

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.



Board of Trustee Action Plans
Santa Maria Joint Union High School District

- **Maximize Student Success**
- **Develop and Maintain a Districtwide Accountability System**
- **Enhance Student Support Services: Facilities, Technology, Safe, Clean, Nurturing Environment; Expand Food Services**
- **Foster Partnerships**
- **Manage Rapid District Growth**

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**

**Special Meeting
November 16, 2022**

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

5:30 p.m. Closed Session/6:00 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.”*

In compliance with the Americans with Disabilities Act, for those requiring special assistance to access the Board meeting room, to access written documents being discussed at the Board meeting, or to otherwise participate at Board meetings, please contact Arcy Pineda at 805-922-4573, Ext. 4202 for assistance. Notification at least 48 hours before the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodations, auxiliary aids or services.

Documents provided to a majority of the Governing Board regarding an open session item on this agenda will be made available for public inspection in the District Office at the noted address above, during normal business hours. In addition, such writings and documents are posted on the District’s website: www.smjuhsd.org

PUBLIC COMMENT:

Public comment for a special board meeting is limited to items on the agenda. If you would like to address the SMJUHS Board of Education at the November 16, 2022 meeting on the noted open or closed session items, see the options for participation below. Please note: The Board appreciates all public participation in the meeting, but it cannot engage in discussion or specifically respond during the public comment period (Board By-law 9323; citing Education Code § 35145.5; Government Code § 54954.3).

- A. **In person:** Persons wishing to speak should complete a blue request form and hand it to the Board secretary. Please note: The time limit to address the Board may not exceed two minutes.
- B. **In writing:** Submit your comment via email to SMJUHS-D-Public-Comment@smjuhsd.org by 3:00 p.m. on November 16, 2022. Please include your name, contact information, and topic. Written public comment will be submitted to the Board prior to the start of the Board meeting for their review but will not be read publicly at the meeting.

AGENDA

I. OPEN SESSION

A. Call to Order

II. OPEN SESSION PUBLIC COMMENTS

Please refer to Page 1 of this agenda for instructions on how to submit Public Comment.

III. 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. Conference with Labor Negotiators** – The Board will be provided a review of negotiations with the California School Employees Association (CSEA).
-

IV. RECONVENE IN OPEN SESSION

A. Call to Order/Flag Salute

V. ANNOUNCE CLOSED SESSION ACTIONS – Antonio Garcia, Superintendent

VI. OPEN SESSION PUBLIC COMMENTS

Please refer to Page 1 of this agenda for instructions on how to submit Public Comment.

VII. ITEMS SCHEDULED FOR ACTION

A. GENERAL

- 1. Approval of MOU for Classified Bargaining Unit regarding new language and salary scale stated in Article 3 and the associated appendices – *Appendix A***

Resource Person: Kevin Platt, Assistant Superintendent of Human Resources;
Joni McDonald, Director of Classified Human Resources

The District has reached agreement with the California School Employees Association (CSEA) to adhere to the new language and salary scale stated in Article 3 and the associated appendices.

The Memorandum of Understanding (MOU) dated November 10, 2022, will take effect pending approval by both parties. For specific details please refer to Appendix A.

***** IT IS RECOMMENDED THAT** the Board of Education approve the Agreement with the Classified Bargaining Unit as presented.

Moved _____ **Second** _____

A Roll Call Vote is Required:

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

2. Approval of MOU for Classified Bargaining Unit regarding increased district contribution to health care premium rates – Appendix B

Resource Person: Kevin Platt, Assistant Superintendent of Human Resources;
Joni McDonald, Director of Classified Human Resources

The District has reached agreement with the California School Employees Association (CSEA) to adhere to the increased district contribution regarding health and welfare benefits as written in Article 4.

The Memorandum of Understanding (MOU) dated November 10, 2022, will take effect pending approval by both parties. For specific details please refer to Appendix B.

***** IT IS RECOMMENDED THAT** the Board of Education approve the Agreement with the Classified Bargaining Unit as presented.

Moved _____ **Second** _____

A Roll Call Vote is Required:

Dr. Karamitsos _____

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

C. BUSINESS

1. Public Disclosure of Collective Bargaining Agreement with the California School Employees Association Chapter 455 (CSEA #455) – Appendix C

Resource Person: Yolanda Ortiz, Assistant Superintendent of Business Services

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 two Memorandums of Understanding (MOU) with the California School Employees Association Chapter 455. The MOU dated November 10, 2022 terms include a 7.06% increase to the salary schedule retro-active to July 1, 2022 and a one-time 3% off-schedule payment of base salary to each eligible member. In 2023-24, an increase of 3.00% to the salary schedule effective July 1, 2023. In addition, MOU dated September 16, 2022 increases district contributions in Article 4.1.4.2 to health benefits beginning with the January 1, 2023 plan year.

The total cost of the Memorandums of Understanding is projected to be \$3,381,620 beginning in 2022-23 and \$791,203 beginning in 2023-24. Further documentation of the fiscal impacts (as required by AB1200) is shown in Appendix C.

***** IT IS RECOMMENDED THAT** the Board of Education approve the AB 1200 Public Disclosure of Collective Bargaining Agreement with the Classified School Employees Association Chapter 455.

Moved _____ **Second** _____

A Roll Call Vote is Required:

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

VIII. FUTURE BOARD MEETINGS FOR 2022

Unless otherwise announced, the next regular meeting of the Board of Education will be held on December 13, 2022. Closed session is scheduled to begin at 5:00 p.m. Open session begins at 6:30 p.m. The meeting will be held at the District Support Services Center. For **view only** live-stream links, refer to page 1 of the agenda.

Board meetings for 2023 will be scheduled at the December 13, 2022 meeting.

