

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

BOARD OF EDUCATION

CSBA Professional Governance Standards

Adopted by the Santa Maria Joint Union High School District April 11, 2001

THE BOARD

School districts and county offices of education are governed by boards, not by individual trustees. While understanding their separate roles, the board and superintendent work together as a “governance team.” This team assumes collective responsibility for building unity and creating a positive organizational culture in order to govern effectively.

To operate effectively, the board must have a unity of purpose and:

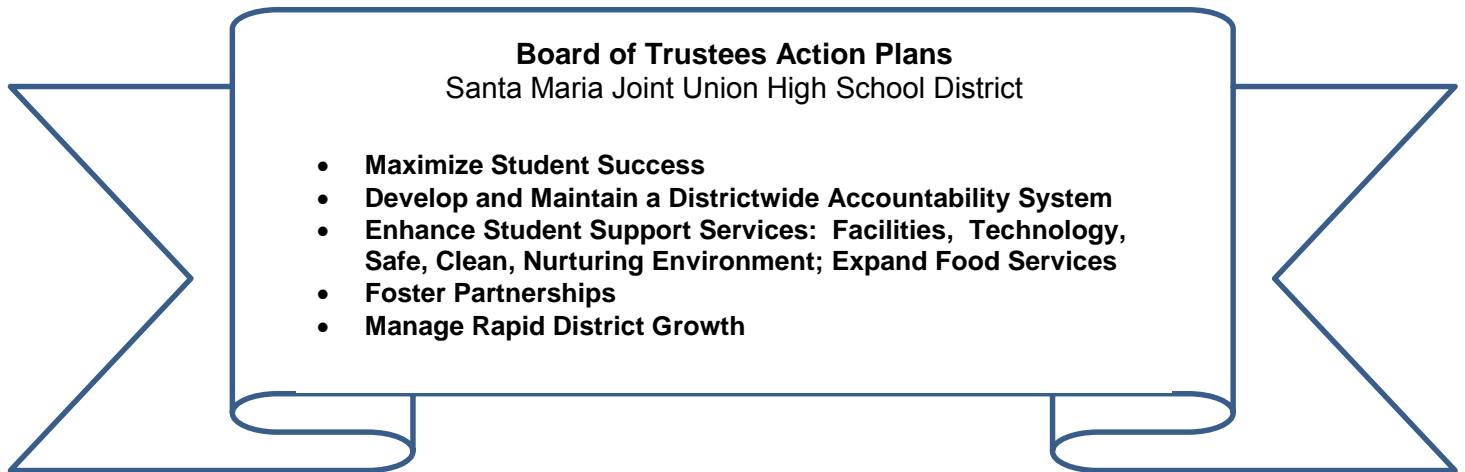
- Keep the district focused on learning and achievement for all students.
- Communicate a common vision.
- Operate openly, with trust and integrity.
- Govern in a dignified and professional manner, treating everyone with civility and respect.
- Govern within board-adopted policies and procedures.
- Take collective responsibility for the board’s performance.
- Periodically evaluate its own effectiveness.
- Ensure opportunities for the diverse range of views in the community to inform board deliberations.

THE INDIVIDUAL TRUSTEE

In California’s public education system, a trustee is a person elected or appointed to serve on a school district or county board of education. Individual trustees bring unique skills, values and beliefs to their board. In order to govern effectively, individual trustees must work with each other and the superintendent to ensure that a high quality education is provided to each student.

To be effective, an individual trustee:

- Keeps learning and achievement for *all* students as the primary focus.
- Values, supports and advocates for public education.
- Recognizes and respects differences of perspective and style on the board and among staff, students, parents and the community.
- Acts with dignity, and understands the implications of demeanor and behavior.
- Keeps confidential matters confidential.
- Participates in professional development and commits the time and energy necessary to be an informed and effective leader.
- Understands the distinctions between board and staff roles, and refrains from performing management functions that are the responsibility of the superintendent and staff.
- Understands that authority rests with the board as a whole and not with individuals.



RESPONSIBILITIES OF THE BOARD

The primary responsibilities of the board are to set a direction for the district, provide a structure by establishing policies, ensure accountability and provide community leadership on behalf of the district and public education. To fulfill these responsibilities, there are a number of specific jobs that effective boards must carry out.

Effective boards:

- Involve the community, parents, students and staff in developing a common vision for the district focused on learning and achievement and responsive to the needs of all students.
- Adopt, evaluate and update policies consistent with the law and the district's vision and goals.
- Maintain accountability for student learning by adopting the district curriculum and monitoring student progress.
- Hire and support the superintendent so that the vision, goals and policies of the district can be implemented.
- Conduct regular and timely evaluations of the superintendent based on the vision, goals and performance of the district, and ensure that the superintendent holds district personnel accountable.
- Adopt a fiscally responsible budget based on the district's vision and goals, and regularly monitor the fiscal health of the district.
- Ensure that a safe and appropriate educational environment is provided to all students.
- Establish a framework for the district's collective bargaining process and adopt responsible agreements.
- Provide community leadership on educational issues and advocate on behalf of students and public education at the local, state and federal levels.

**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
BOARD OF EDUCATION**

**Regular Meeting
January 12, 2016**

**Santa Maria Joint Union High School District
2560 Skyway Drive, Santa Maria, California 93455**

5:30 p.m. Closed Session/6:30 p.m. General Session

*The Santa Maria Joint Union High School District mission is,
"We prepare all learners to become productive citizens and college/career ready by providing
challenging learning experiences and establishing high expectations for achievement."*

Any materials required by law to be made available to the public prior to a meeting of the Board of Education of the District can be inspected at the above address during normal business hours.

Individuals who require special accommodation including, but not limited to, American Sign Language Interpreter, accessible seating or documentation in accessible formats should contact the superintendent or designee within a reasonable amount of time before the meeting date.

I. OPEN SESSION

A. Call to Order

II. ADJOURN TO CLOSED SESSION

Note: The Board will consider and may act upon any of the following items in closed session. They will report any action taken publicly at the end of the closed session as required by law.

- A. Certificated and Classified Personnel Actions** – Government Code Section 54957. The Board will be asked to review and approve hiring, transfers, promotions, evaluations, terminations, and resignations as reported by the Assistant Superintendent, Human Resources. **Appendix A**
- B. Conference with Labor Negotiators** - The Board will be provided a review of negotiations with the Faculty Association (California Teachers Association) and the California School Employees Association (CSEA).
- C. Student Matters** – Education Code Sections 35146 & 48918. The Board will review proposed expulsions/suspended expulsion(s) and/or requests for readmission. *NOTE: The education code requires closed sessions in these cases to prevent disclosure of confidential student record information.*

D. Conference with Legal Counsel – Existing Litigation

(Subdivision (a) of Section 54956.9) Name of case: Mohabbat v. Santa Maria Joint Union High School District, Case No. 14600006

III. RECONVENE IN OPEN SESSION

Call to Order/Flag Salute

IV. ANNOUNCE CLOSED SESSION ACTIONS – Dr. Richardson

V. REPORTS

A. Student Reports – Sarah Galaciano/SMHS, Connor Roberts/Delta, Joseph Codamos/PVHS, Kyler Corral/ERHS

B. Superintendent’s Report

C. Board Member Reports

VI. Items – Information Only (No Action Needed)

A. General

1. Initial Proposals for Successor Negotiations from the California School Employees Association (CSEA) to the District – *Appendix C*

Government Code 3547 requires that all initial proposals in collective bargaining must be presented at a public meeting of the public school employer. CSEA’s initial proposals to the District for successor negotiations were received on December 17, 2015, and are being presented to the public. At the Board of Education meeting to be held on February 9, 2016, the public, having had a reasonable time to inform itself regarding the provisions of the initial proposals, will have an opportunity to express itself regarding the proposals in the form of public comments. A copy of the initial proposal is attached as Appendix C.

Resource Person: Joni McDonald, Human Resources Manager

2. Initial Proposals for Successor Negotiations from the District to the California School Employees Association (CSEA) – Appendix D

Government Code 3547 requires that all initial proposals in collective bargaining must be presented at a public meeting of the public school employer. The District's initial proposals to CSEA are being presented to the public as an informational item. At the Board of Education meeting to be held on February 9, 2016, a public hearing will be held on the District's initial proposals to CSEA. The public, having had a reasonable time to inform itself regarding the provisions of the initial proposals, will have an opportunity to express itself regarding the proposals in the form of public comment during the hearing. Having received the public comment, the Board will vote to adopt the initial proposals. A copy of the initial proposal is attached as Appendix D.

Resource Person: Joni McDonald, Human Resources Manager

VII. Items Scheduled for Action

A. General

1. Board Member Resignation

Discussion and potential action to approve the process, timelines, or nominee to fill the board vacancy due to the resignation of Mr. Victor Tognazzini.

Resource Person: Chelsea Olson-Murphy, Legal Counsel

***** IT IS RECOMMENDED THAT** the Board of Education accept the resignation of Mr Victor Tognazzini and determine the method of filling the vacancy.

Moved _____ **Second** _____ **Vote** _____

2. Approval of MOU for Classified Bargaining Unit, Article 3, Bilingual Premium – Appendix E

The District and the California School Employees Association (CSEA) have reached tentative Agreement to establish a Bilingual Premium. The changes shall be incorporated into Article 3 (Pay and Allowances) as a new Section 3.8.

The Memorandum of Understanding (MOU) tentatively agreed to on November 9, 2015 establishes a Bilingual Premium and creates a process for

determining bilingual skills. The MOU will take effect upon approval by both parties and will be in effect January 1, 2016.

The Agreement dated November 9, 2015 will take effect pending approval by both parties. (see Appendix E)

Resource Person: Joni McDonald, Human Resources Manager

*** **IT IS RECOMMENDED THAT** the Board of Education approve the Agreement with the Classified Bargaining Unit as presented for Article 3, Bilingual Premium.

Moved _____ **Second** _____ **Vote** _____

B. INSTRUCTION

1. Proclamation Declaring February 1-5, 2016 as National School Counseling and Guidance Week

National School Counseling and Guidance Week was celebrated from February 1-5, 2016, to focus public attention on the unique contributions of professional school counseling and guidance staff members in our schools across the country. The National School Counseling and Guidance Week, sponsored by the American School Counseling Association (ASCA), highlights the tremendous impact school counselors and guidance staff can have in helping students achieve school success and plan for a career.

Resource Person: John Davis, Asst. Superintendent of Instruction

*** **IT IS RECOMMENDED THAT the Board of Education** adopt Resolution 11-2015-2016 declaring February 1-5, 2016 as national School Counseling and Guidance Week.

Moved _____ **Second** _____

A Roll Call Vote is Required:

Dr. Garvin _____
Dr. Karamitsos _____
Ms. Perez _____
Mr. Palera _____

Santa Maria Joint Union High School District
Resolution Number 11-2015-2016

Proclamation

National School Counseling and Guidance Week February 1-5, 2016

WHEREAS, counseling and guidance staff members are employed in our schools to help students reach their full potential; and

WHEREAS, counseling and guidance staff members are actively committed to helping students explore their abilities, strengths, interests, and talents as these traits relate to career awareness and development; and

WHEREAS, counseling and guidance staff members help parents focus on ways to further the educational, personal and social growth of their children; and

WHEREAS, counseling and guidance staff members work with teachers and other educators to help students explore their potential and set realistic goals for themselves; and

WHEREAS, counseling and guidance staff members seek to identify and utilize community resources that can enhance and complement comprehensive school counseling programs and help students become productive members of society; and

WHEREAS, comprehensive developmental school counseling and guidance programs are considered an integral part of the educational process that enables all students to achieve success in school;

Therefore, the Board of Education of the Santa Maria Joint Union High School District do hereby proclaim February 1-5, 2016, as National School Counseling and Guidance Week.

