

# 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 Trustees 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**

**Regular Meeting  
June 9, 2015**

**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 and/or 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.*

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**I. OPEN SESSION**

A. Call to Order

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**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. Real Property Negotiations** (Pursuant to Government Code Section 54956.8)
  - D. Superintendent Evaluation**
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**III. RECONVENE IN OPEN SESSION**

Call to Order/Flag Salute

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**IV. ANNOUNCE CLOSED SESSION ACTIONS – Dr. Richardson**

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**V. REPORTS**

**A. Superintendent’s Report**

**B. Board Member Reports**

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**VI. ITEMS SCHEDULED FOR ACTION**

**A. General**

1. Approval of Agreement with Classified Bargaining Unit, Reopeners for 2015/16 – **Appendix D**

The District and the California School Employees Association (CSEA) have reached an Agreement as a result of the 2015/16 reopener negotiations.

Revisions have been made to Article 2 (Hours of Employment), Article 3 (Pay and Allowances), Article 19 (Classification/Reclassification), and Appendix C (Bargaining Unit Salary Schedule). The salary schedule shall be raised by six point zero seven percent (6.07%).

Provisions of the Agreement dated May 18, 2015 shall become effective on July 1, 2015 pending approval by both parties. (See Appendix D).

Resource Person: Joni McDonald, Asst. Director of Human Resources

**\*\*\* IT IS RECOMMENDED THAT** the Board of Education approve the Agreement with CSEA dated May 18, 2015 as a result of 2015/16 reopener negotiations.

**Moved** \_\_\_\_\_

**Second** \_\_\_\_\_

**Vote** \_\_\_\_\_

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**2. Declaration of Need for Fully Qualified Educators**

The Board of Trustees of the Santa Maria Joint Union High School District certifies that there is an insufficient number of certificated persons who meet the state's specified credential criteria and hereby approves the attached Declaration of Need for Fully Qualified Educators. The District will ensure that these instructors are provided support within their respective departments and are working towards full credential certification. Declaration of Need for the 2015/16 school year (Resolution #24-2014-2015) is attached.

Resource Person: Tracy Marsh, Asst. Supt. of Human Resources

**\*\*\* IT IS RECOMMENDED THAT the Board of Education approve Resolution No. 24-2014-2015.**

**Moved** \_\_\_\_\_ **Second** \_\_\_\_\_

**A Roll Call Vote is Required:**

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

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**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT  
RESOLUTION NUMBER 24-2014-2015**

**WHEREAS**, The California Commission on Teacher Credentialing requires the Governing Board to adopt a "Declaration of Need for Fully Qualified Educators" certifying there is an insufficient number of certificated persons who meet the District's specified employment criteria. The Declaration, printed on the following pages, shall remain in force for the 2015/16 school year.

**WHEREAS**, The District will continue to make all possible efforts to recruit and hire fully qualified applicants.

**NOW, THEREFORE BE IT RESOLVED** that the Governing Board of the Santa Maria Joint Union High School District does hereby adopt the attached "Declaration of Need for Fully Qualified Educators" for the 2015/16 school year.

This resolution was passed and adopted at a regular meeting of the Board of Education of the Santa Maria Joint Union High School District of Santa Barbara County, California, on June 9, 2015, by the following vote:

**ROLL CALL**

**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

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



\*\*\* **IT IS RECOMMENDED THAT** the Board of Education approve the renewed/amended agreements with the three Assistant Superintendents as presented effective July 1, 2015.

**Moved** \_\_\_\_\_                      **Second** \_\_\_\_\_                      **Vote** \_\_\_\_\_

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**5. Strategic Plan Update**

In January 2015, the Santa Maria Joint Union High School District convened the Local Accountability Plan (LCAP) Committee for the purpose of revision and alignment of the district’s strategic plan to the LCAP and to provide recommendations to district staff for the creation of the 2015-2016 Local Control Accountability Plan.

The committee was comprised of 46 stakeholders representing parents, students, teachers, staff, administration, community groups, partner school districts, and DLAC/Migrant Parent Groups. The committee recommended revisions to the strategic goals that would facilitate alignment with the three state mandated areas of focus in the LCAP: Conditions of Learning, Student Outcomes, and Engagement. This information was consolidated by facilitator, James Brown, and redistributed to the committee for input.