IX. ADJOURN

SPECIAL BOARD MEETING
November 16, 2022

APPENDIX A


**Approval of MOU for Classified Bargaining Unit
regarding new language and salary scale stated in
Article 3 and the associated appendices**

Memorandum of Understanding
Between
Santa Maria Joint Union High School District
And
The California School Employee Association
And its
Central Coast Chapter #455

This memorandum is agreed to between the Santa Maria Joint Union High School District (District) and the California School Employee's Association and its Chapter #455 (CSEA). Given the parties shared desire to have members receive their retroactive pay and one time off schedule payments as soon as possible the parties agree to adhere to the new language and salary scale stated in Article 3 and the associated appendixes. As agreed to, the off schedule payment and the new pay scale will be reflected in the November 2022 paychecks if ratified by both the membership by November 18, 2022, and the School Board. The retroactive pay will be reflected in the December 2022 paychecks.

The parties agree that this Memorandum of Understanding will be implemented upon ratification of the parties and pursuant to CSEA Policy 610 and is done without precedent. It is the Parties' expectation that both the District, its management, and all classified employees, will adhere to the rules, regulations, and agreements set forth in this MOU.

X 
Director of Human Resources, Joni McDonald

X 
455 Chapter President, Tami Contreras

X 
Labor Relations Representative, Carlos Lopez

11/10/2022



ARTICLE 3

PAY AND ALLOWANCES

The Parties agree that all steps and ranges of the salary schedule (Appendix C of this Collective Bargaining Agreement) shall be raised by ~~one and one half percent (1.5%) effective July 1, 2024.~~ seven and six one hundredths percent (7.06%) effective July 1, 2022. Members active on the date of Board approval will also receive a three percent (3%) one-time off-schedule payment. on their October 31, 2022 paycheck. Effective July 1, 2023, the salary schedule (Appendix C1 of this Collective Bargaining Agreement) shall be raised by three percent (3.0%). The parties agree to meet and negotiate if COLA for 2023-2024 is less than two percent (2.0%) or greater than four percent (4.0%).

3.1 Regular Rate of Pay

3.1.1 The regular rate of pay for each position in the unit shall be in accordance with the designated ranges established for each classification in this Agreement. All classified employees newly hired in the District shall be placed on Step A of the current salary schedule (Appendix C) at the appropriate range of the designated job.

3.1.2 If an error has caused an employee to be underpaid, all monies due to the employee shall be paid to the employee within five (5) workdays as prescribed by Education Code 45167.

3.1.2.1 If there is an overpayment to a classified employee, the District shall notify the employee in writing of the overpayment. The District and employee shall work out a repayment plan. All repayment plans shall be reduced to writing, signed by the District and the employee, and result in full reimbursement to the District within twelve months. If an employee leaves District service with an outstanding repayment plan, any remaining funds

**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
PROPOSED 2022-23 CLASSIFIED SALARY SCHEDULE**

Monthly rate is based upon 8 hours per day and 12 months per year