Roll Call:

Ayes:

Noes:

Absent:

Abstain:

Board of Education President/Clerk/Secretary
Santa Maria Joint Union High School District

2. Single School Plans for Student Achievement

Delta, Ernest Righetti, Pioneer and Santa Maria High Schools are presenting their Single School Plans for approval. These plans were developed on tentative budgets; therefore, budget revisions will be made once the Consolidated Application is completed at the end of January. Plans will only be returned to the Board if major changes are made in the goals and strategies.

Resource Person: John Davis, Asst. Superintendent of Instruction

***** IT IS RECOMMENDED THAT** the Board of Education approves the proposed Single School Plans.

Moved _____ **Second** _____ **Vote** _____

C. BUSINESS

1. Fiscal Year 2014-15 Audit Report and Plan of Corrective Actions

As required by Education Code §41010, the District retained the services of the auditing firm, Christy White Accountancy Corporation, to audit the books and accounts of the District. In accordance with Education Code §41020, the audit report for the year ended June 30, 2014 is hereby submitted to the Board of Education for review at this public meeting and includes the district's plan of corrective actions for the findings and recommendations identified in the audit report. The full audit report can be found on the District's website.

Resource Person: Yolanda Ortiz, Asst. Superintendent of Business Services

***** IT IS RECOMMENDED THAT** the Board of Education review the audit report for the year ended June 30, 2015 and approve the District's plan of corrective actions for the findings and recommendations identified in same and submit the plan to the County Superintendent of Schools as required by Education Code §41020.

Moved _____ **Second** _____ **Vote** _____

2. Approval of Filing the General Obligation Bond Continuing Disclosure Statement for 2014-2015 – Appendix F

Because the District's General Obligation Bonds are publicly traded, the District is required to publish (or cause to be published) updated financial and demographic information on an annual basis. This is accomplished by posting documentation to a website approved by the Securities and Exchange Commission (SEC), no later than 240 days after the end of the fiscal year. Due to financial reform legislation (Dodd-Frank) it is now a recommended practice that the Board review & approve the report prepared by staff before it is uploaded to the specified website.

The report appears in Appendix F. It contains demographic information about our District such as Average Daily Attendance, revenue limit and LCFF funding amounts, budgets, debt issued, property tax information on the top 20 taxpayers in Santa Barbara County, and statistics on assessed valuations and collections in the District's enrollment area.

Resource Person: Yolanda Ortiz, Asst. Superintendent of Business Services

*** **IT IS RECOMMENDED THAT** the Board of Education approve filing of the General Obligation Bond Continuing Disclosure document for the 2014-2015 fiscal year.

Moved _____ **Second** _____ **Vote** _____

3. Proposition 39/C2004 Bond Audits for Year Ended June 30, 2015

In accordance with Proposition 39 Bond Funding Requirements, an independent audit of the financial statements of the proceeds and expenditures from the issuance of the C2004 Bond was conducted for the year ended June 30, 2015. The audit was completed by the firm of Christy White Accountancy Corporation. The audit report is hereby presented to the Board of Education for review and acceptance.

The report states: "There were no audit findings or recommendations related to the 2014-2015 Measure C2004 Bond Building Fund Financial and Performance Audits".

Pursuant to Education Code 15286, a copy of this report has been forwarded to Citizens Bond Oversight Committee. Copies of the report are on file at the District Support Services Center for review by the public.

Resource Person: Yolanda Ortiz, Asst. Superintendent of Business Services

*** **IT IS RECOMMENDED THAT** the Board of Education review and accept the C2004 Bond Project Financial Statements for the year ended June 30, 2015.

Moved _____

Second _____

Vote _____

4. Public Disclosure of Collective Bargaining Agreement with Classified Unit – Appendix G

In accordance with AB 1200 reporting requirements, the District must make public disclosure of any proposed collective bargaining agreements with their various employee organizations as to the effects of the agreements on the District's financial status. The District has reached a tentative agreement with the Classified Bargaining Unit (California School Employees' Association Chapter #455) on November 9, 2015, to provide for payment of a bilingual stipend in the amount of \$125 per month, for each month in an employee's work year. Based on an analysis of job descriptions, the District has identified 23 (twenty-three) employees whose job description does not contain a bilingual requirement, but who may be asked to provide oral interpretation to non-English speaking parents, students, and visitors.

The estimated current year cost of the agreement is \$21,097. The ongoing cost of the increase is projected to be \$42,194 beginning in 2016-17. Further documentation of the fiscal impacts (as required by AB1200) is shown in Appendix G.

Resource Person: Yolanda Ortiz, Asst. Superintendent of Business Services

*** **IT IS RECOMMENDED THAT** the Board of Education approve the AB 1200 Public Disclosure of Collective Bargaining Agreement with the Classified Bargaining Unit for the payment of a monthly bilingual stipend, beginning January 1, 2016, pursuant to the tentative agreement on November 9, 2015.

Moved _____

Second _____

Vote _____

5. Consider Approving Next Steps to Call a General Obligation Bond Election in November 2016 to Fund Needed High School Improvements

The District has been conducting a planning process to evaluate facilities improvement options for needed future school modernization and construction projects. A survey of likely voters in the District has been completed to evaluate the general attitudes towards the District, and the feasi-

bility of a new General Obligation Bond election. CFW presented the results of that survey at the Board's December 2015 regular meeting. There is strong support for the District and the proposed projects to further improve schools, and for a potential new General Obligation Bond program. The board has directed staff to now establish a work program to take the necessary actions to prepare for a 2016 election, and to prepare the required resolutions for the Board's consideration.

Resource Person: Yolanda Ortiz, Asst. Superintendent of Business Services

*** **IT IS RECOMMENDED THAT** the Board of Education approve the District staff to proceed with necessary planning and action items to call a General Obligation Bond Election for the November 2016 election cycle to fund necessary High School improvements.

Moved _____ **Second** _____ **Vote** _____

VIII. CONSENT ITEMS

*** **IT IS RECOMMENDED THAT the Board of Education approve the following consent items as presented.**
All items listed are considered to be routine and may be enacted by approval of a single roll call vote. There will be no separate discussion of these items; however, any item may be removed from the consent agenda upon request of any member of the board and acted upon separately.

Moved _____ **Second** _____

A Roll Call Vote is Required:

Dr. Garvin	_____
Dr. Karamitsos	_____
Ms. Perez	_____
Mr. Palera	_____

A. Approval of Minutes

Regular Board Meeting – December 8, 2015
 Special Board Meeting – December 14, 2015

B. Approval of Warrants for the Month of December 2015

Payroll	\$6,279,814.53
Warrants	<u>2,069,544.46</u>
Total	\$8,349,358.99

C. Attendance Report

Mrs. Yolanda Ortiz, Assistant Superintendent of Business Services, will be available to answer questions regarding the 2015-2016 fourth and fifth monthly attendance report presented on the last page of this agenda.

D. Facility Report - **Appendix B**

E. Request for Travel

School	Name	Event/Location	Dates
SMHS	Adriana Martinez	Close Up Civics Education Program/Washington, D.C.	Feb. 6-12, 2016

F. Pupil Matters - Education Code Sections 35146 & 48918

Administrative Recommendation to suspend the order of expulsion: Student #s 342959

Administrative Recommendation for student re-admission from expulsion/suspended order and/or expulsion: Student #'s 338248, 340574

Administrative Recommendation for student on expulsion/suspended order and/or expulsion who do not wish re-admission: Student #'s 341947, 341723, 344524

G. Acceptance of Gifts

Pioneer Valley High School		
<u>Donor</u>	<u>Recipient</u>	<u>Amount</u>
P G & E	Link Crew/Guerra	\$120.00
P G & E	Watkins	\$105.00
Total Pioneer Valley High School		<u>\$225.00</u>
Righetti High School		
<u>Donor</u>	<u>Recipient</u>	<u>Amount</u>
Bellis & Sakai Families	Agriculture/Special Needs Programs	\$750.00
Total Righetti High School		<u>\$750.00</u>
Santa Maria High School		
<u>Donor</u>	<u>Recipient</u>	<u>Amount</u>
Wells Fargo Foundation	School	\$2,500.00
Maria Aguirre	Auto Class	\$500.00
Total Santa Maria High School		<u>\$3,000.00</u>

IX. REPORTS FROM EMPLOYEE ORGANIZATIONS

X. OPEN SESSION PUBLIC COMMENTS

The public may address the Board on any matter (except personnel) concerning the District and not on the agenda. Note: The time limit to address the Board may not exceed two minutes. The Board is not required to respond to the Public Comment. The public may also address the Board on each item on the Agenda as the Board takes up those items. Persons wishing to speak should complete a blue request form and hand it to the Board secretary.

XI. ITEMS NOT ON THE AGENDA

Note: The law generally prohibits the Board from discussing items not on the agenda. Under limited circumstances, the Board may discuss and act on items not on the agenda if they involve an emergency affecting safety of persons or property, or a work stoppage, or if the need to act came to the attention of the District too late to include on the posted agenda.

XII. NEXT MEETING DATE

Unless otherwise announced, the next regular meeting of the Board of Education will be held on February 9, 2016. Closed session begins at 5:30 p.m. Open session begins at 6:30 p.m. The meeting will be held at the District Support Services Center.

XIII. FUTURE REGULAR BOARD MEETINGS FOR 2016

March 8, 2016	June 14, 2016	September 13, 2016
April 12, 2016	July 12, 2016	October 11, 2016
May 10, 2016	August 2, 2016	November 8, 2016
		December 13, 2016

XIV. ADJOURN

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
MONTHLY REPORT OF ATTENDANCE
FOURTH MONTH OF 2015-16

November 2, 2015 through November 27, 2015

	Fourth Month 2014-15			Fourth Month 2015-16			Cumulative ADA			
	Ending Enrollment	ADA	ADA % of Poss. Enroll.	Ending Enrollment	ADA	ADA % of Poss. Enroll.	Prior Year		Current Year	
							ADA % to CBEDS	ADA	ADA % to CBEDS	ADA
ERNEST RIGHETTI HIGH										
Regular	1887	1842.62	97.1%	1932	1852.57	95.4%		1853.75		1890.75
Special Education	79	76.00	96.9%	74	69.79	93.2%		76.83		71.79
Independent Study	33	25.92	81.2%	43	34.07	79.1%		19.62		27.63
Independent Study 12+	1	0.77	76.9%	0	0.00	---		0.72		0.00
Independent Study Spec Ed	0	0.00	0.0%	1	0.71	71.4%		0.00		0.81
CTE Program	7	7.46	95.1%	5	5.21	94.8%		7.31		6.69
Home and Hospital Reg Ed	5	2.46	86.5%	3	2.07	65.9%		1.79		0.86
Home and Hospital Spec Ed	3	3.00	100.0%	3	1.07	29.4%		1.37		3.01
TOTAL RIGHETTI	2015	1958.23	97.1%	2061	1965.50	95.3%		1961.39		2001.54
SANTA MARIA HIGH										
Regular	2362	2276.23	96.3%	2397	2299.43	95.7%		2295.08		2359.60
Special Education	91	85.54	93.1%	85	77.36	91.0%		87.83		79.29
Independent Study	62	45.85	75.5%	91	86.00	93.8%		28.97		64.50
Independent Study 12+	2	1.85	66.7%	1	1.71	100.0%		1.39		1.15
Independent Study Spec Ed	2	0.46	23.1%	0	0.00	---		1.06		0.07
CTE Program	6	4.23	70.5%	7	6.71	84.7%		4.79		5.75
Home and Hospital Reg Ed	7	7.69	91.7%	7	5.93	84.7%		7.00		6.68
Home and Hospital Spec Ed	0	0.00	---	1	1.00	100.0%		0.00		0.65
TOTAL SANTA MARIA	2532	2421.85	96.2%	2589	2478.14	95.5%		2426.12		2517.69
PIONEER VALLEY HIGH										
Regular	2536	2464.23	96.9%	2521	2441.93	96.8%		2498.30		2476.96
Special Education	122	116.77	94.1%	109	101.71	93.3%		117.02		103.93
Independent Study	29	22.38	75.0%	13	9.64	79.4%		15.68		5.36
Independent Study Spec Ed	2	1.23	61.5%	3	1.86	61.9%		1.93		2.49
Home and Hospital Reg Ed	8	7.54	92.5%	15	11.29	79.0%		6.42		8.01
Home and Hospital Spec Ed	0	0.00	---	0	0.00	---		0.00		0.00
TOTAL PIONEER VALLEY	2697	2612.15	96.8%	2661	2566.43	96.7%		2639.35		2596.75
DAY TREATMENT @ LINCOLN STREET	8	7.08	83.6%	5	4.93	82.1%		6.06		4.67
DISTRICT SPECIAL ED TRANSITION	11	10.38	94.4%	24	22.57	94.0%		9.87		22.69
DISTRICT SPECIAL ED TRANS/VOC MM	14	11.69	83.5%	16	15.86	99.1%		11.97		15.13
ALTERNATIVE EDUCATION										
Delta Continuation	300	234.16	75.6%	325	262.04	78.4%		245.15		257.53
Delta 12+	1	1.00	100.0%	14	14.08	95.7%		0.93		3.25
Delta Independent Study	42	40.94	98.6%	30	24.49	96.9%		26.69		13.86
Delta Independent Study 12+	28	26.86	95.4%	0	0.00	---		29.28		15.32
Delta Independent Study Spec Ed	2	0.00	---	0	0.00	---		0.00		0.00
Home and Hospital Reg Ed	1	0.00	---	1	14.92	106.5%		0.41		0.50
Reach Program--SMHS	6	4.92	87.7%	10	7.71	77.7%		3.46		5.57
Reach Program--PVHS	1	6.85	61.8%	11	7.79	83.8%		4.10		3.35
Home School @ Library Program	39	32.54	84.8%	52	42.21	81.7%		31.85		41.56
TOTAL ALTERNATIVE EDUCATION	420	347.27	82.7%	443	373.25	84.3%		341.87		340.94
TOTAL HIGH SCHOOL DISTRICT	7697	7368.65	95.7%	7799	7426.68	95.2%		7396.63		7499.42

