/19

ACCEPTED AND RATIFIED

By their signatures below, the signatories certify that they are authorized representatives of either the Employer or the Exclusive Representative as the contracting parties; that all actions necessary for the Employer or the Exclusive Representative to ratify and accept this Agreement as a binding and bilateral agreement have been completed in the manner required by that party and the law; and that this Agreement is hereby entered into without the need for further ratification and acceptance.


**SAN LUIS OBISPO COUNTY
SUPERINTENDENT OF SCHOOLS**



DR. JAMES J. BRESCIA
Superintendent of Schools

DATE: 8/15/19

**SAN LUIS OBISPO COUNTY
SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER 444**



JACKI SEIBERT
CSEA President

DATE: 8/14/19