DRAFT effective 07/01/2022

7.060% increase

RANGE	Step A		Step B		Step C		Step D		Step E	
	HOUR	MONTH	HOUR	MONTH	HOUR	MONTH	HOUR	MONTH	HOUR	MONTH
9	\$ 18.00	\$3,132.68	\$ 18.90	\$3,289.34	\$ 19.85	\$3,453.81	\$ 20.84	\$3,626.34	\$ 21.88	\$3,807.55
10	\$ 18.45	\$3,210.89	\$ 19.38	\$3,371.49	\$ 20.35	\$3,540.07	\$ 21.36	\$3,717.13	\$ 22.43	\$3,902.94
11	\$ 18.92	\$3,291.29	\$ 19.86	\$3,455.78	\$ 20.85	\$3,628.71	\$ 21.90	\$3,810.14	\$ 22.99	\$4,000.68
12	\$ 19.39	\$3,373.64	\$ 20.36	\$3,542.25	\$ 21.38	\$3,719.32	\$ 22.44	\$3,905.32	\$ 23.57	\$4,100.63
13	\$ 19.87	\$3,457.94	\$ 20.87	\$3,630.90	\$ 21.91	\$3,812.31	\$ 23.01	\$4,003.08	\$ 24.16	\$4,202.99
14	\$ 20.37	\$3,544.20	\$ 21.39	\$3,721.72	\$ 22.46	\$3,907.70	\$ 23.58	\$4,103.05	\$ 24.76	\$4,308.14
15	\$ 20.88	\$3,632.85	\$ 21.92	\$3,814.71	\$ 23.02	\$4,005.28	\$ 24.17	\$4,205.81	\$ 25.38	\$4,415.93
16	\$ 21.40	\$3,723.66	\$ 22.47	\$3,909.88	\$ 23.59	\$4,105.43	\$ 24.77	\$4,310.75	\$ 26.01	\$4,526.27
17	\$ 21.94	\$3,816.88	\$ 23.03	\$4,007.64	\$ 24.18	\$4,207.98	\$ 25.39	\$4,418.29	\$ 26.66	\$4,639.27
18	\$ 22.48	\$3,912.06	\$ 23.61	\$4,108.04	\$ 24.79	\$4,313.14	\$ 26.03	\$4,528.89	\$ 27.33	\$4,755.31
19	\$ 23.05	\$4,010.26	\$ 24.20	\$4,210.59	\$ 25.41	\$4,421.34	\$ 26.68	\$4,642.08	\$ 28.01	\$4,874.36
20	\$ 23.62	\$4,110.22	\$ 24.80	\$4,315.97	\$ 26.04	\$4,531.51	\$ 27.35	\$4,758.34	\$ 28.71	\$4,996.25
21	\$ 24.21	\$4,213.18	\$ 25.42	\$4,423.72	\$ 26.69	\$4,644.92	\$ 28.03	\$4,877.18	\$ 29.43	\$5,120.97
22	\$ 24.82	\$4,318.36	\$ 26.06	\$4,534.32	\$ 27.36	\$4,760.94	\$ 28.73	\$4,999.08	\$ 30.17	\$5,249.17
23	\$ 25.44	\$4,426.35	\$ 26.71	\$4,647.74	\$ 28.05	\$4,880.23	\$ 29.45	\$5,124.22	\$ 30.92	\$5,380.39
24	\$ 26.08	\$4,537.16	\$ 27.38	\$4,763.98	\$ 28.75	\$5,002.32	\$ 30.19	\$5,252.19	\$ 31.69	\$5,514.90
25	\$ 26.73	\$4,650.34	\$ 28.06	\$4,883.06	\$ 29.47	\$5,127.05	\$ 30.94	\$5,383.64	\$ 32.49	\$5,652.66
26	\$ 27.40	\$4,766.81	\$ 28.76	\$5,004.95	\$ 30.20	\$5,255.25	\$ 31.71	\$5,518.15	\$ 33.30	\$5,794.09
27	\$ 28.08	\$4,886.09	\$ 29.48	\$5,130.33	\$ 30.96	\$5,386.71	\$ 32.51	\$5,656.13	\$ 34.13	\$5,939.01
28	\$ 28.78	\$5,008.01	\$ 30.22	\$5,258.52	\$ 31.73	\$5,521.42	\$ 33.32	\$5,797.35	\$ 34.98	\$6,087.20
29	\$ 29.50	\$5,133.14	\$ 30.98	\$5,389.97	\$ 32.53	\$5,659.59	\$ 34.15	\$5,942.49	\$ 35.86	\$6,239.29
30	\$ 30.24	\$5,261.54	\$ 31.75	\$5,524.68	\$ 33.34	\$5,801.06	\$ 35.01	\$6,091.11	\$ 36.76	\$6,395.52
31	\$ 31.00	\$5,393.24	\$ 32.54	\$5,662.64	\$ 34.17	\$5,945.95	\$ 35.88	\$6,243.19	\$ 37.68	\$6,555.65
32	\$ 31.77	\$5,527.93	\$ 33.36	\$5,804.51	\$ 35.03	\$6,094.58	\$ 36.78	\$6,399.43	\$ 38.62	\$6,719.45
33	\$ 32.57	\$5,666.34	\$ 34.19	\$5,949.43	\$ 35.90	\$6,246.89	\$ 37.70	\$6,559.12	\$ 39.58	\$6,887.20
34	\$ 33.38	\$5,808.01	\$ 35.05	\$6,098.05	\$ 36.80	\$6,402.92	\$ 38.64	\$6,723.14	\$ 40.57	\$7,059.27
35	\$ 34.21	\$5,952.91	\$ 35.92	\$6,250.58	\$ 37.72	\$6,563.25	\$ 39.61	\$6,891.33	\$ 41.59	\$7,235.93
36	\$ 35.07	\$6,101.99	\$ 36.82	\$6,407.03	\$ 38.66	\$6,727.29	\$ 40.60	\$7,063.63	\$ 42.63	\$7,416.92
37	\$ 35.94	\$6,254.27	\$ 37.74	\$6,567.16	\$ 39.63	\$6,895.46	\$ 41.61	\$7,240.26	\$ 43.69	\$7,602.27
38	\$ 36.84	\$6,410.73	\$ 38.69	\$6,731.19	\$ 40.62	\$7,067.77	\$ 42.65	\$7,421.27	\$ 44.78	\$7,792.38
39	\$ 37.76	\$6,571.06	\$ 39.65	\$6,899.59	\$ 41.64	\$7,244.61	\$ 43.72	\$7,606.83	\$ 45.90	\$7,987.25
40	\$ 38.71	\$6,735.34	\$ 40.64	\$7,071.89	\$ 42.68	\$7,425.62	\$ 44.81	\$7,796.94	\$ 47.05	\$8,186.74