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
MONTHLY REPORT OF ATTENDANCE
FIFTH MONTH OF 2015-16

November 30, 2015 through December 25, 2015

	Fifth Month 2014-15			Fifth Month 2015-16			Cumulative ADA			
	Ending Enrollment	ADA	ADA % of Poss. Enroll.	Ending Enrollment	ADA	ADA % of Poss. Enroll.	Prior Year		Current Year	
							ADA % to CBEDS	ADA	ADA % to CBEDS	ADA
ERNEST RIGHETTI HIGH										
Regular	1836	1812.73	96.1%	1925	1868.33	96.6%		1846.59		1886.89
Special Education	78	74.93	94.9%	74	69.73	94.8%		76.50		71.44
Independent Study	28	24.40	75.8%	43	40.87	93.7%		20.45		29.91
Independent Study 12+	1	0.73	73.3%	0	0.00	---		0.72		0.00
Independent Study Spec Ed	0	0.00	0.0%	1	0.73	73.3%		0.98		0.00
Independent Study Spec Ed	0	0.00	0.0%	1	0.73	73.3%		0.00		0.79
CTE Program	7	7.60	95.0%	5	4.73	94.7%		7.36		6.36
Home and Hospital Reg Ed	2	4.33	86.7%	1	0.40	11.8%		2.23		0.78
Home and Hospital Spec Ed	2	3.00	100%	3	2.67	72.7%		1.65		2.95
TOTAL RIGHETTI	1954	1927.72	96.1%	2053	1988.20	96.5%		1956.48		1999.11
SANTA MARIA HIGH										
Regular	2308	2255.87	95.8%	2362	2306.00	96.3%		2288.24		2350.36
Special Education	89	85.33	94.1%	85	79.13	93.1%		87.40		79.26
Independent Study	45	46.53	76.3%	85	92.73	97.2%		32.03		69.37
Independent Study 12+	3	0.93	31.8%	1	1.00	100.0%		1.31		1.13
Independent Study Spec Ed	2	0.60	30.0%	1	1.00	100.0%		0.98		0.23
CTE Program	6	5.13	85.6%	8	7.13	89.2%		4.85		5.99
Home and Hospital Reg Ed	3	6.60	79.2%	8	0.87	9.6%		6.93		5.68
Home and Hospital Spec Ed	0	0.00	---	2	1.93	90.6%		0.00		0.87
TOTAL SANTA MARIA	2456	2400.99	95.7%	2552	2489.80	96.2%		2421.74		2512.89
PIONEER VALLEY HIGH										
Regular	2498	2452.73	96.8%	2501	2474.53	98.0%		2490.35		2476.54
Special Education	118	113.20	93.2%	111	106.40	96.6%		116.36		104.36
Independent Study	28	19.47	65.6%	10	12.47	99.5%		16.34		6.59
Independent Study Spec Ed	2	1.00	50.0%	3	1.40	46.7%		1.77		2.30
Home and Hospital Reg Ed	5	8.47	85.2%	14	1.07	6.8%		6.78		6.82
Home and Hospital Spec Ed	0	0.00	---	0	0.00	---		0.00		0.00
TOTAL PIONEER VALLEY	2651	2594.87	96.6%	2639	2595.87	98.0%		2631.60		2596.60
DAY TREATMENT @ LINCOLN STREET	9	5.93	70.1%	5	4.93	84.1%		6.03		4.71
DISTRICT SPECIAL ED TRANSITION	10	10.27	93.3%	19	23.33	97.2%		9.94		22.80
DISTRICT SPECIAL ED TRANS/VOC MM	13	12.33	88.1%	16	15.80	98.8%		12.03		15.24
ALTERNATIVE EDUCATION										
Delta Continuation	260	224.39	75.8%	325	241.35	74.4%		241.53		254.74
Delta 12+	0	1.00	100.0%	15	0.00	0.0%		0.94		2.69
Delta Independent Study	44	36.84	85.4%	32	0.00	0.0%		28.46		11.47
Delta Independent Study 12+	24	22.83	89.7%	0	0.00	---		28.16		12.68
Delta Independent Study Spec Ed	2	0.00	---	0	0.00	---		0.00		0.00
Home and Hospital Reg Ed	1	0.00	---	1	0.00	0.0%		0.34		0.42
Reach Program--SMHS	9	7.07	76.3%	8	9.13	100.0%		4.09		6.18
Reach Program--PVHS	11	8.20	73.7%	9	10.47	98.7%		4.81		4.57
Home School @ Library Program	38	35.93	87.8%	50	50.00	96.4%		32.56		43.01
TOTAL ALTERNATIVE EDUCATION	389	336.26	86.4%	440	310.95	70.7%		340.89		335.77
TOTAL HIGH SCHOOL DISTRICT	7482	7288.37	97.4%	7724	7428.89	96.2%	95.6%	7378.71	97.0%	7487.13

Santa Maria Joint Union High School District
January 12, 2016

CLASSIFIED PERSONNEL ACTIONS

Action	Assignment	Site	Effective	Pay Rate	Hours
Transfer	Grounds Maintenance I	SMHS	12/21/15	16/E	8
Employ	Instructional Asst-Spec Ed II	RHS	1/12/16	15/A	6.5
Employ	Bus Driver	DO	1/12/16	18/A	4
Promote	Instructional Asst-Spec Ed II	SMHS	1/12/16	15/C	6
Employ	Food Service Worker I	PVHS	1/12/16	9/A	2
Promote	Custodial Supervisor	RHS	1/7/16	23/B	8
Contract	1st Aid/CPR Training	DO	1/12/16	\$60/person	4
Contract	Security Training	DO	1/12/16	\$800	8

CERTIFICATED PERSONNEL ACTIONS

Action	Assignment	Site	Effective	Salary	FTE
Teacher Prep	Science	SMHS	1/13-6/9/16	V, 22	0.2
Employ/Temp	Internatinal Language/Spanish	SMHS	1/11-6/9/16	III, 1	1.0
Addon/Date Change	Drama Stipend	SMHS	11/30/15	3105.97	~~
Teacher Prep	SPED/CTE	RHS	1/13-6/9/16	V, 10	0.2
Teacher Prep	Science	SMHS	1/13-6/9/16	V, 25	0.2
Teacher Prep	SPED/CTE	SMHS	1/13-6/9/16	V, 7	0.2
Teacher Prep	Special Ed.	SMHS	1/13-6/9/16	IV, 7	0.2
Teacher Prep	Science	SMHS	1/13-6/9/16	V, 33	0.2

COACHING PERSONNEL ACTIONS

Action	Assignment	Site	Effective	District	ASB/Booster
Added Stipend	Asst JV Boys Basketball	SMHS	Winter	\$600.00	
Added Stipend	Asst Frosh Boys Basketball	SMHS	Winter	\$450.00	
Added Stipend	Asst JV Boys Basketball	SMHS	Winter	\$450.00	
Stipend	Asst Varsity Girls Basketball	SMHS	Winter	\$1,000.00	

Appendix B

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT FACILITIES REPORT

December 2015

1. Santa Maria High School Construction Projects

C2004 SMHS New Classroom Building at Broadway – Rachlin Partners

- Punch list, including the solar panel installations still under review by DSA, and final contract closeout activities continue.

SMHS Camino Colegio Parking Area – Rachlin Partners

- Construction began December 21. Work commenced this period includes mobilization and ground clearing. **(Photos)**

SMHS Breeze Way Canopy Removal – Support Services

- Final contract closeout activities are continuing.

SMHS Administration Roof Repairs – Support Services

- Final revisions to the bid package based on material assessments and work adjustments are nearing completion. The bid is expected to be issued in January 2016.

2. Ernest Righetti High School Construction Projects

ERHS Track Resurfacing – Support Services

- Final contract closeout activities continue.

ERHS New 38-Classroom Building – Rachlin Partners

- DSA has notified the architect that initial intake reviews of the construction package submitted November 24, 2015 are nearing completion and appear sufficiently complete for formal plan review to begin. DSA will inform the architect of the schedule shortly.
- Construction is estimated to begin May 2016.

ERHS Walk-In Freezer Project – Rachlin Partners

- Plan reviews by the Santa Barbara County Health Department continue.
- The construction period is pending County reviews and approvals.

3. Pioneer Valley High School Construction Projects

C2004 District Performing Arts Center – BCA Architects

- Site construction activities occurring this period include continued installation of underground utilities, footings reinforcement, anchor bolt installation and footing and base wall concrete pours. **(Photos)**

4. New Facility

C2004 New Facility School CTE Component – Architect to Be Determined

- Phase 1 Environmental Site Assessment (ESA): Complete.
- California Environmental Quality Act (CEQA): Complete.
- California Department of Education (CDE): A site easement map was submitted to CDE. Formal CDE acquisition approval is anticipated in January 2016.
- Educational Program and Funding Development: CFW continues Programming reviews and funding analysis.
- Escrow: Acquisition is pending clearance of remaining exceptions.

5. District Wide and Support Services Center

District Wide Energy Upgrade – Johnson Controls Inc.

- Punch list and final contract closeout activities are continuing.
- The one year Measurement and Verification Period began November 1, 2015.

District Wide Project Closeout – Support Services

- Review of project closeout issues continues. Projects under current review and their status are as follows:
 - PVHS Pool: Evaluations continue on revisions to eight concrete block pilasters at the pool building.
 - PVHS 12 Modular Classrooms: Coordination of modifications to the fire sprinkler system continues. Scheduling the revisions for summer 2016.
 - SMHS CHCCC: Pending DSA confirmation of reopened file to review status of change orders.
 - ERHS Industrial Arts: A DSA inspector has been hired to review suspended ceiling soffit seismic modifications required for DSA approval. District maintenance is completing the revision.
 - ERHS Administration Building Renovation: Westberg + White Architects (W+W) DSA has accepted original structural engineer approval that will be used to complete verified reports by the testing lab. When received from the lab, the final submittal package will be sent to DSA.
 - SMHS Lincoln Street: A DSA certificate of compliance has been received. This project is formally closed.

