

REGULAR MEETING
April 8, 2025

APPENDIX C

**Approval of Tentative Agreement with
Classified Bargaining Unit (CSEA) regarding
Work Calendars for 2025-26**

Tentative AGREEMENT
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS CENTRAL COAST CHAPTER 455
and the
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

March 21, 2025

The following Agreement reflects the full and complete agreement of the Santa Maria Joint Union High School District (hereinafter "District") and the California School Employees Association and its Central Coast Chapter 455 (hereinafter "CSEA") regarding the 2025-26 bargaining unit work calendar.

The parties agree on the following:

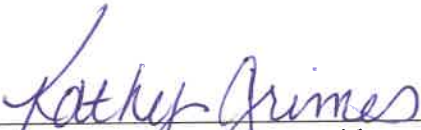
1. The "2025-26 School Year Calendar" (Attachment #1 of this Agreement) shall be used to recognize the 2025-26 holidays for the Association bargaining unit as provided in Article 6.1.1 of the Collective Bargaining Agreement between the District and the Association.
2. The number of work days for each less than 12-month bargaining unit classification as well as their start date and end date for the 2025-26 fiscal year is listed on Attachment #2 of this Agreement, the Work Year Schedule.
3. Intervention Lab Specialists will have three (3) additional workdays assigned for the 2025-2026 Work Year in addition to the 182 workdays identified on the Work Year Schedule. The days will be August 11 and August 12, 2025, and June 11, 2026. The extra days will be paid via a timesheet.
4. Campus Security Assistant II, Campus Security Coordinators, and Campus Security Officers will have one (1) additional workday assigned for the 2025-2026 Work Year in addition to the 183 workdays identified on the Work Year Schedule. The additional workday will be August 12, 2025. The extra day will be paid via a timesheet.
5. Instructional Assistant SPED I, Instructional Assistant SPED II, Instructional Assistant TLC – I, and Behavioral Instructional Assistants will have one (1) additional workday assigned for the 2025-2026 Work Year in addition to the 182 workdays identified on the Work Year Schedule. The additional workday will be August 12, 2025. The extra day will be paid via a timesheet.
6. For those bargaining unit members working a non-traditional workweek, the holidays are specified in Article 6.1.4.
7. The number of paid days for 12-month bargaining unit members for the 2025-26 fiscal year is 261 days. They shall be paid each month their same base monthly salary amount

regardless of the number of work days in each month. The monthly base salary is reflected on Appendix C of the Collective Bargaining Agreement.

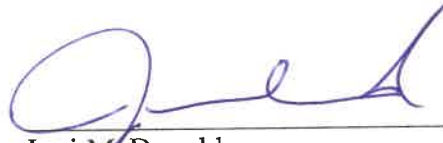
8. Bargaining unit members who are employed by the District during times outside of the dates they are normally in paid status shall receive compensation and benefits on a pro rata basis that are applicable to the classification of the additional assignment or service during their regular work year in accord with Education Code 45102.
9. Any disputes of any of the provisions contained herein shall be resolved utilizing the Grievance Procedures outlined in the Collective Bargaining Agreement. Additionally, violations of statute may be addressed using those resolution processes.

This Tentative Agreement shall become final upon approval through the Association's Internal Policy 610 and adoption/ratification by the Santa Maria Joint Union High School District Board of Education.

Executed on this 21st day of March, 2025.



Kathy Grimes, Chapter President
CSEA and its Central Coast Chapter 455



Joni McDonald
Director, Classified Human Resources
SMJUHSD



Mitchell Stewart
Senior Labor Relations Representative
CSEA

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT 2025/2026 SCHOOL YEAR CALENDAR						
S	M	T	W	T	F	S
		1	2	3	4H	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
	1H	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
18	20	21	22	23	24	25
26	27	28	29	30	31	
2	3	4	5	6	7	8
9	10	11H	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27H	28H	29
30						
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23H	24H	25H	26	27
28	29	30	31H			
				1H	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19H	20	21	22	23	24
25	26	27	28	29	30	31
1	2	3	4	5	6	7
8	9H	10	11	12	13	14
15	16H	17	18	19	20	21
22	23	24	25	26	27	28
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
			1	2	3H	4
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
					1	2
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17	18	19	20	21	22	23
24	25H	26	27	28	29	30
31						
	1	2	3	4	5	6
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28	29	30				
			1	2	3H	4
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19	20	21	22	23	24	25
26	27	28	29	30	31	

Board Approved - 2/14/2023

Revised 5/5/2023

	School Closed
	1 HR Collaboration
	Minimum Day
	Progress Reports

	2 All Staff Workdays - 8/13, 1/14
	5 Staff Development Days - 8/11, 8/12, 1/12, 1/13, & 6/11
	Back to School Night 8/28
	Finals