The update will be available to view online at [www.smjuhsd.k12.ca.us](http://www.smjuhsd.k12.ca.us).

Resource Person: Mark Richardson, Superintendent

\*\*\* **IT IS RECOMMENDED THAT** the Board of Education approve the Strategic Plan as presented.

**Moved** \_\_\_\_\_                      **Second** \_\_\_\_\_                      **Vote** \_\_\_\_\_

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**6. Local Control Accountability Plan (LCAP)**

The Board is asked to hold a Public Hearing and receive comments on the district LCAP. The district began the LCAP process with a 46 member committee. The draft information was then distributed via “blog” for comment from committee members. The draft plan was shared with the following groups for input: Site Associated Student Body Officers, District Migrant Parent Advisory Committee, Site English Learner Advisory



Committees, Site Parent Advisory Committees, Districtwide Staff Blog, Faculty Association, and CSEA. We ask that the board now hold a public hearing for any additional comments on the district's LCAP.

**A PUBLIC HEARING IS REQUIRED.**

Resource Person: Mark Richardson, Superintendent

1. Open Public Hearing
  2. Take Public Comments
  3. Close Public Hearing
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**7. Public Hearing to “Sunshine” the SMJUHSD Faculty Association Proposal – *Appendix F***

At the May 12<sup>th</sup>, 2015 meeting, the SMJUHSD Faculty Association presented their initial bargaining proposal to the district, for acceptance by the board and public review. A public hearing is required at this time to provide an opportunity for members of the public to directly address the Board on this topic.

**A PUBLIC HEARING IS REQUIRED.**

Resource Person: Tracy Marsh, Asst. Supt. of Human Resources

1. Open Public Hearing
  2. Take Public Comments
  3. Close Public Hearing
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**B. INSTRUCTION**

**1. Textbook Review**

The following textbook is presented to the Board of Education for pre-view. This textbook is aligned with the common core.

*SMHS English Department / Chris Kohler*



velopment and job training for identified students. The district’s special education teachers would continue to provide classroom educational and support services for the students.

The maximum amount of the Agreement for these services is \$647,409 over a three year period.

This partnership with DOR and the district provides a win-win in that eligible students will receive extra support to prepare them to move from the high school to post school activities.

District administration recommends that the Board approve administration to enter into a standard agreement with the State of California, Department of Rehabilitation for the three-year period, effective 2015/16 through 2017/18.

Resource Person: Frances Evans, Director of Special Education and Yolanda Ortiz, Asst. Supt. of Business Services

\*\*\* **IT IS RECOMMENDED THAT** the Board of Education authorize district administration to enter into a three-year agreement with the State of California, Department of Rehabilitation for not to exceed \$647,409 for the Transition Partnership Program.

Moved \_\_\_\_\_ Second \_\_\_\_\_ Vote \_\_\_\_\_

**3. Award of Bid for Santa Maria High School – Slurry Seal/Concrete – Areas I, O, H, N, B-B; Pioneer Valley High School – Slurry Seal – Area C Project #12-128.4**

The administration opened bids on June 1, 2015 for the SANTA MARIA HIGH SCHOOL – SLURRY SEAL / CONCRETE –AREAS I, O, H, N, B-B; PIONEER VALLEY HIGH SCHOOL – SLURRY SEAL – AREA C PROJECT #12-128.4. The bid recap and administrative recommendation follows:

BIDDER	BASE BID
CalPortland Construction	\$275,800.00
Souza Construction	\$282,850.00
R. Burke Corporation	\$351,180.00

After review of the three bids received by administration, CalPortland Construction was determined to be the initial apparent low bid; however two irregularities were identified in their bid package: failure to complete the required Re-cycled Content Certification and the Asbestos Free Certification. The second lowest bidder was Souza Construction, Inc. who provided a complete bid package as specified.

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

**\*\*\* IT IS RECOMMENDED THAT** the Board of Education find CalPortland Construction non-responsive due to their failure to provide the Re-cycled Content Certification and the Asbestos Free Certification in their bid per specified requirements; and award the bid for the SANTA MARIA HIGH SCHOOL – SLURRY SEAL / CONCRETE –AREAS I, O, H, N, B-B; PIONEER VALLEY HIGH SCHOOL – SLURRY SEAL – AREA C PROJECT #12-128.4 to Souza Construction, Inc. for the bid amount of \$282,850.00 to be paid from the Deferred Maintenance and General Funds.