SSC New West Parking Area – Flowers and Associates

- The civil engineers continue to review the most recent comments resulting from the latest meeting with District Administration.
- Construction scheduling will occur following City approval.

SSC Commodities Walk-In Freezer Project – Rachlin Architects

- Development of a plan package for submittal to the Santa Barbara County Health Department and the City of Santa Maria continues.
- A construction schedule will be developed upon City and County approvals.

6. Summer Activities

District Wide Summer Projects Planning

- Paving 2016 - Analysis of proposed project location conditions and cost assessments have been completed. District Administration has determined 5 areas at SMHS to repair and/or replacement during the summer of 2016. Work earlier identified for ERHS will be moved to 2017. Consultant project development will begin in January 2016.

Gary Wuitschick
Director – Support Services

Maintenance & Operations

PVHS

- Installed wireless access point in the gymnasium offices and the weight room.
- Disassembled old soccer goals. These were replaced by newer, light weight goals that can be rolled from point to point for increased safety and flexibility.
- Repaired the digital display on the kitchen warming oven.
- Relocated white boards and Smart Board in room 626 and 613.
- Performed quarterly emergency light test.
- Painted doors on the portable classrooms 605-612.
- Installed a hydration station at the southwest drinking fountain of the 300 Building.
- Performed swimming pool heater annual tune-up, source testing, and natural gas meter calibration.
- Installed new gates in the entry to the campus. **(Photo)**
- Maintenance and operations employees completed annual safety training. **(Photo)**
- Setup several events – Choir Winter Concert, SASS Guest Speaker, PIQE Graduation, CELDT Testing, wrestling tournament, Allan Hancock College Men's basketball, OAHs soccer, and Crosspointe Church.
- Preventive work order hours – 25
- Routine work order hours – 157
- Total work orders completed – 135
- Event setup hours – 49

ERHS

- Replaced a defective relay in the pool chlorination tank.
- Installed a new computer data connection point in room 501.
- Repaired the public address system at the pool.
- Replaced vandalized security camera at the press box.
- Replaced the fluorescent gymnasium lobby lights with LED units.
- Groomed the football field.
- Repaired south perimeter fencing. **(Photo)**
- Trimmed the Jacaranda tree in the science building courtyard.
- Aerated and reseeded the baseball fields.
- Fertilized all grass areas.
- Performed semi-annual fire suppression system service in the cafeteria kitchen.
- Assembled new storage racks at the greenhouse.
- Repaired the pool scoreboard.
- Repaired a cracked pipe in the three-way valve of the pool heater.
- Installed seismic support wires in room 404 of the Industrial Arts building. **(Photo)**
- Assembled new furniture for the activities classroom. **(Photo)**
- Held a School Safety Plan meeting, including participation by the Sheriff's office.
- DHS – installed security screen on the pedestrian gate in the parking lot; this will allow improved emergency exit access in this area.
- DHS – Removed large weeds in the south planter along Cark Avenue.
- DHS – Replaced damaged ceiling tiles in room 204.
- Setup several events – Blood Drive, Candy Gram Distribution, ornament exchange, PIQE, ACT Testing, ASVAB testing, Red Cross Club meetings, ASM meeting, FFA meeting, CSEA meeting, boys' soccer, girls' basketball, boys' basketball, varsity football banquet, freshman football banquet, girls' tennis banquet, Cross Country Team banquet, and Orcutt Youth Soccer League tournament.
- Preventive work order hours – 89
- Routine work order hours – 199
- Total work orders completed – 141
- Event setup hours – 58

REGULAR MEETING
January 12, 2015

SMHS

- Replaced a door in the library that was damaged by vandals.
- Repaired a security camera at the south campus.
- Installed a Smart Board in room 631.
- Repaired the football stadium scoreboard.
- Installed whiteboard in room 529.
- Repaired the public address speakers in room 102.
- Repaired the pool backwash system.
- Tested and repaired the computer projectors in rooms 352, 362, 639, and 641.
- Repaired microphones for the campus sound system.
- Repaired campus radios.
- Installed a new chemical dispenser in the custodian room of the Broadway Classroom building.
- Reinstalled metered faucets in several student restrooms; this is part of the water use reduction program.
- Setup new furniture in the teachers' work room. **(Photo)**
- Setup several events: College Application Night, Link Crew dinner, Fall Elective Fair, DELAC meeting, PIQE, FFA Livestock meeting, choir winter concert, Theater performance: The Nutcracker for Kids, AVID Thanksgiving dinner, Band winter concert, Boys' soccer, Girls' soccer, Girls' water polo tournament, Boys' basketball, Girls' basketball, Alumni basketball game, Santa Maria Youth Football League (SMYFL) wrestling matches, wrestling tournament, Freshman football banquet, JV and Varsity football banquet, cross country banquet, Girls' tennis banquet, and Allan Hancock College evening classes.
- Preventive work order hours – 31
- Routine work order hours – 128
- Total work orders completed – 160
- Event setup hours – 304

Transportation

- Bus Rider Identification – All home-to-school bus riders were issued radio frequency identification cards (RFID) in October. The District began requiring students to use the RFID to ride the bus in November. Students without identification have been guided to acquire their RFIDs each school day. The next step in the process is to issue cards to the student athletes for winter sports. These steps will allow identification of all the occupants of each bus in the event of an emergency.
- Expecting a new bus to arrive in the early spring. This bus was ordered to accommodate the increased bussing due to the boundary changes.

Graffiti & Vandalism

• ERHS	\$	0
• DHS	\$	0
• SMHS	\$	0
• PVHS	\$	0

Reese Thompson
Director – Facilities and Operations

Photo Gallery – Major Projects



SMHS – The Old Street Between the Library and Science Building Begins to Disappear...



SMHS – ... and Will Become a New Visitor Parking Lot



PVHS – Performing Arts Center Concrete Footing Pour Underway



PVHS – Performing Arts Center Stage Begins to Take Form

Photo Gallery – Maintenance & Operations



PVHS – New Gates Installed in Front of the School



PVHS – Pepé Gutierrez and Dale Olmstead Work Through Safety Training Sessions



ERHS - Juan Rodriguez Repairs the South Fence Along Larch Street



ERHS - José Placencia Installs Seismic Braces in Industrial Arts

REGULAR MEETING
January 12, 2015



ERHS – The Activities Classroom Receives New Furniture



SMHS – New Furniture for the Teachers' Work Room



California
School
Employees
Association

1505 Gardena Avenue
Glendale, CA 91204

(818) 244-1545

(800) 834-9959

FAX: (818) 244-8897

www.csea.com

Member of the AFL-CIO

*The nation's largest
independent classified
employee association*



December 17, 2015

Dr. Mark Richardson, Superintendent
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
2560 Skyway Drive
Santa Maria, CA 93455

Re: INITIAL PROPOSAL: SUCCESSOR CONTRACT NEGOTIATIONS

Dear Superintendent Richardson:

The California School Employees Association and its Central Coast Chapter #455 hereby submit the following initial proposal for a new successor contract between the parties.

Article 2 (Hours of Employment)

- CSEA has an interest in modifying current language to reflect the statutory requirements regarding changes of work schedule.
- CSEA has an interest in clarifying language regarding increases in hours for part-time unit members.
- CSEA has an interest in addressing workload concerns by unit members.

Article 3 (Pay and Allowances)

- CSEA has an interest in a fair and ongoing increase in total compensation based upon the current district revenues, unaudited actuals, state funding, and consumer price index data.
- CSEA has an interest in ensuring parity with any improvements received by any other district employee for the term of the new successor agreement.
- CSEA has an interest in restoration of lost or reduced positions that occurred during the state fiscal crisis.

Article 4 (Health and Welfare Benefits)

- CSEA has an interest in a fair and ongoing increase to the District contribution for health and welfare benefits for eligible unit members.

Article 5 (Employee Expenses and Materials)

- CSEA has an interest in ensuring that any medical examination and determination of fitness for duty that is required by the District is done by a state licensed physician with all HIPAA and ADA protections ensured.

Article 7 (Vacations)

- CSEA has an interest to ensure that no unit member's vacation earnings are ever stopped and/or lost.
- CSEA has an interest in any unit member's vacation balance above twenty-four (24) months accrual being paid to the unit member.

Article 8 (Leaves of Absence)

- CSEA has an interest in language that reflects the availability of "Kin Care" leave for unit members as stated in Labor Code 233.
- CSEA has an interest in ensuring that any denied "Floating Discretionary Days (FDD)" shall be paid to the bargaining unit member at the end of each fiscal year in which they were not permitted to take them.
- CSEA has an interest in ensuring that any unit member placed on FMLA (Family Medical Leave Act) by the District receives written notification at the time they are placed on that leave.

Article 9 (Job Vacancies)

- CSEA has an interest in clarifying language that positions held by unit members on sick leave, extended sick leave, Industrial Accident and Illness Leave, FMLA, and/or workers' compensation, etc. shall be preserved until they are able to return to service or separation from employment.

Article 10 (Transfers)

- CSEA has an interest to add that changes of shift and/or weekly work schedule are considered transfers under the provisions of this article.

- CSEA has an interest in modifying language to indicate provisions for voluntary transfers and involuntary transfers.
- CSEA has an interest that all transfer requests are considered ahead of inside and outside candidates for any vacancies.

Article 12 (Evaluation)

- CSEA has an interest to ensure that performance evaluations are not considered disciplinary, but are a means to improve employee performance to acceptable levels.
- CSEA has an interest in adding language regarding rebuttals to and appeals to performance evaluations prepared by their immediate supervisor.
- CSEA has an interest in ensuring that any concerns about performance are brought to the employee's attention within a reasonable amount of time so that the employee can improve their performance in a timely manner.
- CSEA has an interest in ensuring that performance evaluations are based upon the direct observation of work performance by the immediate supervisor, with any contributory information from other sources identified in the evaluation.
- CSEA has an interest in ensuring that evaluations are only done by the employee's immediate supervisor who is a management or supervisory employee of the District.

Article 13 (Grievance Procedures)

- CSEA has an interest in clarifying the levels of the grievance process to ensure efficiency in processing of a grievance.
- CSEA has an interest in ensuring that a union steward has the ability to investigate potential grievances.

Article 14 (Safety)

- CSEA has an interest to ensure that the District provides a safe and healthy work environment at all times.

Article 15 (Management Rights)

- CSEA has an interest to including language to ensure that the District also complies with all regulatory provisions, state, and federal laws in exercising its management rights.

Article 16 (Organizational Rights)

- CSEA has an interest in establishing at least once monthly new employee orientations for new bargaining unit members, and time in that orientation to present information about CSEA to those new hires.
- CSEA has an interest in financial consideration and support being provided by the District and its school board to honor and celebrate Classified School Employees Week annually.
- CSEA has an interest in clarifying that release time is “paid release time.”
- CSEA has an interest in clarifying language to ensure that time spent in preparation or planning for negotiations is covered under Government Code paid release time.
- CSEA has an interest in establishing no less than four (4) Staff Professional Development Days for the bargaining unit on an annual basis.
- CSEA has an interest in ensuring that CSEA has representation on every District committee, task force, etc.

Article 17 (Organizational Security)

- CSEA has an interest in adding language indicating where a unit member wishing to raise a religious objection may file with CSEA headquarters.

Article 20 (Effects of Layoff)

- CSEA has an interest in changing the title of this article to “Layoffs and Reductions.”
- CSEA has an interest in ensuring that its right to bargain decisions to reduce unit positions and the effects of any reduction and/or layoff are incorporated into this article.
- CSEA has an interest in incorporating unit members’ rights regarding “Tucker” reemployment rights into this article.
- CSEA has an interest in establishing language that covers a unit member’s reemployment rights ahead of inside candidates to vacancies in which they may not have served, but meet the minimum qualifications for the vacancy.