Longevity

Beginning with 6 to 10 years of employment	4.50% of Monthly Base Salary
Beginning with 11 to 15 years of employment	6.00% of Monthly Base Salary
Beginning with 16 to 20 years of employment	7.50% of Monthly Base Salary
Beginning with 21 to 25 years of employment	9.00% of Monthly Base Salary
Beginning with 26 to 30 years of employment	10.50% of Monthly Base Salary
Beginning with 31+ years of employment	12.00% of Monthly Base Salary

Professional Growth

Increment	Annual Amount
1	\$225.00
2	\$450.00
3	\$675.00
4	\$900.00
5	\$1,125.00
6	\$1,350.00
7	\$1,575.00
8	\$1,800.00
9	\$2,025.00
10	\$2,250.00

[Handwritten signatures and initials in blue ink, including names like 'Yvonne', 'JL', and 'STG']

**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
PROPOSED 2023-24 CLASSIFIED SALARY SCHEDULE**

Monthly rate is based upon 8 hours per day and 12 months per year

DRAFT effective 07/01/2023

3.000% increase

RANGE	Step A		Step B		Step C		Step D		Step E	
	HOUR	MONTH	HOUR	MONTH	HOUR	MONTH	HOUR	MONTH	HOUR	MONTH
9	\$ 18.54	\$3,226.66	\$ 19.47	\$3,388.02	\$ 20.44	\$3,557.42	\$ 21.47	\$3,735.13	\$ 22.54	\$3,921.78
10	\$ 19.01	\$3,307.22	\$ 19.96	\$3,472.63	\$ 20.96	\$3,646.27	\$ 22.00	\$3,828.64	\$ 23.10	\$4,020.03
11	\$ 19.48	\$3,390.03	\$ 20.46	\$3,559.45	\$ 21.48	\$3,737.57	\$ 22.55	\$3,924.44	\$ 23.68	\$4,120.70
12	\$ 19.97	\$3,474.85	\$ 20.97	\$3,648.52	\$ 22.02	\$3,830.90	\$ 23.12	\$4,022.48	\$ 24.27	\$4,223.65
13	\$ 20.47	\$3,561.68	\$ 21.49	\$3,739.83	\$ 22.57	\$3,926.68	\$ 23.70	\$4,123.17	\$ 24.88	\$4,329.08
14	\$ 20.98	\$3,650.53	\$ 22.03	\$3,833.37	\$ 23.13	\$4,024.93	\$ 24.29	\$4,226.14	\$ 25.50	\$4,437.38
15	\$ 21.50	\$3,741.84	\$ 22.58	\$3,929.15	\$ 23.71	\$4,125.44	\$ 24.90	\$4,331.98	\$ 26.14	\$4,548.41
16	\$ 22.04	\$3,835.37	\$ 23.14	\$4,027.18	\$ 24.30	\$4,228.59	\$ 25.52	\$4,440.07	\$ 26.79	\$4,662.06
17	\$ 22.59	\$3,931.39	\$ 23.72	\$4,127.87	\$ 24.91	\$4,334.22	\$ 26.15	\$4,550.84	\$ 27.46	\$4,778.45
18	\$ 23.16	\$4,029.42	\$ 24.32	\$4,231.28	\$ 25.53	\$4,442.53	\$ 26.81	\$4,664.76	\$ 28.15	\$4,897.97
19	\$ 23.74	\$4,130.57	\$ 24.92	\$4,336.91	\$ 26.17	\$4,553.98	\$ 27.48	\$4,781.34	\$ 28.85	\$5,020.59
20	\$ 24.33	\$4,233.53	\$ 25.55	\$4,445.45	\$ 26.82	\$4,667.46	\$ 28.17	\$4,901.09	\$ 29.58	\$5,146.14
21	\$ 24.94	\$4,339.58	\$ 26.19	\$4,556.43	\$ 27.50	\$4,784.27	\$ 28.87	\$5,023.50	\$ 30.31	\$5,274.60
22	\$ 25.56	\$4,447.91	\$ 26.84	\$4,670.35	\$ 28.18	\$4,903.77	\$ 29.59	\$5,149.05	\$ 31.07	\$5,406.65
23	\$ 26.20	\$4,559.14	\$ 27.51	\$4,787.17	\$ 28.89	\$5,026.64	\$ 30.33	\$5,277.95	\$ 31.85	\$5,541.80
24	\$ 26.86	\$4,673.27	\$ 28.20	\$4,906.90	\$ 29.61	\$5,152.39	\$ 31.09	\$5,409.76	\$ 32.65	\$5,680.35
25	\$ 27.53	\$4,789.85	\$ 28.91	\$5,029.55	\$ 30.35	\$5,280.86	\$ 31.87	\$5,545.15	\$ 33.46	\$5,822.24
26	\$ 28.22	\$4,909.81	\$ 29.63	\$5,155.10	\$ 31.11	\$5,412.91	\$ 32.66	\$5,683.69	\$ 34.30	\$5,967.91
27	\$ 28.92	\$5,032.67	\$ 30.37	\$5,284.24	\$ 31.89	\$5,548.31	\$ 33.48	\$5,825.81	\$ 35.16	\$6,117.18
28	\$ 29.65	\$5,158.25	\$ 31.13	\$5,416.28	\$ 32.68	\$5,687.06	\$ 34.32	\$5,971.27	\$ 36.03	\$6,269.82
29	\$ 30.39	\$5,287.13	\$ 31.91	\$5,551.67	\$ 33.50	\$5,829.38	\$ 35.18	\$6,120.76	\$ 36.93	\$6,426.47
30	\$ 31.15	\$5,419.39	\$ 32.70	\$5,690.42	\$ 34.34	\$5,975.09	\$ 36.06	\$6,273.84	\$ 37.86	\$6,587.39
31	\$ 31.93	\$5,555.04	\$ 33.52	\$5,832.52	\$ 35.20	\$6,124.33	\$ 36.96	\$6,430.49	\$ 38.81	\$6,752.32
32	\$ 32.72	\$5,693.77	\$ 34.36	\$5,978.65	\$ 36.08	\$6,277.42	\$ 37.88	\$6,591.41	\$ 39.78	\$6,921.03
33	\$ 33.54	\$5,836.33	\$ 35.22	\$6,127.91	\$ 36.98	\$6,434.30	\$ 38.83	\$6,755.89	\$ 40.77	\$7,093.82
34	\$ 34.38	\$5,982.25	\$ 36.10	\$6,280.99	\$ 37.90	\$6,595.01	\$ 39.80	\$6,924.83	\$ 41.79	\$7,271.05
35	\$ 35.24	\$6,131.50	\$ 37.00	\$6,438.10	\$ 38.85	\$6,760.15	\$ 40.79	\$7,098.07	\$ 42.83	\$7,453.01
36	\$ 36.12	\$6,285.05	\$ 37.93	\$6,599.24	\$ 39.82	\$6,929.11	\$ 41.81	\$7,275.54	\$ 43.90	\$7,639.43
37	\$ 37.02	\$6,441.90	\$ 38.87	\$6,764.17	\$ 40.82	\$7,102.32	\$ 42.86	\$7,457.47	\$ 45.00	\$7,830.34
38	\$ 37.95	\$6,603.05	\$ 39.85	\$6,933.13	\$ 41.84	\$7,279.80	\$ 43.93	\$7,643.91	\$ 46.13	\$8,026.15
39	\$ 38.90	\$6,768.19	\$ 40.84	\$7,106.58	\$ 42.88	\$7,461.95	\$ 45.03	\$7,835.03	\$ 47.28	\$8,226.87
40	\$ 39.87	\$6,937.40	\$ 41.86	\$7,284.05	\$ 43.96	\$7,648.39	\$ 46.15	\$8,030.85	\$ 48.46	\$8,432.34

Longevity

Beginning with 6 to 10 years of employment	4.50% of Monthly Base Salary
Beginning with 11 to 15 years of employment	6.00% of Monthly Base Salary
Beginning with 16 to 20 years of employment	7.50% of Monthly Base Salary
Beginning with 21 to 25 years of employment	9.00% of Monthly Base Salary
Beginning with 26 to 30 years of employment	10.50% of Monthly Base Salary
Beginning with 31+ years of employment	12.00% of Monthly Base Salary

Professional Growth

Increment	Annual Amount
1	\$225.00
2	\$450.00
3	\$675.00
4	\$900.00
5	\$1,125.00
6	\$1,350.00
7	\$1,575.00
8	\$1,800.00
9	\$2,025.00
10	\$2,250.00

Yolanda Ortiz


SPECIAL BOARD MEETING
November 16, 2022



APPENDIX B



**Approval of MOU for Classified Bargaining Unit
regarding increased district contribution to
health care premium rates**

Memorandum of Understanding
Between
Santa Maria Joint Union High School District
And
The California School Employee Association
And its
Central Coast Chapter #455

This memorandum is agreed to between the Santa Maria Joint Union High School District (District) and the California School Employee's Association and its Chapter #455 (CSEA). In recognition that new health care premium rates begin at the start of the 2023 calendar year the parties agree to adhere to the increased district contribution as laid out in the Tentative agreement signed by the parties regarding health and welfare benefits as written in Article 4 of the CBA. [See attached]

The parties agree that this Memorandum of Understanding will be implemented upon ratification of the parties and pursuant to CSEA Policy 610 and is done without precedent. It is the Parties' expectation that both the District, its management, and all classified employees, will adhere to the rules, regulations, and agreements set forth in this MOU.