**Moved** \_\_\_\_\_ **Second** \_\_\_\_\_ **Vote** \_\_\_\_\_

**4. AWARD OF BID FOR SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT BULK FUEL – BID #14-15-001**

District administration opened bids on June 1, 2015 for the Santa Maria Joint Union High School District Bulk Fuel – Bid #14-15-001. The bid re-cap and administrative recommendation follows:

Bidder	Bid
	Unit Price of Gasoline and Diesel Over the Oil Price Information Service (OPIS) Daily Gallon Price
J.B. Dewar, Inc.	<ul style="list-style-type: none"> <li>• Gasoline 21,000 gal./yr. @ \$0.1475</li> <li>• Diesel 48,000 gal./yr. @ \$0.1475</li> </ul>
Silvas Oil Company, Inc.	<ul style="list-style-type: none"> <li>• Gasoline 21,000 gal./yr. @ \$0.159</li> <li>• Diesel 48,000 gal./yr. @ \$0.159</li> </ul>

After reviewing the bid(s) received by administration, J.B. Dewar, Inc. was determined to be the apparent low bidder.

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



The second issue is the increasing share of costs borne by school districts for funding of retirement systems in California. Given these increased costs, at full implementation the LCFF model does not meet the commitment to restore purchasing power to districts equal to their 2007/2008 levels. The employer share of payments to CalPERS and STRS consumes 25% of all new dollars, and state-wide it is estimated that by the end of full implementation of LCFF, \$4.5 ***billion*** will have been shifted from salaries and wages to retirement costs.

The District's LCAP plan contains many goals and initiatives to provide increased services to its target population of foster youth, low income and English learners. The plan was developed after many hours of meetings and consultations with stakeholders. These meetings were used to evaluate the progress towards the goals that were contained in the prior year's plan, and to make revisions for the District's 2015/2016 LCAP plan. The District's budget that is being proposed for adoption for the 2015/2016 year reflects the goals and expenditures contained in its LCAP plan.

*Based on guidance from the Santa Barbara County Education Office, which has oversight authority for approval of the District's Adopted Budget, this budget for the District utilizes the LCFF simulator tool as provided by the Fiscal Crisis and Management Assistance Team ("FCMAT") to compute the District's expected revenue from LCFF sources.*

A summary of the proposed budget for 2015/2016 is presented as Appendix C for consideration by the Board of Education. Due to the new requirements with LCFF and LCAP, adoption will occur at subsequent meeting.

**A PUBLIC HEARING IS REQUIRED AT THIS TIME.**

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

1. Open Public Hearing
2. Take Public Comments
3. Close Public Hearing

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**6. Public Hearing for Potential New Center for Career Technical Education and Applied Agricultural Sciences Project Pursuant to California Environment Quality Act**

The District prepared an Initial Study/Mitigated Negative Declaration (MND) to evaluate the New Center for Career Technical Education and Applied Agricultural Sciences Project Pursuant to California Environment Quality Act (CEQA). A Notice of Intent to Prepare a MND was filed on May 7, 2015, establishing a 30-day public review period for public agencies and interested persons to submit written comments. The declaration was available for viewing at the District Support Services Center and on the District webpage. Any comments received will be included as public record.

The District seeks public comments at this time regarding the aforementioned project.

**A PUBLIC HEARING IS REQUIRED AT THIS TIME.**

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

- 1. Open Public Hearing
- 2. Take Public Comments
- 3. Close Public Hearing

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**VII. 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 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** \_\_\_\_\_                      **Vote** \_\_\_\_\_

A. Approval of Minutes

Regular Board Meeting – May 12, 2015  
Special Board Meeting – May 26, 2015

B. Approval of Warrants for the Month of May 2015

Payroll	\$5,957,936.64
Warrants	<u>5,387,442.47</u>
<b>Total</b>	<b>\$11,345,379.11</b>

C. Attendance Report

Mrs. Yolanda Ortiz, Assistant Superintendent of Business Services, will be available to answer questions regarding the 2014-2015 ninth monthly attendance report presented on the last page of this agenda.