- CSEA has an interest in clarifying language that the effective date of a layoff and/or reduction of sixty (60) days commence on the date the affected unit member is given notice after school board action.

Article 22 (Completion of Agreement)

- CSEA has an interest in clarifying language that it retains all of its rights to negotiate as permitted by law at any time during the term of the successor agreement.

Article 24 (Discipline)

- CSEA has an interest in adding provisions regarding progressive discipline into this article.
- CSEA has an interest in clarifying language to ensure that any unit member facing discipline is afforded their due process rights, including a pre-disciplinary meeting with a neutral officer conducting that meeting.
- CSEA has an interest in having a mutually selected neutral hearing officer hear discipline cases and issue their findings and recommendations to the school board for consideration and final action.

Article 27 (Term and Renegotiation)

- CSEA has an interest in a 3-year successor contract commencing on July 1, 2016, with reopeners on Article 3 (Pay and Allowances), Article 4 (Health and Welfare Benefits), and one additional article selected by each party for the 2017-18 and 2018-19 fiscal years.
- CSEA has an interest in removing the “evergreen” waiver from this article.

CSEA would like to ensure that all appendices of the collective bargaining agreement are updated and any side letters, MOUs, etc. that were entered into during the prior successor term be included, as appropriate, into the new successor contract.

CSEA reserves the right to amend, delete, or modify its initial proposal.

We look forward to collaborative and positive negotiations that result in an agreement reached in a timely manner. We also look forward to commencing negotiations as soon as possible after our initial proposal is “sunshined” for public comment at the next meeting of the school board.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION



Matthew L. Gentile
Labor Relations Representative

15 MG Re Initial Proposal: Successor Contract Negotiations 455

- C: Tami Contreras, Chapter #455 President
Don Snyder, CSEA Area Director, Area I
Jerry White, CSEA Regional Representative, Region 37
Espie Medellin, CSEA Field Director
Tracy Marsh, Assistant Superintendent-Human Resources, SMJUHSD
Joni McDonald, Human Resources Manager, SMJUHSD

**TO THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER #455
from the
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT**

**INITIAL PROPOSAL
2016-2019 SUCCESSOR AGREEMENT**

The Santa Maria Joint Union High School District (SMJUHSD) proposes to negotiate the following Articles for the 2016-2019 Successor Agreement Negotiations:

ARTICLE 1 – RECOGNITION

- The District has an interest in modifying current language to reflect positions are correctly titled and classified.

ARTICLE 2 – HOURS OF EMPLOYMENT

- The District has an interest in ensuring all employees have a duty-free lunch period.
- The District has an interest in clarifying language regarding the calendar work-week.

ARTICLE 3 – PAY AND ALLOWANCES

- The District has an interest in negotiating changes to the salary schedule.
- The District has an interest in negotiating language to address changes in employment status in addition to promotion.
- The District has an interest in clarifying language regarding the availability of pay warrants and direct deposit statements.

ARTICLE 4 – HEALTH AND WELFARE BENEFITS

- The District has an interest in discussing changes in the District contribution to Health and Welfare benefits.
- The District has an interest in clarifying language in regards to mandatory enrollment for full-time employees.
- The District has an interest in modifying language as may be required by Federal Law.

ARTICLE 5 – EMPLOYEE EXPENSES AND MATERIALS

- The District has an interest in expanding the classifications and departments provided uniforms.

ARTICLE 6 – HOLIDAYS

- The District has an interest in modifying language to allow for flexibility in holiday scheduling for those unit members working a non-traditional work-week.

ARTICLE 7 – VACATIONS

- The District has an interest in defining how far in advance vacation must be requested to allow time for supervisor approval or denial.

ARTICLE 8 – LEAVES OF ABSENCE

- The District has an interest in clarifying language regarding bereavement leave to ensure the days off are consecutive.
- The District has an interest in negotiating language to address “tardy/late for work” leave-use issues.
- The District has an interest in modifying the amount of lead time required to report a same day absence, and adding additional departments required to call in prior to the start of their shift.
- The District has an interest in requiring FDD days be scheduled in advance of May 1 of each year, to be used by June 30.
- The District has an interest in ensuring Kin Care and Personal Necessity are clearly defined.
- The District has an interest in creating a Catastrophic Leave Bank for classified employees.

ARTICLE 9 – JOB VACANCIES

- The District has an interest in modifying language regarding the definition of a vacancy.
- The District has an interest in negotiating language that will allow for greater flexibility when posting inside transfers.
- The District has an interest in clarifying language for Temporary Higher Classification Vacancies and the process for selection.

ARTICLE 10 – TRANSFER

- The District has an interest in negotiating changes to the unit member initiated transfer process and placing it in Article 9.

ARTICLE 13 – GRIEVANCE PROCEDURES

- The District has an interest in clarifying the language within the levels of the grievance process.

ARTICLE 26 – TRANSPORTATION

- The District has an interest in removing the limitations on new bus drivers' eligibility for extra time and trip assignments.

The District reserves the right to amend, delete, or otherwise modify its initial proposal.

MEMORANDUM OF UNDERSTANDING
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS CENTRAL COAST CHAPTER #455
and the
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

November 9, 2015

The following Memorandum of Understanding reflects the full and complete agreement of the California School Employees Association and its Central Coast Chapter #455 (hereinafter "Association") and the Santa Maria Joint Union High School District (hereinafter "District") regarding changes to the Collective Bargaining Agreement to establish a Bilingual Premium.

The parties agree to the following terms which shall be incorporated into Article 3 (Pay and Allowances) as a new Section 3.8:

3.8. Bilingual Premium

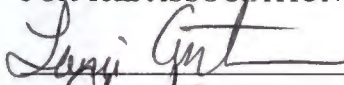
The District may determine that a site or an office requires an individual with oral bilingual skills be available to provide services to non-English speaking parents, students, and visitors. Determination of sufficient oral bilingual skills shall be the responsibility of the District, based on examination. An employee designated by the District to provide oral bilingual skills shall receive a premium of \$125.00 per month during their assigned work year. This compensation shall be considered pensionable compensation as special assignment pay according to CalPERS regulations.


The District reserves the right to evaluate the need for oral bilingual skills and the payment of the premium at least once per year. There shall be no additional premium applied to classifications that require bilingual skills in their job descriptions as those classification salary ranges already reflect those bilingual duties and responsibilities.


The premium shall become effective January 1, 2016. Employees no longer required to use oral bilingual skills shall not be asked to perform those duties after the date the District determines the use of that skill is no longer needed.


Tentatively agreed to this 9th day of November 2015. This Tentative Agreement shall become final upon ratification by the membership of the Association (as outlined in the Association's Internal Policy 610) and adoption/ratification by the Santa Maria Joint Union High School District Board of Education.


FOR THE ASSOCIATION:

















FOR THE DISTRICT:





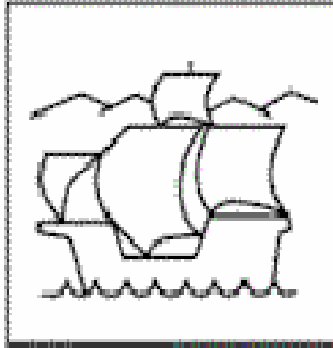


REGULAR MEETING
January 12, 2016

APPENDIX F

General Obligation Bonds
Continuing Disclosure Information
Year Ended June 30, 2015

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT



*Continuing Disclosure Information
For Fiscal Year Ended June 30, 2015*

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Audited Financial Statements

The financial statements and auditor’s report for the year ended June 30, 2015 can be found on the District’s website at <http://www.smjuhsd.k12.ca.us>. They are also presented in Appendix A of this document.

Approved Budget

The adopted budget for the 2015-16 school year can be found on the District’s website at <http://www.smjuhsd.k12.ca.us>. It is also presented in Appendix B of this document.

Average Daily Attendance

The following exhibit displays the District’s Average Daily Attendance.

**EXHIBIT 1
AVERAGE DAILY ATTENDANCE
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT**

<u>Fiscal Year</u>	<u>Average Daily Attendance</u>
2009-10	7,115
2010-11	7,230
2011-12	7,196
2012-13	7,192
2013-14	7,259
2014-15	7,325

Source: Santa Maria Joint Union High School District. Excludes ADA related to County Office programs.

Pension Plans

The District participates in the State Teachers’ Retirement System (STRS), a cost-sharing multiple-employer public employee retirement system defined benefit pension plan administered by STRS. The Plan provides retirement, disability, and survivor benefits to beneficiaries. Benefit provisions are established by state statutes, as legislatively amended, within the State Teachers’ Retirement Law. STRS issues a separate comprehensive annual financial report that includes financial statements and required supplementary information. Copies of the STRS annual financial report may be obtained from STRS, 100 Waterfront Place, Sacramento, California 95605. The District’s contribution to STRS for the year ended June 30, 2015 was \$2,966,081 and is expected to be \$3,794,890 as of budget adoption for the 2015-16 year.

The District also contributes to the School Employer Pool under the California Public Employees' Retirement System (PERS), a cost-sharing multiple-employer public employee retirement system defined benefit pension plan administered by PERS. The Plan provides retirement and disability benefits, annual cost-of-living adjustments, and death benefits to plan members and beneficiaries. Benefit provisions are established by state statutes, as legislatively amended, within the Public Employees' Retirement Law. PERS issues a separate comprehensive annual financial report that includes financial statements and required supplementary information. Copies of the PERS annual financial report may be obtained from the CalPERS Executive Office, 400 P Street, Sacramento, California 95814. The District's contribution to PERS for the year ended June 30, 2015 was \$1,592,152 and is expected to be \$1,769,893 as of budget adoption for the 2015-16 year.

Short-Term Borrowing

As of June 30, 2015, the District had the following amounts due within one year:

General Obligation Bond, principal payment	\$4,025,000
Certificates of Participation, principal payment	313,836
Compensated absences	393,992
Postemployment Benefits	505,461
Unamortized Bond Premium	555,053
Loans Payable	<u>28,962</u>
 Total	 <u>\$5,822,304</u>

General Obligation Bonds

On February 22, 2001 the District issued \$18,000,000 in General Obligation Bonds, Election of 2000, Series A. The final maturity date is August 1, 2025.

On March 1, 2003 the District issued \$12,000,000 in General Obligation Bonds, Election of 2000, Series B. The final maturity date is August 1, 2027.

On February 5, 2005 the District issued \$34,998,222 in General Obligation Bonds, Election of 2004, Series 2005. The final maturity date is February 1, 2030.

On May 3, 2006 the District issued \$25,452,727 in General Obligation Refunding Bonds and used the proceeds to purchase securities to be held in trust to pay off \$15,195,000 of the 2001 General Obligation Bonds through August 2015 and \$8,125,000 of the 2003 General Obligation Bonds through August 2027.

On April 23, 2013 the District issued \$26,820,000 in General Obligation Refunding Bonds and used the proceeds to purchase securities to be held in trust to pay off \$1,680,000 of the 2001 Series A issue, \$1,230,000 of the 2001 Series B issue, and \$25,540,000 of the Series 2005 issue. Subsequent to the refunding, the following principal amounts are still outstanding: 2001 Series

A issue none, 2001 Series B issue \$2,525,000, Series 2005 issue \$5,728,222. The final maturity date for the Refunding Bonds is August 1, 2026.

Also on April 23, 2013 the District issued \$14,998,873 in General Obligation Bonds, Election of 2004, Series 2013. The final maturity date is August 1, 2037.

On December 30, 2014 the District issued \$28,996,159 in General Obligation Bonds, Election of 2004, Series 2014. The final maturity date is August 1, 2037.

Certificates of Participation

On April 28, 2004 the District issued \$27,400,000 in Variable Rate Demand Certificates of Participation. Of this amount, \$24.9 million was defeased (prepaid) in April 2006. The final maturity date is June 1, 2033.

