

Memorandum of Understanding

Between the

California School Employees Association, and its Green Unit (Walker Creek Ranch) 327 ("CSEA")

and

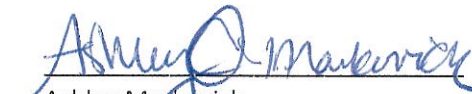
Marin County Office of Education ("MCOE")


The parties agree to a 3% on salary increase for the bargaining unit, and a \$50.00/month increase to the employer's contribution to health and welfare for the bargaining unit. The parties recognize that until the MCOE determines to resume operations at Walker Creek Ranch, that this increase only affects the two (2) current unit members - Pam Gambonini, Ranch Administrative Assistant; and Alejandro Contreras, Ranch Helper.

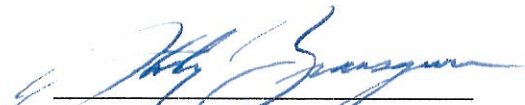
If bargaining unit members currently in laid-off status are recalled from layoff after July 1, 2022, those recalled employees will resume work for the MCOE pursuant to the CSEA WCR salary schedule in effect at the time of their return date of employment, including any increase to the employer's contribution to health and welfare.

CSEA and the MCOE agree to a new term for the Green Unit collective bargaining agreement of one year for the period July 1, 2022 through June 30, 2023. The parties further agree that this completes all negotiations for the new term.

Tentatively agreed April 11, 2022


Ashley Markovich
Chapter President


Mary Jane Burke
Marin County Superintendent of Schools


Stanley Bransgrove
Labor Relations Representative

**MARIN COUNTY OFFICE OF EDUCATION
SALARY SCHEDULE
WALKER CREEK RANCH
CLASSIFIED EMPLOYEES
FY 2022-2023
EFFECTIVE JULY 1, 2022**

LABOR GRADE	POSITION	SALARY RANGE #	RATE TYPE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1		24	Monthly	2,698	2,832	2,974	3,123	3,279	3,443
			Hourly	15.57	16.35	17.17	18.03	18.93	19.88
2		26	Monthly	2,832	2,974	3,123	3,279	3,443	3,615
			Hourly	16.35	17.17	18.03	18.93	19.88	20.87
3		28	Monthly	2,974	3,123	3,279	3,443	3,615	3,796
			Hourly	17.17	18.03	18.93	19.88	20.87	21.91
4		30	Monthly	3,123	3,279	3,443	3,615	3,796	3,986
			Hourly	18.03	18.93	19.88	20.87	21.91	23.01
5	RANCH HELPER	32	Monthly	3,279	3,443	3,615	3,796	3,986	4,185
			Hourly	18.93	19.88	20.87	21.91	23.01	24.16
6		34	Monthly	3,443	3,615	3,796	3,986	4,185	4,394
			Hourly	19.88	20.87	21.91	23.01	24.16	25.37
7	RANCH COOK	36	Monthly	3,615	3,796	3,986	4,185	4,394	4,614
			Hourly	20.87	21.91	23.01	24.16	25.37	26.64
8	RANCH NATURALIST RANCH WORKER	38	Monthly	3,796	3,986	4,185	4,394	4,614	4,844
			Hourly	21.91	23.01	24.16	25.37	26.64	27.97
9	RANCH ADMINISTRATIVE ASSISTANT	40	Monthly	3,986	4,185	4,394	4,614	4,844	5,087
			Hourly	23.01	24.16	25.37	26.64	27.97	29.37
10		42	Monthly	4,185	4,394	4,614	4,844	5,087	5,341
			Hourly	24.16	25.37	26.64	27.97	29.37	30.83

CAREER SERVICE INCREMENT

CAREER SERVICE INCREMENTS, BASED ON DATE OF HIRE, SHALL BE PAID TO ALL BARGAINING UNIT MEMBERS ON THE FOLLOWING BASIS:

\$80 per month beginning the sixth (6th) year of service and increasing
TO \$90 per month, beginning the seventh (7th) year of service and increasing
TO \$100 per month beginning the eighth (8th) year of service and increasing
TO \$110 per month beginning the ninth (9th) year of service and increasing
TO \$120 per month beginning the tenth (10th) year of service and increasing
TO \$130 per month, beginning the eleventh (11th) year of service and increasing
TO \$140 per month, beginning the twelfth (12th) year of service and increasing
TO \$150 per month, beginning the thirteenth (13th) year of service and increasing
TO \$160 per month, beginning the fourteenth (14th) year of service and increasing
TO \$170 per month beginning the fifteenth (15th) year of service and increasing
TO \$180 per month, beginning the sixteenth (16th) year of service and increasing
TO \$190 per month, beginning the seventeenth (17th) year of service and increasing
TO \$200 per month beginning the eighteenth (18th) year of service and increasing
TO \$210 per month, beginning the nineteenth (19th) year of service and increasing
TO \$240 per month beginning the twentieth (20th) year of service and increasing
TO \$250 per month, beginning the twenty-first (21st) year of service and increasing
TO \$260 per month beginning the twenty-second (22nd) year of service and increasing
TO \$270 per month beginning the twenty-third (23rd) year of service and increasing
TO \$280 per month beginning the twenty-fourth (24th) year of service and increasing
TO \$290 per month beginning the twenty-fifth (25th) year of service and increasing
TO \$300 per month beginning the twenty-sixth (26th) year of service.