D. Facility Report – **Appendix B**

E. Purchase Orders

PO #	Vendor	Amount	Description/Funding
15-1387	CIO Solutions	\$ 85,374.10	Computer Switches/Fund 24
16-00006	Revolution Prep	\$ 72,000.00	Revolution K12/Title 1
16-00001	SchoolCity, Inc.	\$ 69,810.50	STARS Suite Software/LCAP

F. Acceptance of Gifts

<b>Pioneer Valley High School</b>		
<u>Donor</u>	<u>Recipient</u>	<u>Amount</u>
Dohi Farms, Inc.	Center Stage	\$750.00
Kona-Ice	Band	\$300.00
Scott & Patricia Wonnell	FFA Sheep	\$286.00
Brent Mathias	PVHS Band	\$850.00
Santa Maria Rotary Foundation	PVHS Summer Science	<u>\$500.00</u>
<b>Total Pioneer Valley High School</b>		<b><u>\$2,686.00</u></b>
<b>Righetti High School</b>		
<u>Donor</u>	<u>Recipient</u>	<u>Amount</u>
Elks	Football	\$350.00
RHS Band Boosters	Band	<u>\$425.00</u>
<b>Total Righetti High School</b>		<b><u>\$775.00</u></b>
<b>Santa Maria High School</b>		
<u>Donor</u>	<u>Recipient</u>	<u>Amount</u>
Michael & Mary Ostini	Boy's Wrestling	\$50.00
Los Padres Football Officials Association	Boy's Wrestling	\$50.00
Catherine & Thomas Lake	Boy's Wrestling	\$50.00
Crucified Life Church	FFA – SOEP LG	\$100.00
VedaMarie Alvarez-Flores	Boy's Wrestling	\$500.00
Ball Horticultural Company	FFA – OH	\$350.00



Santa Barbara Athletic Association	Athletics	\$1,125.00
<b>Total Santa Maria High School</b>		<b><u>\$2,225.00</u></b>

G. 2015-16 Career Technical Education Application for Funding – Carl D. Perkins Career and Technical Education Improvement Act of 2006

Santa Maria Joint Union High School District is requesting approval for Application of Funding for 2015-16, funding through the Carl D. Perkins Career and Technical Education Improvement Act of 2006. The application was submitted to the California Department of Education on May 1, 2015. The allocation is **\$231,961.00**. The purpose for this federal act is to improve career-technical education programs, integrate academic and career-technical instruction, serve special populations, and meet gender equality needs. SMJUHSD’s Career and Technical Education (CTE) teachers continue to collaborate and develop course sequence that lead to postsecondary education and/or careers. The CTE department chairpersons recently reviewed existing plans and identified priorities for the coming school year that will incorporate rigorous academic and CTE standards into all the CTE courses.

H. Agricultural Career Technical Education Incentive Grants and Specialized Grant Funding for 2015-2016 Update

The Board of Education is requested to approve the applications for funding of the Agricultural Career Technical Education Incentive Grants for Ernest Righetti High School, Pioneer Valley High School, and Santa Maria High School for 2015-16. The Agricultural Career Technical Education Incentive Grant provides local educational agencies (LEAs) with funds to improve the quality of their agricultural career technical education programs. The goal is to maintain a high-quality, comprehensive agricultural career technical program in California’s public school system to ensure a constant source of employable, trained, and skilled individuals. The grant application funding amounts per school site being requested are:

Ernest Righetti High School:	\$19,888.00
Pioneer Valley High School:	\$24,432.00
Santa Maria High School:	\$48,376.00

I. READING PLUS Contract

The district is requesting that the Board approve purchase order No. 16-00005 for the amount of \$169,000 for a 3-year contract with READING PLUS. The contract includes:

- 3 years of Unlimited READING PLUS access district wide including family access (2 year subscription/3<sup>rd</sup> year provided at no cost).
- Professional Development In-service training, follow up staff development and other support services provided by United Way and The Ware Group.

J. Edmentum Solutions

The district is requesting that the Board approve purchase order No. 16-00002 for the amount of \$825,000 for a 5-year commitment with Edmentum Solutions. The 5 year contract will be paid in annual installments of \$165,000, a 20% savings.

Includes Secondary Academic Library and Study Island for 2000 students at \$80/year per student and Professional Development for \$5,000/year.

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**VIII. REPORTS FROM EMPLOYEE ORGANIZATIONS**

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**IX. 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.

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**X. 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.