On July 3, 2012 the District issued \$4,579,621 in lease purchase financing (Certificates of Participation, or COPs). Of this amount, \$1.7 million was used to retire the remaining balance of the original April 2004 COPs balance. The remaining proceeds were utilized for a variety of energy efficiency and retrofitting projects throughout the District. Required payments are semi-annual ranging from \$208,552 to \$293,052. Final payment is due June 1, 2024.

Capital Leases

On February 1, 2013, the District entered into an agreement with Dell Financial Services to lease for acquisition VMware virtual servers for its network infrastructure. Required annual payments are \$64,116 with the final payment due January 2015.

Loans Payable

In January 2013 the District received a loan from Pacific Gas and Electric (“PG&E”) through their energy efficiency retrofit loan program, in the amount of \$111,023. Payment terms are monthly installments in the amount of \$2,413.54 for forty-six (46) months, interest free. The loan payment is made through a charge that appears on the District’s monthly billing for electric service from PG&E.

The District has never defaulted on the payment of principal or interest on any of its indebtedness.

Santa Maria Joint Union High School District

General Fund Summary

As allowed under current law, the District's Board of Trustees has opted for a single budget adoption process. The following table shows a summary of the District's audited actual amounts for fiscal years 2013-14 and 2014-15, and adopted budget amounts for 2015-16.

**EXHIBIT 2
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
GENERAL FUND**

	Audited Actual		Budget (a)
	2013-14	2014-15	2015-16
Beginning Balance	\$ 9,787,330	\$ 8,605,871	\$ 5,743,901
Revenues			
State Aid (Revenue Limit / LCFF)	55,086,400	63,453,394	74,859,531
Federal	4,431,321	4,123,685	4,172,097
Other state	7,829,182	9,684,742	9,269,957
Other local	1,506,749	1,409,923	512,412
Total Revenues	68,853,652	78,671,744	88,813,997
Expenditures			
Certificated salaries	30,896,971	35,066,581	36,293,917
Classified salaries	12,344,589	12,424,002	13,664,873
Employee benefits	11,545,819	15,593,852	16,046,676
Books and supplies	4,564,039	6,993,442	8,275,450
Contracted services and other operating expenses	7,487,649	8,964,976	12,282,883
Capital outlay	2,326,102	1,664,468	1,968,233
Other outgo (indirect costs)	(130,862)	(152,855)	(162,769)
Debt service	762,973	604,248	343,518
Total Expenditures	69,797,280	81,158,714	88,712,781
Other Financing Sources (Uses)			
Other Sources	120,047	0	0
Operating Transfers In	0	0	0
Operating Transfers Out	(357,878)	(375,000)	(785,000)
Total Other Financing Sources (Uses)	(237,831)	(375,000)	(785,000)
Net Ending Balance (b)	\$ 8,605,871	\$ 5,743,901	\$ 5,060,117

(a) Adopted Budget reflects actual beginning fund balance

Source: Santa Maria Joint Union High School District

State Aid Revenue Limit/LCFF

Exhibit 3 shows the District’s revenue limit per unit of average daily attendance and revenue limit total. The revenue limit per unit of average daily attendance includes inflation increases, equalization when applicable, and deficit factors when applicable. Average daily attendance is for regular education only and excludes county office special education and community school ADA. Revenue limit total pertains to general education purposes only and excludes categorical aid programs.

Beginning in 2013-14, State Aid is paid through the Local Control Funding Formula (“LCFF”). LCFF is a funding mechanism that will phase in over a period of several years. There are different target base grants based on grade span, plus additional supplemental and concentration grants for districts with target populations of low income students, foster youth, and/or English learners. The actual amounts funded are computed by applying a percentage to the “gap” between the target and the prior year’s actual funding received. With but few exceptions, separate funding for all state categorical aid programs is eliminated. The amount for 2013-14 and subsequent years in the table below is the District’s actual base funded grant, and ADA figures exclude county office programs.

**EXHIBIT 3
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
STATE AID Revenue Limit / LCFF**

Fiscal Year	Amount per Unit of Average Daily Attendance	Average Daily Attendance	Total
2010-11	6,002.25	7,230	44,553,582
2011-12	5,939.38	7,196	44,933,381
2012-13	6,003.32	7,192	45,286,756
2013-14 (LCFF)	7,107.00	7,259	51,589,713
2014-15	8,163.46	7,325	56,797,358

Source: Santa Maria Joint Union High School District

The Teeter Plan

Santa Barbara County operates under a provision of Revenue and Taxation Code Section 4701-4713 (commonly referred to as the “Teeter Plan”) pursuant to which public agencies in the county may receive their total secured tax levies and special assessments irrespective of actual collections and delinquencies. Pursuant to said provisions, the county establishes a delinquency reserve and assumes responsibility for all secured delinquencies.

Santa Maria Joint Union High School District

Because of the method of tax collection, the District is assured of 100 percent collection of its total secured tax levies. This method of tax collection and distribution is, however subject to future discontinuance if demanded by the participating entities.

Tax Levies and Delinquencies

Beginning in 1978-79, Article XIII A and its implementing legislation shifted the functions of property taxation primarily to the counties, except for levies to support prior voted debt, and prescribed how levies on countywide property values are to be shared with local taxing entities within each county. Exhibit 4 displays tax levy and delinquency data for the District.

**EXHIBIT 4
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
SECURED TAX LEVIES AND DELINQUENCIES**

<u>Fiscal Year</u>	<u>Secured Tax Levy (a)</u>	<u>Secured Tax Delinquencies</u>	<u>Delinquencies as a Percent of Levy</u>
2010-11	4,415,809.00	108,526.00	2.46%
2011-12	4,571,076.00	84,358.00	1.85%
2012-13	4,741,952.38	50,226.75	1.06%
2013-14	4,945,656.22	40,168.13	0.81%
2014-15	5,214,672.24	76,944.21	1.48%

(a) Debt service levy only.

Source: California Municipal Statistics, Inc.

Assessed Valuation

The District has a 2015-16 assessed valuation of \$12,949,471,442 of which \$12,949,123,313 is attributable to Santa Barbara County and a small portion (\$348,129) is attributable to San Luis Obispo County. Exhibit 5 shows the assessed valuation trends for the District.

**EXHIBIT 5
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
HISTORIC ASSESSED VALUATIONS**

<u>Fiscal Year</u>	<u>Santa Barbara County</u>	<u>San Luis Obispo County</u>	<u>Total</u>
2011-12	11,256,916,526	387,818	11,257,304,344
2012-13	11,453,050,516	390,640	11,453,441,156
2013-14	11,713,088,894	343,718	11,713,432,612
2014-15	12,308,960,477	344,531	12,309,305,008
2015-16	12,949,123,313	348,129	12,949,471,442

Valuations are before redevelopment adjustments and include unitary utility valuations.

Largest Taxpayers

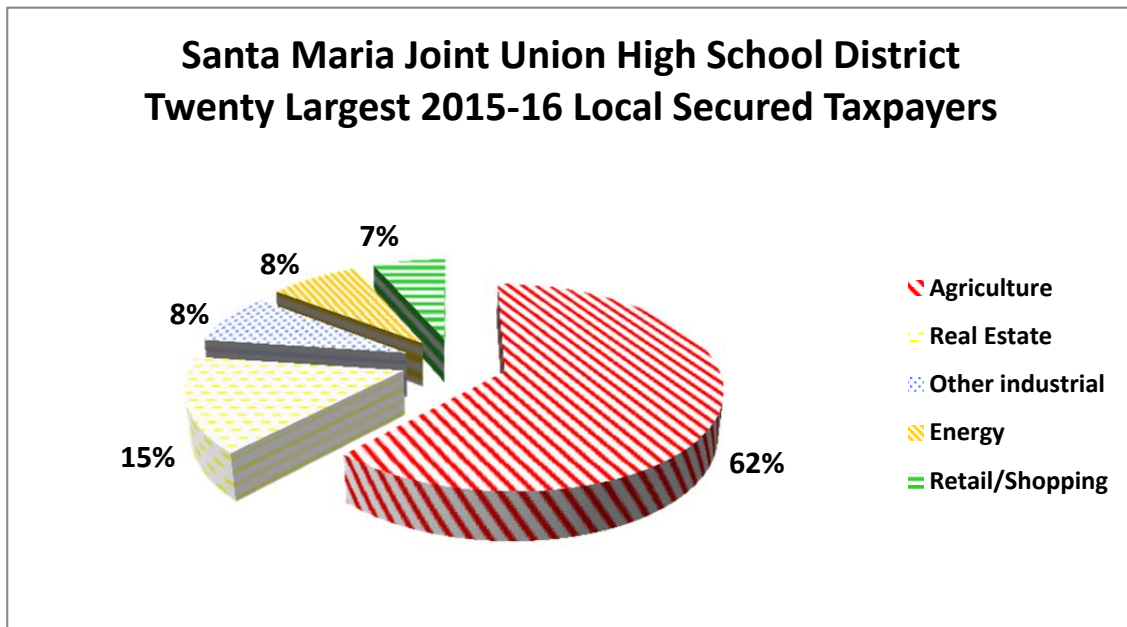
The largest assessed property taxpayers of the District, for Santa Barbara County, are shown in Exhibit 6 below.

**EXHIBIT 6
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
LARGEST LOCAL SECURED TAXPAYERS (SANTA BARBARA COUNTY)**

	<u>Property Owner</u>	<u>Primary Land Use</u>	2015-16 <u>Assessed Valuation</u>	% of <u>Total (1)</u>
1.	Breitburn Energy Holdings LLC	Petroleum/Gas	\$ 284,865,784	2.33%
2.	Windset Farms California Inc.	Nursery/Greenhouse	170,886,532	1.39
3.	ERG Resources LLC	Petroleum/Gas	158,269,325	1.29
4.	Jackson Family Estates II LLC	Vineyards	114,679,300	0.94
5.	Okonite Company LLC	Industrial	81,361,826	0.66
6.	Greka Oil & Gas Inc.	Petroleum/Gas	78,813,443	0.64
7.	Premiere Agricultural Properties LLC	Vineyards	60,977,951	0.50
8.	Beringer Wine Estates Company	Vineyards	52,326,389	0.43
9.	Betteravia Investments LLC	Agricultural/Food Processing	49,329,682	0.40
10.	Santa Maria Land Partners LLC	Apartments	45,283,701	0.37
11.	Arc Vineyard LLC	Vineyards	42,358,784	0.35
12.	MGP 50 LLC	Rest Home	41,521,844	0.34
13.	Santa Maria Partners LLC	Agricultural/Food Processing	33,574,959	0.27
14.	ERGS XIV REO Owner LLC	Shopping Center	32,330,786	0.26
15.	Dario L Pini	Apartments	32,286,349	0.26
16.	Wal-Mart Real Estate Business Trust	Commercial	31,926,471	0.26
17.	Tri-M Rental Group	Agricultural/Food Processing	31,617,363	0.26
18.	Country Oaks LLC	Apartments	30,127,200	0.25
19.	West Bay Company LLC	Vineyards	28,129,905	0.23
20.	The Pictsweet Company	Food Processing	<u>27,176,521</u>	<u>0.22</u>
			<u>\$1,427,844,115</u>	<u>11.66%</u>

(1) 2015-16 Local Secured Assessed Valuation: \$12,250,595,437

Source: California Municipal Statistics, Inc.



