



SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

MANAGEMENT EMPLOYEES TENTATIVE AGREEMENT FOR 2022-2023 THROUGH 2024-25 June 13, 2022

Management Employees (MEC) agree to the following, subject to Board approval:

1. Multi-year agreement covering 2022-23, 2023-24, and 2024-25.
2. Salary increase of 4%, effective July 1, 2022.
3. Salary increase of 3%, effective July 1, 2023.
4. Salary increase of 3%, effective July 1, 2024.
5. Effective July 1, 2022, the District will annually contribute a matching share of up to \$2,500 for each classified manager and certificated administrator to a 403b-457 plan selected by the employee from an approved list.
6. The District shall contribute up to a maximum of \$6,000 per employee for medical, dental, and vision benefits. If the total premium cost of any package exceeds the \$6,000 contribution, the District and the employee share the additional costs on a 50:50 basis.
7. Changes to salary and step placement language:

MANAGEMENT SALARY SCHEDULES Newly appointed classified and certificated managers may receive up to 5 years of service credit for salary placement for comparable administrative experience. SLCUSD Managers promoted to a higher level position will retain their current step placement. If a manager promotes into a higher level position with fewer contract days, salary placement will be at the lowest step on the new range which allows for an annual increase over what the manager would have made in the lower level position.

CERTIFICATED MANAGEMENT STEP INCREASES Step increases for certificated managers occur on July 1 of each year. In order to advance to the next step, a certificated manager must be in paid status at least 75% of the numbers of days in the mandatory work year for the position.

Heather Contreras
For MEC

Date

Dr. Eric Prater
For SLCUSD

Date