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**XI. NEXT MEETING DATE**

Unless otherwise announced, the next regular meeting of the Board of Education will be held on July 14, 2015. 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.

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**XII. FUTURE REGULAR BOARD MEETINGS FOR 2015**

Tuesday, August 4, 2015	Tuesday, October 13, 2015	Tuesday, November 10, 2015
Tuesday, September 8, 2015		Tuesday, December 8, 2015

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**XIII. ADJOURN**

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SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT  
MONTHLY REPORT OF ATTENDANCE  
NINTH MONTH OF 2014-15

March 23, 2015 through April 17, 2015

	Ninth Month 2013-14			Ninth Month 2014-15			Accumulated 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
<b>ERNEST RIGHETTI HIGH</b>										
Regular	1827	1767.42	96.5%	1809	1727.46	95.3%		1803.61		1810.79
Special Education	94	91.58	96.4%	79	73.31	92.8%		91.56		75.88
Independent Study	44	33.32	78.1%	49	37.92	80.3%		28.30		25.41
Independent Study 12+	0	0.00	---	1	0.00	---		0.00		0.74
Independent Study Spec Ed	1	0.68	68.4%	0	0.00	---		0.26		0.00
CTE Program	10	9.32	93.2%	7	6.46	92.3%		9.49		6.80
Home and Hospital-Reg Ed	11	8.63	93.2%	8	6.69	84.5%		5.24		2.71
Home and Hospital-Spec Ed	1	0.89	89.5%	2	1.08	53.8%		0.40		1.78
<b>TOTAL RIGHETTI</b>	<b>1988</b>	<b>1911.84</b>	<b>96.5%</b>	<b>1955</b>	<b>1852.92</b>	<b>95.2%</b>		<b>1938.84</b>		<b>1924.11</b>
<b>SANTA MARIA HIGH</b>										
Regular	2041	1943.32	94.8%	2235	2148.08	95.6%		2017.88		2252.26
Special Education	85	78.05	92.1%	89	83.31	93.5%		80.43		86.13
Independent Study	120	96.21	82.1%	118	99.69	88.4%		72.60		49.19
Independent Study 12+	2	1.16	100.0%	3	1.23	41.0%		0.93		1.48
Independent Study Spec Ed	1	0.95	100.0%	1	1.00	100.0%		0.90		0.47
CTE Program	7	4.37	66.4%	7	4.77	74.7%		4.91		4.94
Home and Hospital-Reg Ed	9	7.53	89.9%	12	8.92	92.8%		4.38		7.34
Home and Hospital-Spec Ed	3	1.42	64.3%	0	0.00	---		1.92		0.00
<b>TOTAL SANTA MARIA</b>	<b>2268</b>	<b>2133.00</b>	<b>94.7%</b>	<b>2465</b>	<b>2347.00</b>	<b>95.5%</b>		<b>2183.95</b>		<b>2401.80</b>
<b>PIONEER VALLEY HIGH</b>										
Regular	2387	2323.37	97.1%	2461	2395.62	97.3%		2386.35		2459.46
Special Education	120	114.74	94.2%	115	107.46	93.4%		119.35		113.99
Independent Study	34	24.89	68.5%	27	17.46	64.7%		26.97		19.42
Independent Study Spec Ed	10	4.32	43.2%	6	3.62	60.3%		3.35		3.27
Home and Hospital-Reg Ed	4	3.63	90.8%	13	11.15	76.7%		2.80		8.03
Home and Hospital-Spec Ed	1	1.00	100.0%	0	0.00	---		0.70		0.00
<b>TOTAL PIONEER VALLEY</b>	<b>2556</b>	<b>2471.95</b>	<b>97.0%</b>	<b>2622</b>	<b>2535.31</b>	<b>97.2%</b>		<b>2539.52</b>		<b>2604.16</b>
<b>DAY TREATMENT @ LINCOLN STREET</b>	<b>6</b>	<b>4.53</b>	<b>80.4%</b>	<b>7</b>	<b>5.54</b>	<b>72.7%</b>		<b>3.50</b>		<b>6.15</b>
<b>DISTRICT SPECIAL ED TRANSITION</b>	<b>12</b>	<b>11.16</b>	<b>93.0%</b>	<b>10</b>	<b>9.23</b>	<b>92.3%</b>		<b>9.88</b>		<b>9.78</b>
<b>DISTRICT SPECIAL ED TRANS/VOC MM</b>	<b>9</b>	<b>8.95</b>	<b>99.4%</b>	<b>12</b>	<b>11.92</b>	<b>97.5%</b>		<b>6.61</b>		<b>11.87</b>
<b>ALTERNATIVE EDUCATION</b>										
Delta Continuation	303	240.85	77.6%	323	252.11	76.9%		255.29		244.31
Delta 12+	0	0.00	---	0	0.00	---		0.00		0.57
Delta Independent Study	95	74.40	87.7%	62	52.31	87.3%		49.05		35.20
Delta Independent Study 12+	7	6.40	81.7%	10	9.87	82.2%		24.46		21.48
Delta Independent Study Spec Ed	5	0.97	19.4%	1	0.00	0.0%		0.93		0.08
DHS Home and Hospital Reg Ed	2	0.00	---	3	0.00	---		0.09		0.27
Freshman Prep	152	142.16	92.9%	0	0.00	---		144.69		0.57
Reach Program--SMHS	23	15.26	69.2%	25	17.62	68.8%		10.11		9.15
Reach Program--PVHS	16	10.63	75.4%	18	13.23	74.1%		8.47		8.04
Home School @ Library Program	54	45.00	83.4%	55	44.77	83.4%		43.78		35.94
<b>TOTAL ALTERNATIVE EDUCATION</b>	<b>657</b>	<b>535.67</b>	<b>81.5%</b>	<b>497</b>	<b>389.90</b>	<b>78.5%</b>		<b>537.29</b>		<b>355.61</b>
<b>TOTAL HIGH SCHOOL DISTRICT</b>	<b>7496</b>	<b>7077.09</b>	<b>94.4%</b>	<b>7568</b>	<b>7151.83</b>	<b>94.5%</b>	<b>93.7%</b>	<b>7219.60</b>	<b>94.7%</b>	<b>7313.48</b>