**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
BONDED INDEBTEDNESS
LIST OF CURRENT ISSUES AND CUSIP NUMBERS**

CUSIP #	Maturity Date	Principal Amount at Issuance	Principal Amount at Maturity
General Obligation Bonds, Election of 2000, Series B Issued March 1, 2003			
802309HH0	8/1/2015	\$ 325,000	\$ 325,000
802309HS6	8/1/2024	2,200,000	2,200,000
General Obligation Bonds, Election of 2004, Series 2005 Issued February 5, 2005			
802309JD7	8/1/2013	\$ 520,000	\$ 520,000
802309JE5	8/1/2014	680,000	680,000
802309JF2	8/1/2015	850,000	850,000
802309JT2	8/1/2017	1,084,038	4,505,000
802309JU9	8/1/2028	1,058,013	4,685,000
802309JV7	8/1/2029	1,054,401	4,975,000
802309JW5	2/1/2030	481,769	2,375,000
General Obligation Refunding Bonds, Series 2006 (Original Issue Election of 2000 Series A & B) Issued May 24, 2006			
802309KA1	8/1/2014	\$ 1,935,000	\$ 1,935,000
802309KB9	8/1/2015	2,090,000	2,090,000
802309KC7	8/1/2016	1,825,000	1,825,000
802309KD5	8/1/2017	1,995,000	1,965,000
802309KE3	8/1/2018	2,725,000	2,725,000
802309KF0	8/1/2019	3,245,000	3,245,000
802309KG8	8/1/2020	2,495,000	2,495,000

**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
BONDED INDEBTEDNESS
LIST OF CURRENT ISSUES AND CUSIP NUMBERS**

CUSIP #	Maturity Date	Principal Amount at Issuance	Principal Amount at Maturity
General Obligation Refunding Bonds, Series 2013 (Original Issue Election of 2000, Series A & B, Election of 2004) Issued April 10, 2013			
802309KV5	8/1/2013	\$ 275,000	\$ 275,000
802309KW3	8/1/2014	20,000	20,000
802309KX1	8/1/2015	20,000	20,000
802309KY9	8/1/2016	2,090,000	2,090,000
802309KZ6	8/1/2017	2,375,000	2,375,000
802309LA0	8/1/2018	1,755,000	1,755,000
802309LB8	8/1/2019	1,525,000	1,525,000
802309LC6	8/1/2020	1,780,000	1,780,000
802309LD4	8/1/2021	1,120,000	1,120,000
802309LE2	8/1/2022	2,315,000	2,315,000
802309LF9	8/1/2023	2,635,000	2,635,000
802309LG7	8/1/2024	2,995,000	2,995,000
802309LH5	8/1/2025	3,385,000	3,385,000
802309LJ1	8/1/2026	3,805,000	3,805,000
802309LK8	8/1/2021	725,000	725,000

General Obligation Bonds, Election of 2004, Series 2013
Issued April 10, 2013

802309KP8	8/1/2014	\$ 840,000	\$ 840,000
802309KQ6	8/1/2015	740,000	740,000
802309KR4	8/1/2016	360,000	360,000
802309KS2	8/1/2017	320,000	320,000
802309KT0	8/1/2033	8,425,000	8,425,000
802309LL6	8/1/2035	2,221,618	6,970,000
802309KU7	8/1/2037	2,093,255	7,540,000

**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
BONDED INDEBTEDNESS
LIST OF CURRENT ISSUES AND CUSIP NUMBERS**

CUSIP #	Maturity Date	Principal Amount at Issuance	Principal Amount at Maturity
General Obligation Bonds, Election of 2004, Series 2014			
Issued December 30, 2014			
802309LP7	8/1/2018	360,000	360,000
802309LQ5	8/1/2019	355,000	355,000
802309LR3	8/1/2020	350,000	350,000
802309LS1	8/1/2021	550,000	550,000
802309LT9	8/1/2022	360,000	360,000
802309LU6	8/1/2023	345,000	345,000
802309LV4	8/1/2024	340,000	340,000
802309LW2	8/1/2025	325,000	325,000
802309LX0	8/1/2026	310,000	310,000
802309LY8	8/1/2028	105,000	105,000
802309MA9	8/1/2030	1,025,000	1,025,000
802309MB7	8/1/2031	1,821,159	4,747,069
802309MC5	8/1/2032	3,130,000	3,130,000
802309MD3	8/1/2033	3,390,000	3,390,000
802309ME1	8/1/2037	16,230,000	16,230,000

REGULAR MEETING
January 12, 2016

APPENDIX G

**Public Disclosure of Collective Bargaining
Agreement and Approval of Tentative Agreement
with Classified Unit**

**Santa Barbara County Education Office
School Business Advisory Services**

**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/1991), GC 3540.2(a), GC 3547.5, and CCR, Title V, Section 15449**

Name of School District:	SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
Name of Bargaining Unit:	CALIF SCHOOL EMPLOYEES ASSN CENTRAL COAST CHAPTER #455
Certificated, Classified, Other:	CLASSIFIED

The proposed agreement covers the period beginning: January 1, 2016 and ending: June 30, 2016
(date) (date)

The Governing Board will act upon this agreement on: January 12, 2016
(date)

A. Proposed Change in Compensation

Bargaining Unit Compensation	Current Budget (Prior to Proposed Agreement)	Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		FY 15 - 16		
1. Salary Schedule Including Step and Column	\$ 12,037,669			
		0.00%	0.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 671,879	\$ 17,250	\$ -	\$ -
		2.57%	0.00%	0.00%
Description of Other Compensation		Longevity, professional growth, bilingual stipend		
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 2,674,614	\$ 3,847		
		0.144%	0.00%	0.00%
4. Health/Welfare Plans	\$ 1,277,867	\$ -	\$ -	\$ -
		0.00%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 16,662,029	\$ 21,097	\$ -	\$ -
		0.127%	0.00%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	349.00			
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 47,742	\$ 60	\$ -	\$ -
		0.127%	0.00%	0.00%

Public Disclosure of Proposed Collective Bargaining Agreement
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
CALIF SCHOOL EMPLOYEES ASSN CENTRAL COAST CHAPTER #455

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a year, what is the annualized percentage of that change for "Year 1"?

N/A

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

NO.

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

See attached MOU. The District has identified a maximum of 23 individuals who may qualify for the monthly stipend payment. Testing is in process. First year cost is $23 * \$125 * 6$ months; future years will be included in District budget. The MOU will be incorporated into the successor contract currently being negotiated with the Classified bargaining unit.

11. Does this bargaining unit have a negotiated cap for Health and Welfare Yes No

If yes, please describe the cap amount.

Subject to re-openers and re-negotiation each year, the current annual District contribution for health and welfare benefits is capped at \$5880 for single, \$7128 for two-party, and \$8340 for family coverage.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

None.

C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

None known.

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
CALIF SCHOOL EMPLOYEES ASSN CENTRAL COAST CHAPTER #455

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

None noted.

E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

None known.

F. Source of Funding for Proposed Agreement:

1. Current Year

Existing District unallocated unappropriated reserves, future funding based on projections of COLA and gap closure percentages in the Local Control Funding Formula ("LCFF").

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

See F.1. above.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

See F.1. above

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Unrestricted General Fund**

Bargaining Unit: F SCHOOL EMPLOYEES ASSN CENTRAL COAST CHAPTER

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (As of 08/07/2013)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Revenue Limit Sources	8010-8099	\$ 73,163,995		\$ -	\$ 73,163,995
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ 5,379,126		\$ -	\$ 5,379,126
Other Local Revenue	8600-8799	\$ 373,660		\$ -	\$ 373,660
TOTAL REVENUES		\$ 78,916,781		\$ -	\$ 78,916,781
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 29,807,029	\$ -	\$ -	\$ 29,807,029
Classified Salaries	2000-2999	\$ 10,393,426	\$ 17,250	\$ -	\$ 10,410,676
Employee Benefits	3000-3999	\$ 12,988,008	\$ 3,847	\$ -	\$ 12,991,855
Books and Supplies	4000-4999	\$ 8,548,813		\$ -	\$ 8,548,813
Services, Other Operating Expenses	5000-5999	\$ 6,658,324		\$ -	\$ 6,658,324
Capital Outlay	6000-6999	\$ 972,588		\$ -	\$ 972,588
Other Outgo	7100-7299 7400-7499	\$ 419,307		\$ -	\$ 419,307
Indirect/Direct Support Costs	7300-7399	\$ (997,555)		\$ -	\$ (997,555)
TOTAL EXPENDITURES		\$ 68,789,940	\$ 21,097	\$ -	\$ 68,811,037
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 490,000	\$ -	\$ -	\$ 490,000
Contributions	8980-8999	\$ (8,952,312)	\$ -	\$ -	\$ (8,952,312)
OPERATING SURPLUS (DEFICIT)*		\$ 684,529	\$ (21,097)	\$ -	\$ 663,432
BEGINNING FUND BALANCE					
	9791	\$ 3,264,012			\$ 3,264,012
Prior-Year Adjustments/Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 3,948,541	\$ (21,097)	\$ -	\$ 3,927,444
COMPONENTS OF ENDING BALANCE:					
Nonspendable Amounts	9711-9719	\$ 95,288	\$ -	\$ -	\$ 95,288
Restricted Amounts	9740				
Committed Amounts	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 2,707,018	\$ 633	\$ -	\$ 2,707,651
Unassigned/Unappropriated Amount	9790	\$ 1,146,235	\$ (21,730)	\$ -	\$ 1,124,505

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**Restricted General Fund**

Bargaining Unit: F SCHOOL EMPLOYEES ASSN CENTRAL COAST CHAPTER

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (As of 08/07/2013)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Revenue Limit Sources	8010-8099	\$ 1,367,997		\$ -	\$ 1,367,997
Federal Revenue	8100-8299	\$ 4,444,867		\$ -	\$ 4,444,867
Other State Revenue	8300-8599	\$ 4,193,820		\$ -	\$ 4,193,820
Other Local Revenue	8600-8799	\$ 200,000		\$ -	\$ 200,000
TOTAL REVENUES		\$ 10,206,684		\$ -	\$ 10,206,684
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 5,811,531	\$ -	\$ -	\$ 5,811,531
Classified Salaries	2000-2999	\$ 3,747,960	\$ -	\$ -	\$ 3,747,960
Employee Benefits	3000-3999	\$ 2,993,371	\$ -	\$ -	\$ 2,993,371
Books and Supplies	4000-4999	\$ 2,015,051		\$ -	\$ 2,015,051
Services, Other Operating Expenses	5000-5999	\$ 5,050,109		\$ -	\$ 5,050,109
Capital Outlay	6000-6999	\$ 130,995		\$ -	\$ 130,995
Other Outgo	7100-7299 7400-7499	\$ -		\$ -	\$ -
Indirect/Direct Support Costs	7300-7399	\$ 829,958		\$ -	\$ 829,958
TOTAL EXPENDITURES		\$ 20,578,975	\$ -	\$ -	\$ 20,578,975
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 375,000	\$ -	\$ -	\$ 375,000
Contributions	8980-8999	\$ 8,952,312	\$ -	\$ -	\$ 8,952,312
OPERATING SURPLUS (DEFICIT)*		\$ (1,794,979)	\$ -	\$ -	\$ (1,794,979)
BEGINNING FUND BALANCE					
	9791	\$ 2,479,889			\$ 2,479,889
Prior-Year Adjustments/Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 684,910	\$ -	\$ -	\$ 684,910
COMPONENTS OF ENDING BALANCE:					
Nonspendable Amounts	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts	9740	\$ 684,910	\$ -	\$ -	\$ 684,910
Committed Amounts	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit:

