## **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** 

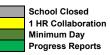
Mitchell Stewart

Senior Labor Relations Representative

**CSEA** 

						SAN		JNION HIGH SCHOOL DISTRICT
•	М	т	w	Т	F	s	1	
S	IVI	1	2	3	F 4H	5	JULY 2025	July 4 - Independence Day Holiday
6	7	8	9	10	11	12		July 11 - Summer School Ends
13	14	15	16	17	18	19		
20	21	22	23	24	25	26		
27	28	29	30	31	1	2	AUGUST	August 7, 8 - New Teacher Orientation/August 11, 12 - Staff Development
3	4	5	6	7	8	9	7.0000.	August 13 - All Staff Workday
10	11	12	13	14	15	16		August 14 - Students Begin
17	18	19	20	21	22	23		August 18, 25 - Staff/Collaboration - Early Out
24	25	26	27	28	29	30	12	August 28 - Back to School Night/August 29 - Minimum Day
31	1H	2	3	4	5	6	SEPTEMBER	September 1 - Labor Day Holiday
7	8	9	10	11	12	13		September 8, 15, 22, 29 - Staff/Collaboration - Early Out
14	15	16	17	18	19	20		September 19 - Minimum Day - Progress Reports
21	22	23	24	25	26	27		
28	29	30				<u> </u>	21	
5	6	7	8	9	3 10	11	OCTOBER	October 6, 13, 20, 27 - Staff/Collaboration - Early Out
12	13	14	15	16	17	18	1	Salabor 6, 10, 20, 21 - Stanfoontaboration - Larry Out
18	20	21	22	23	24	25	]	
26	27	28	29	30	31		23	October 31 - Minimum Day - Progress Reports
_				_		1	NOVEMBER	Neverber 2 40 47 Chafficulation for Early 2
9	3 10	4 11H	5 12	6 13	7 14	8 15	1	November 3, 10, 17 - Staff/Collaboration - Early Out  November 11 - Veteran's Day Holiday - as prescribed by law
16	17	11H 18	19	20	21	22	1	Hoverhoet 11 - Veteran a Day Frontagy - as prescribed by law
23	24	25	26	27H	28H	29	14	November 24-28 - Thanksgiving Break
30								
	1	2	3	4	5	6	DECEMBER	December 1, 8, 15 - Staff/Collaboration - Early Out
7 14	8 15	9 16	10 17	11 18	12 19	13 20		December 17, 18, 19 - Finals - Fall Semester Ends Winter Break - Dec 22 - Jan 9
21	22	23H	24H	25H	26	27		Willer Dieax - Dec 22 - Jan 3
28	29	30	31H				15	
				1H	2	3	JANUARY 2026	January 5-9 - Wintersession
4	5	6	7	8	9	10	-	January 12, 13 - Certificated Staff Development
11 18	12 19H	13 20	14 21	15 22	16 23	17 24	-	January 14 - All Staff Workday January 15 - Students Return
25	26	27	28	29	30	31		January 19 - Martin Luther King, Jr. Day - Observed
							11	January 26 - Staff/Collaboration - Early Out
1	2	3	4	5	6	7	FEBRUARY	February 2, 23 - Staff/Collaboration - Early Out
8	9H	10	11	12	13	14	-	February 9 - Lincoln's Day Holiday - Observed
15 22	16H 23	17 24	18 25	19 26	20 27	21 28	18	February 16 - President's Day Holiday February 27 - Minimum Day - Progress Reports
1	2	3	4	5	6	7	MARCH	March 2, 9, 16, 23, 30 - Staff/Collaboration - Early Out
8	9	10	11	12	13	14		
15	16	17	18	19	20	21		
22 29	23 30	24 31	25	26	27	28	22	
23	30	31	1	2	3H	4	APRIL	April 2 - Minimum Day
5	6	7	8	9	10	11	1	April 3 - Spring Vacation Day Holiday
12	13	14	15	16	17	18		April 6 - April 10 - Spring Break
19	20	21	22	23	24	25		April 13, 20, 27 - Staff/Collaboration - Early Out
26	27	28	29	30	4	-	16	April 24 - Minimum Day - Progress Reports
3	4	5	6	7	8	9	MAY	May 4, 11, 18 - Staff/Collaboration - Early Out
10	11	12	13	14	15	16	1	May 25 - Memorial Day Holiday
17	18	19	20	21	22	23	]	
24	25H	26	27	28	29	30		
31							JUNE	lung 1 Staff/Collaboration Farly Ont
	1	2	3	4	5	6	JUNE	June 1 - Staff/Collaboration - Early Out June 8, 9, 10 - Finals Schedule
7	8	9	10	11	12	13	1	June 10 - Last Day of School
14	15	16	17	18	19H	20	]	June 11 - Graduation/Staff Development
21	22	23	24	25	26	27		June 15 - Summer School Begins
28	29	30					8	June 19 - Juneteenth Holiday
_	-	-	1	2	3H	4	JULY 2026	July 10 - Summer School Ends
5 12	6 13	7 14	8 15	9 16	10 17	11 18	1	July 10 - Summer School Ends
19	20	21	22	23	24	25	1	
26	27	28	29	30	31			
oard Approved - 2/14/2023				 }		Scho	ol Closed	2 All Staff Workdays - 8/13, 1/14

Revised 5/5/2023



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

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) January 12th	29-Jun
	11.00	211	CL211A CL211B	English Learner Student Data Specialist  Registrar II	25-Jul 10-Jul	December 22 and 26 (Work Days)  January 14th	29-Jun 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

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