X  _____ X  _____
Director of Human Resources, Joni McDonald 455 Chapter President, Tami Contreras

X  _____ 
Labor Relations Representative, Carlos Lopez

District contribution for all health plans as approved by CSEA (sec 4.1.4.2)

Hours/Day → Calendar Type →	7.00 – 8.00 12 month	6.00 – 6.99 12 month	5.00 – 5.99 12 month	4.00-4.99 12 month	7.00 – 8.00 10 month	6.00 – 6.99 10 month	5.00 – 5.99 10 month	4.00-4.99 10 month
Coverage Tier Single	\$665.93	\$582.69	\$499.45	\$416.21	\$799.12	\$699.23	\$599.34	\$499.45
2 Party	\$1351.86	\$1182.88	\$1013.90	\$844.91	\$1622.23	\$1419.45	\$1216.67	\$1013.90
Family	\$1759.42	\$1539.49	\$1319.57	\$1099.64	\$2111.30	\$1847.39	\$1583.48	\$1319.57

Carlos Lopez
 Carlos Lopez, CSEA
 SA

Yolanda
 Yolanda Oet, SMTJUTSD
K. Platt *Gracia*
 9/16/2022

SPECIAL MEETING
November 16, 2022

APPENDIX C

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT WITH THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER 455

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1992), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
Name of Bargaining Unit:	CSEA CHAPTER 455
Certificated, Classified, Other:	CLASSIFIED

The proposed agreement covers the period beginning: **July 1, 2022** and ending: **June 30, 2024**
 (date) (date)

The Governing Board will act upon this agreement on: **November 16, 2022**
 (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			2022-23	2023-24	2024-25
1.	Salary Schedule Including Step and Column	\$ 17,212,303	\$ 1,215,193	\$ 552,825	\$ -
			7.06%	3.00%	0.00%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 1,474,980	\$ 651,172	\$ 47,593	\$ -
			44.15%	2.24%	0.00%
	Description of Other Compensation		Stipends+3.00%Off SchedOnetime Pmt	Longevity & various stipends	
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 6,232,114	\$ 630,426	\$ 190,785	\$ -
			10.12%	2.78%	0.00%
4.	Health/Welfare Plans	\$ 3,025,109	\$ 884,829	\$ -	\$ -
			29.25%	0.00%	0.00%
5.	Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 27,944,506	\$ 3,381,620	\$ 791,203	\$ -
			12.10%	2.53%	0.00%
6.	Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	400.10			
7.	Total Compensation Average Cost per Bargaining Unit Employee	\$ 69,844	\$ 8,452	\$ 1,978	\$ -
			12.10%	2.53%	0.00%

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
CSEA CHAPTER 455

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

The 2022-23 salary schedules will be increased by 7.06% effective July 1, 2022. There is also an additional 3.00% one-time off schedule payment in FY 22-23. In 2023-24 the salary schedule will increase by 3.00% effective July 1, 2023.

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.)

Latest approved budget before settlement is the 45-day, and included tentative projected salary schedule increase of 6.56%. Fiscal impact reflects 3.00% one time off-schedule payment, medical benefit cap increase, and a 0.5% increase to salaries (to reach the negotiated 7.06%).

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes No
If yes, please describe the cap amount.

The following benefit cap increases will take effect with the 2023 plan year: single from \$6,516 to \$7,991, 2-Pty \$12,778 to \$16,222, and Family \$17,737 to \$21,113.

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.

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

In 2023-24 the bargaining agreement will be re-opened if the statutory COLA has a 1% variance either up or down from the negotiated 3.0% ongoing salary increase in the second year.

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

None.

F. Source of Funding for Proposed Agreement:

1. Current Year

Existing unallocated unappropriated reserves.

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

Existing unallocated unappropriated reserves, and projected funding increases under LCFF.

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.)

Existing unallocated unappropriated reserves, and projected funding increases under LCFF.

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

CSEA CHAPTER 455

Bargaining Unit:

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 8/2/22, 45- DAY REVISION)	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				
LCFF Revenue 8010-8099	\$ 128,636,512		\$ -	\$ 128,636,512
Federal Revenue 8100-8299	\$ -		\$ -	\$ -
Other State Revenue 8300-8599	\$ 2,018,426		\$ -	\$ 2,018,426
Other Local Revenue 8600-8799	\$ 875,917		\$ -	\$ 875,917
TOTAL REVENUES	\$ 131,530,855		\$ -	\$ 131,530,855
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 48,168,975	\$ -	\$ 1,262,824	\$ 49,431,799
Classified Salaries 2000-2999	\$ 16,866,274	\$ 403,190	\$ 56,554	\$ 17,326,018
Employee Benefits 3000-3999	\$ 25,395,174	\$ 689,461	\$ 1,390,239	\$ 27,474,874
Books and Supplies 4000-4999	\$ 7,661,254		\$ -	\$ 7,661,254
Services, Other Operating Expenses 5000-5999	\$ 11,681,019		\$ -	\$ 11,681,019
Capital Outlay 6000-6999	\$ 4,363,858		\$ -	\$ 4,363,858
Other Outgo 7100-7299 7400-7499	\$ 872,161		\$ -	\$ 872,161
Indirect/Direct Support Costs 7300-7399	\$ (1,730,780)		\$ -	\$ (1,730,780)
TOTAL EXPENDITURES	\$ 113,277,935	\$ 1,092,651	\$ 2,709,617	\$ 117,080,203
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ 426,300	\$ -	\$ -	\$ 426,300
Transfers Out and Other Uses 7600-7699	\$ -		\$ -	\$ -
Contributions 8980-8999	\$ (13,580,010)	\$ (609,981)	\$ (605,431)	\$ (14,795,422)
OPERATING SURPLUS (DEFICIT)*	\$ 5,099,209	\$ (1,702,632)	\$ (3,315,048)	\$ 81,529
BEGINNING FUND BALANCE	\$ 25,006,744			\$ 25,006,744
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 30,105,952	\$ (1,702,632)	\$ (3,315,048)	\$ 25,088,272
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ 288,711	\$ -	\$ -	\$ 288,711
Restricted Amounts 9740				
Committed Amounts 9750-9760	\$ 18,043,066	\$ -	\$ -	\$ 18,043,066
Assigned Amounts 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 5,254,783		\$ -	\$ 5,254,783
Unassigned/Unappropriated Amount 9790	\$ 6,519,392	\$ (1,702,632)	\$ (3,315,048)	\$ 1,501,712

