



SAN LUIS OBISPO COUNTY  
OFFICE OF EDUCATION  
LEADERSHIP • COMMUNITY • SERVICE  
JAMES J. BRESCIA, Ed. D., SUPERINTENDENT

## SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION

3350 Education Drive, San Luis Obispo, CA 93405

(805) 543-7732 \* (805) 541-1105

[www.slocoe.org](http://www.slocoe.org)

*Human Resources Department*

### TENTATIVE AGREEMENT

SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION  
AND SAN LUIS OBISPO COUNTY EDUCATION ASSOCIATION, CTA/NEA  
2018-2021 Contractual Agreement

**November 2020**

*Changes are noted with strike through to delete or underlines to add to contract language.  
Explanations are given in (parentheses).*

The Association and the Superintendent of Schools agree to the following:

#### Extended School Year (Special Education only)

5.7 For ESY, classroom based teachers will be paid for a 5.5 hour work day. Acknowledging this commitment and service, teachers will have latitude and flexibility in the use of non-instructional time. (see also 3.8.2 and 3.8.3) Itinerant staff will be paid hourly on a time card based on caseload and prorated at the staff member's daily rate and at with a minimum of being be paid 5.5 hours per week.

#### ARTICLE IV - HEALTH AND WELFARE BENEFITS

4.1 Health and Welfare benefit packagess are ~~determined~~ selected by the Cost Containment Committee. The Cost Containment Committee is comprised of ~~includes~~ equal representation ~~representatives~~ from ~~each of the following~~ CSEA, CTA, and ~~m~~Management. The ~~Each year the~~ Cost Containment Committee has the authority to select is charged with selecting health plans design on behalf of their respective associations. The Cost Containment Committee is an advisory body for selecting health plans and health plan design and does not replace collective bargaining. and does not negotiate for the unit.

The Employer agrees to make a monthly contribution for the insurances set forth in paragraphs 4.1, 4.1.1-4.1.3 of this Article. The Employer's total annual contribution shall ~~be \$6,000.00, plus one-half the total insurance premiums above \$6,000.00, as modified by the Cost Containment Committee~~ maintain an 70% of the 80-G SISC/Anthem Plan cost which will be the anchor to determine annual contributions for other insuranceSISC/Anthem plans. The Employer's contribution is a dollar amount contribution for the health and welfare benefits specified as follows:

- 4.1.1 Medical insurance for the employee and eligible dependent(s) pursuant to a self-funded plan administered by Blue Cross/Self-Insured Schools of California (SISC).
- 4.1.2 Dental insurance for the employee and eligible dependent(s) pursuant to a self-funded plan administered by Delta Dental Service/SISC.
- 4.1.3 Vision insurance for the employee and eligible dependent(s) pursuant to a self-funded plan administered by Vision Service Plan/SISC.
- 4.1.4 Basic life insurance for the employee provided by Mutual of Omaha.

### ARTICLE III – SALARY

Effective July 1, 2020, a 1% salary increase shall be applied to all cells, including the provisional rate, on the certificated salary schedules. (Payment will be made no later than the January 31, 2021 payroll). The retroactive salary increase shall be paid to all members actively employed at SLOCOE on the date of ratification.

### RECOMMENDED FOR RATIFICATION

**For the Employer:**



THOMAS E. ALVAREZ  
Chief HR Officer

**For the Association:**



JEANNE BUCHANAN  
CTA President

DATE: 11/18/2020

DATE: 11/18/2020

**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**

  
\_\_\_\_\_  
**JAMES J. BRESCIA, Ed.D.**

DATE: 12/2/20

**SAN LUIS OBISPO COUNTY  
EDUCATION ASSOCIATION,  
CTA/NEA**

  
\_\_\_\_\_  
**JEANNE BUCHANAN, President**

DATE: 12/1/2020