**Santa Maria Joint Union High School District**  
**June 9, 2015**

<b>CLASSIFIED PERSONNEL ACTIONS</b>							
<b>Name</b>	<b>Action</b>	<b>Assignment</b>	<b>Site</b>	<b>Effective</b>	<b>Pay Rate</b>	<b>Hours</b>	
	Transfer	Instructional Asst/Spec Ed II	RHS	5/1/2015	15/C	6	
	Leave of Absence	Instructional Asst/Spec Ed I	RHS	8/11/2015	13/C	5.5	
	Employ	Instructional Asst/Spec Ed II	PVHS	5/27/2015	15/A	6	
	Resign	Translator	DO	4/28/2015	24/A	as needed	
	Transfer	School Support Secretary	PVHS	5/27/2015	16/A	8	
	Resign	Instructional Asst/Spec Ed II	RHS	6/12/2015	15/E	6	
	Contract	BCBA	DO	12/18/15	\$51/hr	2.5/day	
	Contract	BCBA Supervisor	DO	12/18/15	\$80/hr	2/wk	
	Contract	Nurse	PVHS	6/11/15	\$50/hr	4/day	
<b>CERTIFICATED PERSONNEL ACTIONS</b>							
<b>Name</b>	<b>Action</b>	<b>Status</b>	<b>Subject</b>	<b>Site</b>	<b>Effective</b>	<b>Salary</b>	<b>FTE</b>
	Employ	Temp	Mathematics	RHS	8/7/2015	III, 2	1
	Inactivate	Perm	Int'l Languages	SMHS	6/12/2015	V, 27	1
	Inactivate	Perm	Mathematics	SMHS	6/12/2015	V, 8	1
	Employ	Prob 1	Mathematics	PVHS	8/7/2015	TBD	1
	Return LOA	Perm	English	PVHS	2015-16	IV, 11	0.8
	Employ	Prob 1	English	SMHS	8/7/2015	V, 6	1
	Employ	Temp	English	PVHS	8/7/2015	TBD	1
	Employ	TBD	English	PVHS	8/7/2015	TBD	1
	Resign	Temp	English	SMHS	6/12/2015	V, 3	1
	Resign	Temp	Co-9th Grade Class Advisor	SMHS	6/12/2015	\$232.65	~~
	Retire	Perm	Social Science	SMHS	6/15/2015	V, 25	1
	Employ	Prob 1	Int'l Languages	SMHS	8/7/2015	V, 6	1
	Employ	Prob 1	Mathematics	SMHS	8/7/2015	TBD	1
	Employ	Temp	Int'l Languages	SMHS	8/7/2015	V, 7	1
	Employ	Temp	English	SMHS	8/7/2015	TBD	1