*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

CSEA CHAPTER 455

Bargaining Unit:

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 8/2/22, 45- DAY REVISION)	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				
LCFF Revenue 8010-8099	\$ 2,217,847		\$ -	\$ 2,217,847
Federal Revenue 8100-8299	\$ 10,983,627		\$ -	\$ 10,983,627
Other State Revenue 8300-8599	\$ 28,905,223		\$ -	\$ 28,905,223
Other Local Revenue 8600-8799	\$ 5,718,448		\$ -	\$ 5,718,448
TOTAL REVENUES	\$ 47,825,145		\$ -	\$ 47,825,145
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 9,847,331	\$ -	\$ 259,010	\$ 10,106,341
Classified Salaries 2000-2999	\$ 7,660,118	\$ 213,002	\$ 11,501	\$ 7,884,621
Employee Benefits 3000-3999	\$ 13,108,575	\$ 396,979	\$ 334,920	\$ 13,840,474
Books and Supplies 4000-4999	\$ 7,513,860			\$ 7,513,860
Services, Other Operating Expenses 5000-5999	\$ 18,591,444		\$ -	\$ 18,591,444
Capital Outlay 6000-6999	\$ 312,547		\$ -	\$ 312,547
Other Outgo 7100-7299 7400-7499	\$ 3,039,520		\$ -	\$ 3,039,520
Indirect/Direct Support Costs 7300-7399	\$ 1,492,229		\$ -	\$ 1,492,229
TOTAL EXPENDITURES	\$ 61,565,624	\$ 609,981	\$ 605,431	\$ 62,781,036
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	\$ 13,580,010	\$ 609,981	\$ 605,431	\$ 14,795,422
OPERATING SURPLUS (DEFICIT)*	\$ (535,468)	\$ -	\$ -	\$ (535,468)
BEGINNING FUND BALANCE	\$ 2,145,418			\$ 2,145,418
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 1,609,949	\$ -	\$ -	\$ 1,609,949
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 1,609,949	\$ -	\$ -	\$ 1,609,949
Committed Amounts 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 0	\$ -	\$ -	\$ 0

*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

Combined General Fund

Bargaining Unit:

CSEA CHAPTER 455

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 8/2/22, 45- DAY REVISION)	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				
LCFF Revenue 8010-8099	\$ 130,854,359		\$ -	\$ 130,854,359
Federal Revenue 8100-8299	\$ 10,983,627		\$ -	\$ 10,983,627
Other State Revenue 8300-8599	\$ 30,923,649		\$ -	\$ 30,923,649
Other Local Revenue 8600-8799	\$ 6,594,365		\$ -	\$ 6,594,365
TOTAL REVENUES	\$ 179,356,000		\$ -	\$ 179,356,000
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 58,016,306	\$ -	\$ 1,521,834	\$ 59,538,140
Classified Salaries 2000-2999	\$ 24,526,392	\$ 616,192	\$ 68,055	\$ 25,210,639
Employee Benefits 3000-3999	\$ 38,503,749	\$ 1,086,440	\$ 1,725,159	\$ 41,315,348
Books and Supplies 4000-4999	\$ 15,175,115		\$ -	\$ 15,175,115
Services, Other Operating Expenses 5000-5999	\$ 30,272,462		\$ -	\$ 30,272,462
Capital Outlay 6000-6999	\$ 4,676,405		\$ -	\$ 4,676,405
Other Outgo 7100-7299 7400-7499	\$ 3,911,681		\$ -	\$ 3,911,681
Indirect/Direct Support Costs 7300-7399	\$ (238,551)		\$ -	\$ (238,551)
TOTAL EXPENDITURES	\$ 174,843,559	\$ 1,702,632	\$ 3,315,048	\$ 179,861,239
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ 426,300	\$ -	\$ -	\$ 426,300
Transfers Out and Other Uses 7600-7699	\$ 375,000	\$ -	\$ -	\$ 375,000
Contributions 8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 4,563,740	\$ (1,702,632)	\$ (3,315,048)	\$ (453,940)
BEGINNING FUND BALANCE 9791	\$ 27,152,162			\$ 27,152,162
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 31,715,902	\$ (1,702,632)	\$ (3,315,048)	\$ 26,698,222
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ 288,711	\$ -	\$ -	\$ 288,711
Restricted Amounts 9740	\$ 1,609,949	\$ -	\$ -	\$ 1,609,949
Committed Amounts 9750-9760	\$ 18,043,066	\$ -	\$ -	\$ 18,043,066
Assigned Amounts 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 5,254,783	\$ -	\$ -	\$ 5,254,783
Unassigned/Unappropriated Amount 9790	\$ 6,519,393	\$ (1,702,632)	\$ (3,315,048)	\$ 1,501,713

*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**Fund 13/61 - Cafeteria Fund**

Bargaining Unit:

