

**TENTATIVE AGREEMENT  
BETWEEN  
SAN MATEO COUNTY OFFICE OF EDUCATION  
AND  
SMCEA**

**November 30, 2023**

**ARTICLE 12 – SALARIES AND BENEFITS**

**12.1 Salaries**

12.1.1 Increases

**2023-24 School Year: The County Office agrees to provide a 6.00% increase to the salary schedule, retroactive to July 1, 2023. The County Office will provide notice to SMCEA of the date the retroactive payment will be made.**

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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 2024 Calendar Year Benefits Cap

12.2.1.1 Effective January 1, 2024, the County Office will contribute toward coverage in County Office provided medical plans **for unit members who are 0.50 FTE or greater** as follows:

12.2.1.1.1 Single Coverage – **\$1,300.00** per month

12.2.1.1.2 **Employee Plus One and Family Coverage**  
**\$1,550.00 per month**

12.2.1.2 Irrespective of coverage level selected by the unit member, the cost of dental coverage and basic life insurance will be deducted from the applicable monthly contribution, i.e., if a unit member selects employee plus one dental coverage that full amount will be deducted from the contribution amount in Article 12.2.1.1.2. The remainder will be applied toward medical coverage.

12.2.1.3 After deducting the cost of dental coverage, basic life insurance, and the cost of medical coverage, to the extent there is any unused money from the applicable per month maximum contribution, it may be used to contribute to vision coverage for unit member only vision coverage and then for vision coverage for spouses, registered domestic partners, or dependents.

~~12.2.1.4 Effective January 1, 2024, all unit members who work 0.50 FTE or more will be eligible to receive the maximum of \$1,225.00 per month towards their medical benefits package.~~

11/30/23  
Dated

11/30/23  
Dated

J. Pellegrini  
SMCEA

Tara  
San Mateo County Office of  
Education