

LCMSD and CSEA Tentative Agreement – April 16, 2021

The parties have reached a tentative agreement resolving pending negotiations. The parties agree as follows:

2020 - 2021

In addition to the \$1,000 in one-time COVID bonus (already received), the District will provide a second \$1000 COVID bonus pro-rated to FTE.

2021 - 2022

Starting July 1, 2021, the Salary Schedule for the 2020 - 2021 school year shall be increased on-going by 2.25%.

The health benefits cap shall be increased by:

- \$500 for all members
- In the CSEA and LCMSD Memorandum of Understanding Effects of Layoff dated April 2, 2019, it states: "For bargaining unit members who received health benefits prior to layoff, the District shall continue to pay its maximum contribution toward the cost of coverage for District-sponsored medical, dental and vision plans cap through June 30, 2020 and shall thereafter be offered COBRA benefits." Per the CSEA and LCMSD Memorandum of Understanding dated August 5, 2020, "due to the COVID-19 pandemic, current LCMSD employees who were subject to the conditions above shall have the District pay its maximum contribution toward the cost of coverage for District-sponsored medical, dental and vision plans through June 30, 2021 and shall thereafter be offered COBRA benefits. This does not extend to new hires in the campus support classification. The parties will negotiate any further extensions of these benefits beyond the 2020-21 school year." The parties have met and agreed that for current LCMSD employees who were subject to the conditions above shall have the District pay its maximum contribution toward the cost of coverage for District-sponsored medical, dental and vision plans through June 30, 2022 and shall thereafter be offered COBRA benefits.

2022 - 2023

Starting July 1, 2022, the Salary Schedule for the 2021 - 2022 school year shall be increased on-going by 2.25%. The health benefits cap shall be increased by \$250 for all members.

Negotiations shall be considered settled through June 30, 2023 and the term of the parties CBA shall be extended through that date. During the term of the CBA the parties may mutually agree to reopen

California School Employees Association



Larkspur-Corte Madera School District

4.16.2021

Date

Date

California School Employees Association

Date