CSEA CHAPTER 455

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 8/2/22, 45- DAY REVISION)	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				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 5,248,100		\$ -	\$ 5,248,100
Other State Revenue 8300-8599	\$ 367,033		\$ -	\$ 367,033
Other Local Revenue 8600-8799	\$ 8,200		\$ -	\$ 8,200
TOTAL REVENUES	\$ 5,623,333		\$ -	\$ 5,623,333
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 1,406,304	\$ 30,006		\$ 1,436,310
Employee Benefits 3000-3999	\$ 582,265	\$ 23,677		\$ 605,942
Books and Supplies 4000-4999	\$ 2,623,000		\$ -	\$ 2,623,000
Services, Other Operating Expenses 5000-5999	\$ 158,900		\$ -	\$ 158,900
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo 7100-7299 7400-7499	\$ -		\$ -	\$ -
Indirect/Direct Support Costs 7300-7399	\$ 238,551		\$ -	\$ 238,551
TOTAL EXPENDITURES	\$ 5,009,020	\$ 53,683	\$ -	\$ 5,062,703
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -		\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ 614,313	\$ (53,683)	\$ -	\$ 560,630
BEGINNING FUND BALANCE				
9791	\$ -			\$ -
Prior-Year Adjustments/Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 614,313	\$ (53,683)	\$ -	\$ 560,630
COMPONENTS OF ENDING BALANCE:				
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ -			\$ -
Committed Amounts 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned Amounts 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -		\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 614,313	\$ (53,683)	\$ -	\$ 560,630

*Net Increase (Decrease) in Fund Balance

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

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
CSEA CHAPTER 455

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 2,709,617	Cert FA, Class Mgmt, Cert Mgmt, Conf & Unrep Already Settled
Other Financing Sources/Uses	\$ (605,431)	Amount contributed to Restricted

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ 605,431	Cert FA, Class Mgmt, Cert Mgmt, Conf & Unrep Already Settled
Other Financing Sources/Uses	\$ 605,431	Amount contributed to Restricted

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

CSEA CHAPTER 455

Bargaining Unit:

Object Code	2022-23	2023-24	2024-25
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 128,636,512	\$ 144,426,883	\$ 144,349,220
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 2,018,426	\$ 2,049,804	\$ 2,074,512
Other Local Revenue 8600-8799	\$ 875,917	\$ 852,979	\$ 844,502
TOTAL REVENUES	\$ 131,530,855	\$ 147,329,666	\$ 147,268,234
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 49,431,799	\$ 53,697,988	\$ 53,990,968
Classified Salaries 2000-2999	\$ 17,326,018	\$ 19,746,534	\$ 19,946,491
Employee Benefits 3000-3999	\$ 27,474,874	\$ 31,323,959	\$ 31,578,864
Books and Supplies 4000-4999	\$ 7,661,254	\$ 10,461,482	\$ 7,444,719
Services, Other Operating Expenses 5000-5999	\$ 11,681,019	\$ 11,963,134	\$ 12,288,984
Capital Outlay 6000-6999	\$ 4,363,858	\$ 4,363,858	\$ 4,363,858
Other Outgo 7100-7299 7400-7499	\$ 872,161	\$ 804,643	\$ 425,000
Indirect/Direct Support Costs 7300-7399	\$ (1,730,780)	\$ (1,730,780)	\$ (1,730,780)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 117,080,203	\$ 130,630,817	\$ 128,308,105
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 426,300	\$ 426,300	\$ 426,300
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ (14,795,422)	\$ (13,945,225)	\$ (14,069,371)
OPERATING SURPLUS (DEFICIT)*	\$ 81,529	\$ 3,179,924	\$ 5,317,058
BEGINNING FUND BALANCE			
9791	\$ 25,006,744	\$ 25,088,272	\$ 28,268,197
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 25,088,272	\$ 28,268,197	\$ 33,585,254
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ 288,711	\$ 288,711	\$ 288,711
Restricted Amounts 9740			
Committed Amounts 9750-9760	\$ 18,043,066	\$ 18,043,066	\$ 18,043,066
Assigned Amounts 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 5,254,783	\$ 4,112,217	\$ 4,045,645
Unassigned/Unappropriated Amount 9790	\$ 1,501,712	\$ 5,824,202	\$ 11,207,832

*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
CSEA CHAPTER 455**

Bargaining Unit:

Object Code	2022-23	2023-24	2024-25
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 2,217,847	\$ 2,217,847	\$ 2,217,847
Federal Revenue 8100-8299	\$ 10,983,627	\$ 4,537,468	\$ 4,537,468
Other State Revenue 8300-8599	\$ 28,905,223	\$ 28,997,382	\$ 29,069,949
Other Local Revenue 8600-8799	\$ 5,718,448	\$ 5,718,448	\$ 5,718,448
TOTAL REVENUES	\$ 47,825,145	\$ 41,471,145	\$ 41,543,712
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 10,106,341	\$ 7,647,375	\$ 7,768,866
Classified Salaries 2000-2999	\$ 7,884,621	\$ 6,195,597	\$ 6,268,398
Employee Benefits 3000-3999	\$ 13,840,474	\$ 12,518,679	\$ 12,531,276
Books and Supplies 4000-4999	\$ 7,513,860	\$ 7,646,573	\$ 7,575,387
Services, Other Operating Expenses 5000-5999	\$ 18,591,444	\$ 18,669,093	\$ 18,729,446
Capital Outlay 6000-6999	\$ 312,547	\$ 312,547	\$ 312,547
Other Outgo 7100-7299 7400-7499	\$ 3,039,520	\$ 3,039,520	\$ 3,039,520
Indirect/Dirrect Support Costs 7300-7399	\$ 1,492,229	\$ 1,150,654	\$ 1,150,654
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 62,781,036	\$ 57,180,037	\$ 57,376,093
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	\$ 14,795,422	\$ 13,945,225	\$ 14,069,371
OPERATING SURPLUS (DEFICIT)*	\$ (535,468)	\$ (2,138,668)	\$ (2,138,010)
BEGINNING FUND BALANCE			
9791	\$ 2,145,418	\$ 1,609,949	\$ (528,718)
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 1,609,949	\$ (528,718)	\$ (2,666,728)
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ -	\$ -	\$ -
Restricted Amounts 9740	\$ 1,609,949	\$ (528,717)	\$ (2,666,728)
Committed Amounts 9750-9760			
Assigned Amounts 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 0	\$ (1)	\$ (0)