		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 08/07/2013)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
Object Code					
REVENUES					
Revenue Limit Sources	8010-8099	\$ 74,531,992		\$ -	\$ 74,531,992
Federal Revenue	8100-8299	\$ 4,444,867		\$ -	\$ 4,444,867
Other State Revenue	8300-8599	\$ 9,572,946		\$ -	\$ 9,572,946
Other Local Revenue	8600-8799	\$ 573,660		\$ -	\$ 573,660
TOTAL REVENUES		\$ 89,123,465		\$ -	\$ 89,123,465
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 35,618,560	\$ -	\$ -	\$ 35,618,560
Classified Salaries	2000-2999	\$ 14,141,386	\$ 17,250	\$ -	\$ 14,158,636
Employee Benefits	3000-3999	\$ 15,981,379	\$ 3,847	\$ -	\$ 15,985,226
Books and Supplies	4000-4999	\$ 10,563,864		\$ -	\$ 10,563,864
Services, Other Operating Expenses	5000-5999	\$ 11,708,433		\$ -	\$ 11,708,433
Capital Outlay	6000-6999	\$ 1,103,583		\$ -	\$ 1,103,583
Other Outgo	7100-7299 7400-7499	\$ 419,307		\$ -	\$ 419,307
Indirect/Direct Support Costs	7300-7399	\$ (167,597)		\$ -	\$ (167,597)
TOTAL EXPENDITURES		\$ 89,368,915	\$ 21,097	\$ -	\$ 89,390,012
OTHER FINANCING SOURCES/USES					
Transfer In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 865,000	\$ -	\$ -	\$ 865,000
Contributions	8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (1,110,450)	\$ (21,097)	\$ -	\$ (1,131,547)
BEGINNING FUND BALANCE					
	9791	\$ 5,743,901			\$ 5,743,901
Prior-Year Adjustments/Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 4,633,451	\$ (21,097)	\$ -	\$ 4,612,354
COMPONENTS OF ENDING BALANCE:					
Nonspendable Amounts	9711-9719	\$ 95,288	\$ -	\$ -	\$ 95,288
Restricted Amounts	9740	\$ 684,910	\$ -	\$ -	\$ 684,910
Committed Amounts	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 2,707,018	\$ 633	\$ -	\$ 2,707,651
Unassigned/Unappropriated Amount	9790	\$ 1,146,235	\$ (21,730)	\$ -	\$ 1,124,505

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Unrestricted General Fund MYP**

Bargaining Unit: SCHOOL EMPLOYEES ASSN CENTRAL COAST CHAPTE

Object Code	2013-14	2014-15	2015-16
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources 8010-8099	\$ 73,163,995	\$ 77,204,488	\$ 80,595,131
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 5,379,126	\$ 1,484,386	\$ 1,484,386
Other Local Revenue 8600-8799	\$ 373,660	\$ 263,964	\$ 263,964
TOTAL REVENUES	\$ 78,916,781	\$ 78,952,838	\$ 82,343,481
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 29,807,029	\$ 30,232,808	\$ 30,509,293
Classified Salaries 2000-2999	\$ 10,410,676	\$ 10,530,530	\$ 10,633,134
Employee Benefits 3000-3999	\$ 12,991,855	\$ 13,568,940	\$ 14,352,831
Books and Supplies 4000-4999	\$ 8,548,813	\$ 6,826,397	\$ 6,826,397
Services, Other Operating Expenses 5000-5999	\$ 6,658,324	\$ 6,650,224	\$ 6,605,224
Capital Outlay 6000-6999	\$ 972,588	\$ 133,500	\$ 133,500
Other Outgo 7100-7299	\$ 419,307	\$ 439,877	\$ 458,822
7400-7499			
Indirect/Direct Support Costs 7300-7399	\$ (997,555)	\$ (997,556)	\$ (997,556)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 68,811,037	\$ 67,384,720	\$ 68,521,645
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 490,000	\$ -	\$ -
Contributions 8980-8999	\$ (8,952,312)	\$ (9,114,158)	\$ (9,253,315)
OPERATING SURPLUS (DEFICIT)*	\$ 663,432	\$ 2,453,960	\$ 4,568,521
BEGINNING FUND BALANCE 9791	\$ 3,264,012	\$ 3,927,444	\$ 6,381,404
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 3,927,444	\$ 6,381,404	\$ 10,949,925
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ 95,288	\$ 95,288	\$ 95,288
Restricted Amounts 9740			
Committed Amounts 9750-9760	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 2,707,651	\$ 2,589,022	\$ 2,620,196
Unassigned/Unappropriated Amount 9790	\$ 1,124,505	\$ 3,697,094	\$ 8,234,441

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**Restricted General Fund MYP**

Bargaining Unit: SCHOOL EMPLOYEES ASSN CENTRAL COAST CHAPTE

Object Code	2013-14	2014-15	2015-16
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources 8010-8099	\$ 1,367,997	\$ 1,367,997	\$ 1,367,997
Federal Revenue 8100-8299	\$ 4,444,867	\$ 4,393,296	\$ 4,393,296
Other State Revenue 8300-8599	\$ 4,193,820	\$ 3,690,477	\$ 3,465,589
Other Local Revenue 8600-8799	\$ 200,000	\$ 200,000	\$ 200,000
TOTAL REVENUES	\$ 10,206,684	\$ 9,651,770	\$ 9,426,882
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 5,811,531	\$ 4,739,678	\$ 4,774,936
Classified Salaries 2000-2999	\$ 3,747,960	\$ 3,815,072	\$ 3,882,184
Employee Benefits 3000-3999	\$ 2,993,371	\$ 2,677,168	\$ 2,701,914
Books and Supplies 4000-4999	\$ 2,015,051	\$ 2,048,821	\$ 1,823,933
Services, Other Operating Expenses 5000-5999	\$ 5,050,109	\$ 4,419,469	\$ 4,419,469
Capital Outlay 6000-6999	\$ 130,995	\$ 130,995	\$ 130,995
Other Outgo 7100-7299	\$ -	\$ -	\$ -
7400-7499			
Indirect/Direct Support Costs 7300-7399	\$ 829,958	\$ 709,773	\$ 709,773
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 20,578,975	\$ 18,540,976	\$ 18,443,204
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 375,000	\$ 375,000	\$ 375,000
Contributions 8980-8999	\$ 8,952,312	\$ 9,114,158	\$ 9,253,315
OPERATING SURPLUS (DEFICIT)*	\$ (1,794,979)	\$ (150,048)	\$ (138,007)
BEGINNING FUND BALANCE 9791	\$ 2,479,889	\$ 684,910	\$ 534,862
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 684,910	\$ 534,862	\$ 396,855
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ -	\$ -	
Restricted Amounts 9740	\$ 684,910	\$ 534,862	\$ 396,855
Committed Amounts 9750-9760			
Assigned Amounts 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit: SCHOOL EMPLOYEES ASSN CENTRAL COAST CHAPTE

Object Code	2013-14	2014-15	2015-16
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources 8010-8099	\$ 74,531,992	\$ 78,572,485	\$ 81,963,128
Federal Revenue 8100-8299	\$ 4,444,867	\$ 4,393,296	\$ 4,393,296
Other State Revenue 8300-8599	\$ 9,572,946	\$ 5,174,863	\$ 4,949,975
Other Local Revenue 8600-8799	\$ 573,660	\$ 463,964	\$ 463,964
TOTAL REVENUES	\$ 89,123,465	\$ 88,604,608	\$ 91,770,363
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 35,618,560	\$ 34,972,486	\$ 35,284,229
Classified Salaries 2000-2999	\$ 14,158,636	\$ 14,345,602	\$ 14,515,318
Employee Benefits 3000-3999	\$ 15,985,226	\$ 16,246,108	\$ 17,054,745
Books and Supplies 4000-4999	\$ 10,563,864	\$ 8,875,218	\$ 8,650,330
Services, Other Operating Expenses 5000-5999	\$ 11,708,433	\$ 11,069,693	\$ 11,024,693
Capital Outlay 6000-6999	\$ 1,103,583	\$ 264,495	\$ 264,495
Other Outgo 7100-7299	\$ 419,307	\$ 439,877	\$ 458,822
7400-7499			
Indirect/Direct Support Costs 7300-7399	\$ (167,597)	\$ (287,783)	\$ (287,783)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 89,390,012	\$ 85,925,696	\$ 86,964,849
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 865,000	\$ 375,000	\$ 375,000
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (1,131,547)	\$ 2,303,912	\$ 4,430,514
BEGINNING FUND BALANCE 9791	\$ 5,743,901	\$ 4,612,354	\$ 6,916,266
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 4,612,354	\$ 6,916,266	\$ 11,346,780
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ 95,288	\$ 95,288	\$ 95,288
Restricted Amounts 9740	\$ 684,910	\$ 534,862	\$ 396,855
Committed Amounts 9750-9760	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 2,707,651	\$ 2,589,022	\$ 2,620,196
Unassigned/Unappropriated Amount 9790	\$ 1,124,505	\$ 3,697,094	\$ 8,234,441

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2(a) and 3547.5, the Superintendent and Chief Business Official of the Santa Maria Joint Union High School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from January 1, 2016 to June 30, 2016.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Other Financing Sources
 Expenditures/Other Financing Uses
 Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)	
\$	-
\$	21,097
\$	(21,097)

Subsequent Years

Budget Adjustment Categories:

Revenues/Other Financing Sources
 Expenditures/Other Financing Uses
 Ending Balance(s) Increase/(Decrease)

Budget Adjustment Increase/(Decrease)	
\$	-
\$	-

Budget Revisions

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify

District Superintendent
 (Signature)

Date

I hereby certify I am unable to certify

Chief Business Official
 (Signature)

Date

Special Note: The Santa Barbara County Education Office may request additional information, as necessary, to review the district's compliance with requirements.

Public Disclosure of Proposed Collective Bargaining Agreement

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

CALIF SCHOOL EMPLOYEES ASSN CENTRAL COAST CHAPTER #455

Assumptions and Explanations (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

Funding of LCFF towards target using LCFF simulator tool provided by FCMAT, which includes associated COLA and gap funding percentages published by California Department of Finance as of District's 2015-16 1st interim budget revision.

Concerns regarding affordability of agreement in subsequent years (if any):

None noted

L. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Santa Maria Joint Union High School District

District Name

District Superintendent
(Signature)

Brenda Hoff, Fiscal Services Director

Contact Person

Date

805-922-4573 x4403

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on January 12, 2016 took action to approve the proposed agreement with the California School Employees Association Central Coast Chapter #455 Bargaining Unit(s). The fiscal impacts of this agreement will be incorporated into the District's 2nd Interim Revised Budget.

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Santa Barbara County Education Office may request additional information, as necessary, to review the district's compliance with requirements.

MEMORANDUM OF UNDERSTANDING
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS CENTRAL COAST CHAPTER #455
and the
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

November 9, 2015

The following Memorandum of Understanding reflects the full and complete agreement of the California School Employees Association and its Central Coast Chapter #455 (hereinafter "Association") and the Santa Maria Joint Union High School District (hereinafter "District") regarding changes to the Collective Bargaining Agreement to establish a Bilingual Premium.

The parties agree to the following terms which shall be incorporated into Article 3 (Pay and Allowances) as a new Section 3.8:

3.8. Bilingual Premium

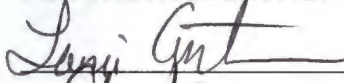
The District may determine that a site or an office requires an individual with oral bilingual skills be available to provide services to non-English speaking parents, students, and visitors. Determination of sufficient oral bilingual skills shall be the responsibility of the District, based on examination. An employee designated by the District to provide oral bilingual skills shall receive a premium of \$125.00 per month during their assigned work year. This compensation shall be considered pensionable compensation as special assignment pay according to CalPERS regulations.


The District reserves the right to evaluate the need for oral bilingual skills and the payment of the premium at least once per year. There shall be no additional premium applied to classifications that require bilingual skills in their job descriptions as those classification salary ranges already reflect those bilingual duties and responsibilities.

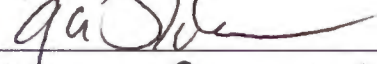
The premium shall become effective January 1, 2016. Employees no longer required to use oral bilingual skills shall not be asked to perform those duties after the date the District determines the use of that skill is no longer needed.


Tentatively agreed to this 9th day of November 2015. This Tentative Agreement shall become final upon ratification by the membership of the Association (as outlined in the Association's Internal Policy 610) and adoption/ratification by the Santa Maria Joint Union High School District Board of Education.


FOR THE ASSOCIATION:

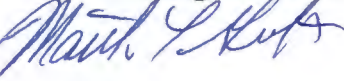












FOR THE DISTRICT:

