

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

ARTICLE 2 – AGREEMENT

- 2.1** The Articles and provisions contained herein constitute a mutual agreement (“Agreement”) by and between the County Office and the San Mateo County Educators Association/CTA/NEA.
- 2.2** This Agreement is entered into pursuant to the Act.
- 2.3** This Collective Bargaining Agreement shall, after the approval by the County Office and the ratification by the Association membership, be effective July 1, 2021 and shall remain in effect until June 30, 2024.

2.3.1 Reopeners

2.3.1.1 For the 2021-2022 and 2022-2023 school years, there shall be no reopeners unless otherwise provided for in this Agreement.

2.3.1.2 For the 2023-2024 school year, either party may reopen Article 12 (Salary and Benefits) as well as up to three non-economic articles. In addition, the parties may mutually agree to open additional articles during the 2023-2024 school year.

2.3.1.3 The parties further agree that at any time from July 1, 2021 through June 30, 2024, the collective bargaining agreement shall, upon request of either party, be re-opened for negotiations limited only: (1) to economic issues, if the State alters the basic funding mechanisms for public education; or (2) to address changes in law impacting the terms and conditions set forth in the Agreement..

- 2.4** Maintenance of Benefits – The County Office shall not reduce or eliminate any benefits extended to unit members through the following Board Policies or Administrative Regulations, except by written consent of the Association:

Policies:

BP3500.1	Transportation and Travel
BP4137.1	Competence of Evaluators of Teachers
BP4170.1	Policy Formulation: Communication
BP4530.2	Handling of Parent Complaints
BP4550.5	Unlawful Harassment

Administrative Regulations:

AR1312	Unlawful Harassment Complaint Procedure
AR1312.4	Handling of Parent Complaints

	AR3330.1	Conference Expenses
Members	AR3510.2	Transportation of Special Education Pupils by Unit
	AR4120.1	Recruitment of Certificated Personnel
	AR4131.2	Contracts
	AR4135.1	Outside Activities
	AR4137.1	Competence of Evaluators of Teachers
Service	AR4164.1	Rating of Unit Members with Same First Date of Paid
	AR4170.1	Administrative Regulation Development

Dated: 10/4/2022

Belizian
SMCEA

Dated: 10/4/22

Tami Moore
SMCOE

I truly have a problem signing this article because I don't believe this is what we agreed upon!