85

95

180

2025-26 Work Year Schedule

	MOS	DAYS	Calendar	ASSIGNMENT	2025 Beg	Return from Winter Break / Notes	2026 End
	9.50	181	CL181	Accompanist	13-Aug	January 15th	10-Jun
	9.50	181	CL181	LVN Health Asst	13-Aug	January 15th	10-Jun
	9.50	181	CL181	Office Assistant	13-Aug	January 15th	10-Jun
	9.50	181	CL181	Registered Behavior Technician	13-Aug	January 15th	10-Jun
	9.50	181	CL181	School/Comm Liaison	13-Aug	January 15th	10-Jun
	9.50	181	CL181	Speech-Language Pathology Assistant	13-Aug	January 15th	10-Jun
*	9.50	182	CL182	Behavior Inst Asst-Sp Ed	13-Aug	January 14th	10-Jun
	9.50	182	CL182	Inst Asst	13-Aug	January 14th	10-Jun
	9.50	182	CL182	Inst Asst-Bilingual	13-Aug	January 14th	10-Jun
	9.50	182	CL182	Inst Asst-Multilingual	13-Aug	January 14th	10-Jun
*	9.50	182	CL182	Inst Asst-Sp Ed TLC - Level I	13-Aug	January 14th	10-Jun
*	9.50	182	CL182	Inst Asst-Sp Ed I	13-Aug	January 14th	10-Jun
*	9.50	182	CL182	Inst Asst-Sp Ed II	13-Aug	January 14th	10-Jun
	9.50	182	CL182	Accounting Asst I	13-Aug	January 14th	10-Jun
	9.50	182	CL182	Career Center/Student Support Technician - DHS	13-Aug	January 14th	10-Jun
	9.50	182	CL182	Crisis Intervention Consultant	13-Aug	January 14th	10-Jun
	9.50	182	CL182	Custodian	13-Aug	January 14th	10-Jun
*	9.50	182	CL182	Intervention Lab Specialist	13-Aug	January 14th	10-Jun
*	9.50	183	CL183SEC	Campus Security Asst II	13-Aug	January 14th	11-Jun
*	9.50	183	CL183SEC	Campus Security Coord	13-Aug	January 14th	11-Jun
*	9.50	183	CL183SEC	Campus Security Officer	13-Aug	January 14th	11-Jun
	9.50	183	CLFSW	Food Serv Lead	12-Aug	January 14th	10-Jun
	9.50	183	CLFSW	Food Serv Wkr I	12-Aug	January 14th	10-Jun
	9.50	183	CLFSW	Food Serv Wkr II	12-Aug	January 14th	10-Jun
	9.50	185	CL185	Bus Driver	12-Aug	January 14th FDD Days pd on Jan 13 and June 11	10-Jun
	9.50	185	CL185	Transportation Attendant	12-Aug	January 14th FDD Days pd on Jan 13 and June 11	10-Jun
	10.00	190	CL190	Health Tech	1-Aug	January 14th	10-Jun
	10.00	191	CL191	Outreach Consultant	7-Aug	January 14th	17-Jun
	10.00	191	CL191	Staff Secretary (Spec Ed - DHS)	7-Aug	January 14th	17-Jun
	10.00	192	CL192	Attendance Tech	6-Aug	January 14th	17-Jun
	10.00	192	CL192	Attendance Asst	6-Aug	January 14th	17-Jun
	10.00	192	CL192	Career Center Spec	6-Aug	January 14th	17-Jun
	10.00	192	CL192B	Translator - Interpreter	5-Aug	January 14th	16-Jun
	10.00	192	CL192B	Multilingual Translator-Interpreter	5-Aug	January 14th	16-Jun
	10.00	196	CL196	Guidance Tech	31-Jul	January 14th	17-Jun
	10.00	196	CL196	School Support Secty	31-Jul	January 14th	17-Jun
	10.00	196	CL196B	Administrative Asst I-DHS	1-Aug	January 13th	17-Jun
	10.50	201	CL201	Library Asst	30-Jul	January 14th	24-Jun
	10.50	201	CL201	Library Tech	30-Jul	January 14th	24-Jun
	10.50	202	CL202	Translator - Interpreter (One position assigned to PVHS)	1-Aug	January 14th	29-Jun
	10.50	206	CL206	Administrative Asst II-Site	25-Jul	January 12th	24-Jun
	10.50	206	CL206	Administrative Asst III-DHS	25-Jul	January 12th	24-Jun
	10.50	206	CL206B	Student Records Specialist - DHS	23-Jul	January 14th	24-Jun
	11.00	209	CL209	Transportation Dispatcher	1-Jul	January 12th July 12- Aug 6 (Non-Work Days)	30-Jun
	11.00	211	CL211A	Alternative Education Data Specialist	25-Jul	January 12th December 22 and 26 (Work Days)	29-Jun
	11.00	211	CL211A	Student Data Spec	25-Jul	January 12th December 22 and 26 (Work Days)	29-Jun
	11.00	211	CL211A	English Learner Student Data Specialist	25-Jul	January 12th December 22 and 26 (Work Days)	29-Jun
	11.00	211	CL211B	Registrar II	10-Jul	January 14th	17-Jun
	11.00	211	CL211B	Migrant School Advisor	10-Jul	January 14th	17-Jun
	11.00	215	CL215A	Administrative Asst IV-Site	17-Jul	January 12th	29-Jun
	11.00	215	CL215B	Student Body Bkpr	15-Jul	January 14th	29-Jun

* Additional work day(s) have been added to these classifications - See TA between CSEA and District.