MARIN COUNTY OFFICE OF EDUCATION

WALKER CREEK RANCH UNIT

HEALTH, DENTAL, VISION AND LIFE INSURANCE PLANS AVAILABLE

2022/2023

Effective October 1, 2022 - September 30, 2023

HEALTH INSURANCE

Plans	Monthly Rates	MCOE Pays	Employee Pays
<u>KAISER HEALTH PLAN - TRADITIONAL</u>			
Employee only	\$829.00	\$829.00	\$0.00
Employee and 1 dependent	\$1,774.00	\$913.80	\$860.20
Employee and 2 or more dependents	\$2,470.00	\$913.80	\$1,556.20
<u>KAISER HEALTH PLAN - DEDUCTIBLE</u>			
Employee only	\$667.00	\$667.00	\$0.00
Employee and 1 dependent	\$1,428.00	\$913.80	\$514.20
Employee and 2 or more dependents	\$1,989.00	\$913.80	\$1,075.20
<u>KAISER HEALTH PLAN - HSA</u>			
Employee only	\$655.00	\$655.00	\$0.00
Employee and 1 dependent	\$1,401.00	\$913.80	\$487.20
Employee and 2 or more dependents	\$1,951.00	\$913.80	\$1,037.20
<u>SISC ANTHEM PPO - 100%</u>			
Employee only	\$953.00	\$913.80	\$39.20
Employee and 1 dependent	\$2,033.00	\$913.80	\$1,119.20
Employee and 2 or more dependents	\$2,834.00	\$913.80	\$1,920.20
<u>SISC ANTHEM PPO - DEDUCTIBLE</u>			
Employee only	\$783.00	\$783.00	\$0.00
Employee and 1 dependent	\$1,657.00	\$913.80	\$743.20
Employee and 2 or more dependents	\$2,305.00	\$913.80	\$1,391.20
<u>SISC ANTHEM PPO - HSA</u>			
Employee only	\$594.00	\$594.00	\$0.00
Employee and 1 dependent	\$1,307.00	\$913.80	\$393.20
Employee and 2 or more dependents	\$1,841.00	\$913.80	\$927.20

CAP: \$913.80

DENTAL, VISION and LIFE

Plans	Monthly Rates	MCOE Pays	Employee Pays
<u>DELTA DENTAL</u>			
Employee only	\$71.69	\$71.69	\$0.00
Employee and 1 dependent	\$143.36	\$75.00	\$68.36
Employee and 2 or more dependents	\$207.90	\$75.00	\$132.90
<u>VISION SERVICE PLAN (VSP)</u>			
Employee only	\$7.50	\$7.50	\$0.00
Employee and 1 dependent	\$15.01	\$12.50	\$2.51
Employee and 2 or more dependents	\$21.01	\$12.50	\$8.51
<u>HARTFORD INSURANCE</u>			
Employee only - \$9,400	\$2.70	\$2.70	\$0.00
Dependent life - \$1,000	\$0.56	\$0.00	\$0.56

CAP: \$90.20

TOTAL CAP: \$1,004.00 (\$913.80 Health, \$90.20 Dental/Vision/Life)

SUMMARY OF EMPLOYEE BENEFITS

Pursuant to Internal Revenue Code Section 89 (k), all employees and retirees eligible for district paid benefits must be notified regarding available benefits and under what circumstances employees are qualified to receive benefits.

The Classified Walker Creek Ranch employees of the Marin County Office of Education are currently entitled to the following benefits:

Medical, Dental and Vision Benefits:

A choice of six medical benefit plans: Kaiser (Traditional, Deductible, & Health Savings Account), SISC Anthem PPO (100% PPO, Deductible, & Health Savings Account). Also available is coverage through Delta Dental of California and Vision Service Plan.

1. Eligibility: Specific eligibility for these plans is set forth in the 2020-21 Walker Creek Collectively Bargained Agreement and 2021-22 Health Benefit Matrix (reverse).
2. Summary Plan Description: The contracts between the Marin County Office of Education and these companies are on file in this office and the benefit booklets are available for review on work days between the hours of 8:00 a.m. and 5:00 p.m.
3. Election to Participate: Eligible employees may participate in the plans upon completion of an application for coverage during the open enrollment period, which usually occurs during the months of August/September each year. For new eligible employees and their dependents, after the employee has completed the application, insurance coverage takes effect on the first day of the month following the month of employment. (Exception: immediate coverage will take effect for a newborn if application is completed within 30 days of the birth).