*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:

CSEA CHAPTER 455

Object Code	2022-23	2023-24	2024-25
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 130,854,359	\$ 146,644,730	\$ 146,567,067
Federal Revenue 8100-8299	\$ 10,983,627	\$ 4,537,468	\$ 4,537,468
Other State Revenue 8300-8599	\$ 30,923,649	\$ 31,047,186	\$ 31,144,461
Other Local Revenue 8600-8799	\$ 6,594,365	\$ 6,571,427	\$ 6,562,950
TOTAL REVENUES	\$ 179,356,000	\$ 188,800,811	\$ 188,811,946
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 59,538,140	\$ 61,345,363	\$ 61,759,834
Classified Salaries 2000-2999	\$ 25,210,639	\$ 25,942,130	\$ 26,214,889
Employee Benefits 3000-3999	\$ 41,315,348	\$ 43,842,638	\$ 44,110,140
Books and Supplies 4000-4999	\$ 15,175,115	\$ 18,108,054	\$ 15,020,106
Services, Other Operating Expenses 5000-5999	\$ 30,272,462	\$ 30,632,227	\$ 31,018,430
Capital Outlay 6000-6999	\$ 4,676,405	\$ 4,676,405	\$ 4,676,405
Other Outgo 7100-7299 7400-7499	\$ 3,911,681	\$ 3,844,163	\$ 3,464,520
Indirect/Direct Support Costs 7300-7399	\$ (238,551)	\$ (580,126)	\$ (580,126)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 179,861,239	\$ 187,810,854	\$ 185,684,198
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 426,300	\$ 426,300	\$ 426,300
Transfers Out and Other Uses 7600-7699	\$ 375,000	\$ 375,000	\$ 375,000
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (453,940)	\$ 1,041,256	\$ 3,179,048
BEGINNING FUND BALANCE			
9791	\$ 27,152,162	\$ 26,698,222	\$ 27,739,478
Prior-Year Adjustments/Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 26,698,222	\$ 27,739,478	\$ 30,918,526
COMPONENTS OF ENDING BALANCE:			
Nonspendable Amounts 9711-9719	\$ 288,711	\$ 288,711	\$ 288,711
Restricted Amounts 9740	\$ 1,609,949	\$ (528,717)	\$ (2,666,728)
Committed Amounts 9750-9760	\$ 18,043,066	\$ 18,043,066	\$ 18,043,066
Assigned Amounts 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 5,254,783	\$ 4,112,217	\$ 4,045,645
Unassigned/Unappropriated Amount 9790	\$ 1,501,713	\$ 5,824,201	\$ 11,207,832

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

CSEA CHAPTER 455

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2022-23	2023-24	2024-25
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 180,236,239	\$ 188,185,854	\$ 186,059,198
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 180,236,239	\$ 188,185,854	\$ 186,059,198
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	3.00%	3.00%	3.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 5,407,087	\$ 5,645,576	\$ 5,581,776

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 5,254,783	\$ 4,112,217	\$ 4,045,645
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 1,501,712	\$ 5,824,202	\$ 11,207,832
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)			
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)			
e.	Total Available Reserves	\$ 6,756,495	\$ 9,936,420	\$ 15,253,477
f.	Reserve for Economic Uncertainties Percentage	3.75%	5.28%	8.20%

3. Do unrestricted reserves meet the state minimum reserve amount?

2022-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2023-24	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2024-25	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

Public Disclosure of Proposed Collective Bargaining Agreement
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
CSEA CHAPTER 455

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 3,381,620
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (1,702,632)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ -
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (53,683)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ -
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (1,756,315)

Variance \$ 1,625,305

Variance Explanation:

The estimated total cost of the actual settlement for Classified is reflected on Page 1. The estimated cost of the 3% one-time off schedule payment, increased statutory benefits, and health increase cap is reflected on Pages 4 and 5. The variance reflects the difference between amounts included in the 45-day budget and agreement.

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ 4,563,740	2.6%	
Current FY Surplus/(Deficit) after settlement(s)?	\$ (453,940)	(0.3%)	3.0% one-time off schedule payment.
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 1,041,256	0.6%	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ 3,179,048	1.7%	

Deficit Reduction Plan (as necessary):

Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd

7. Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 9a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

CSEA CHAPTER 455

J. COMPARISON OF PROPOSED CHANGE IN TOTAL COMPENSATION TO CHANGE IN LCFF FUNDING FOR THE NEGOTIATED PERIOD

The purpose of this form is to determine if the district has entered into bargaining agreements that would result in salary increases that are expected to exceed the projected increase in LCFF funding.

(fill out columns for which there is an agreement)

	Prior Year	2022-23	2023-24	2024-25
a. LCFF Funding per ADA	11,915.00	13,586.00	14,814.00	-
b. Amount Change from Prior Year Funding per ADA		1,671.00	1,228.00	-
c. Percentage Change from Prior Year Funding per ADA		14.02%	9.04%	0.00%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)		3,381,620.00	791,202.86	-
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)		12.10%	2.53%	0.00%
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)		Within	Within	-

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 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 July 1, 2022 to June 30, 2024.

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:	Budget Adjustment Increase/(Decrease)
Revenues/Other Financing Sources	\$ -
Expenditures/Other Financing Uses	\$ 5,071,363
Ending Balance(s) Increase/(Decrease)	\$ (5,071,363)

Subsequent Years

Budget Adjustment Categories:	Budget Adjustment Increase/(Decrease)
Revenues/Other Financing Sources	\$ -
Expenditures/Other Financing Uses	\$ -
Ending Balance(s) 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.

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.

[Redacted]
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT
District Name

**District Superintendent
(Signature)**
[Redacted]
Maria Malkin
Fiscal Services Manager II

Contact Person

Date
[Redacted]
805-922-4573 x 4404

Phone

[Redacted]
After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on November 16, 2022 took action to approve the proposed agreement with Management & Confidential Employee Groups.

**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.