**Santa Maria Joint Union High School District**  
**June 9, 2015**

<b>CERTIFICATED PERSONNEL ACTIONS</b>							
<b>Name</b>	<b>Action</b>	<b>Status</b>	<b>Subject</b>	<b>Site</b>	<b>Effective</b>	<b>Salary</b>	<b>FTE</b>
	Resign	Perm	Mathematics/Department Chair	SMHS	6/12/2015	\$2,326.50	~~
	Employ	Temp	Mathematics	SMHS	8/7/2015	TBD	1
	Employ	TBD	English	RHS	8/7/2015	TBD	1
	Salary	Temp	English	PVHS	4/1/2015	III, 1	1
	Employ	TBD	English	PVHS	8/7/2015	III, 1	1
	Employ	TBD	English	SMHS	8/7/2015	III, 7	1

## Appendix B

# SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT FACILITIES REPORT May 2015

## 1. Santa Maria High School Construction Projects

### **C2004 SMHS New Classroom Building at Broadway – Rachlin Partners (Photos)**

- Work completed this period includes continued installation of 2<sup>nd</sup> floor interior drywall, doors, finish electrical, restroom tile floors, heating and ventilation ducting, exterior and interior painting, suspended ceiling supports, and band shelter steel roof framing.
- Construction substantial completion is scheduled to occur July 31, 2015.

### **SMHS Camino Colegio Parking Area – Rachlin Partners**

- The architect has prepared a package for DSA over the counter approval. A meeting with DSA is scheduled for June 16, 2015.
- Construction period estimates will be finalized upon receipt of DSA approvals. Construction is currently estimated to begin in August 2015.

### **SMHS Breeze Way Canopy Removal – Support Services**

- District Maintenance and Operations employees have completed rerouting of utilities suspended at various locations along the structure. A Notice Inviting Bids for demolition activities is scheduled to be issued June 4, 2015
- Demolition activities are expected to occur in mid-July to early-August of 2015.

## 2. Ernest Righetti High School Construction Projects

### **ERHS 21<sup>st</sup> Century Demonstration Classroom – Rachlin Partners**

- VS America furniture has been ordered using a piggyback bid for use in ERHS Room 104 and the SMHS 14-Classroom project with an expected delivery to occur in early July.
- This item is closed.

### **ERHS Track Resurfacing – Support Services**

- The Beynon Sports CMAS contract is under review by GSA to incorporate required changes to maintain CMAS availability. Beynon's representative has received confirmation from GSA that the changes are in process but a final approval date is pending.
- Construction is scheduled to begin June 26, 2015.

**ERHS New 38-Classroom Building – Rachlin Architect**

- Rachlin Partners and Roebelen Construction are continuing with preconstruction design reviews and initial cost estimates.
- Construction is estimated to begin May of 2016.

**ERHS Gym Reroof – Support Services**

- The bid was opened May 11, 2015 and approved by the Board at the May 26, 2015 special Board meeting.
- The construction period is scheduled for June 15 through August 4, 2015.

**ERHS Walk-In Freezer Project – Rachlin Architects**

- Plan development for the installation of a new walk-in freezer is complete. A final review meeting with Support Services and Food Services staff will occur in early June. Upon approval, the plans will next be sent SB County Health Department.
- The construction period is pending plan completion as well as County reviews and approvals.

**3. Pioneer Valley High School Construction Projects**

**C2004 District Performing Arts Center – BCA Architects**

- Frank Schipper Construction Co. is scheduled to complete their preconstruction reviews and present a Guaranteed Maximum Price for Board approval at the June 17, 2015 meeting. If this occurs, the District, with the support of CFW, will commence immediately with the completion of contract documents. This process is expected to take two to three weeks with construction to immediately follow.
- Support Services is continuing to work with the original school architect to gain original site DSA certification (see Section 5, District Wide Project Closeout).
- Construction is now targeted to commence late June 2015.

**4. New Facility**

**C2004 New Facility School CTE Component – Architect to Be Determined**

- Phase 1 Environmental Site Assessment (ESA): Complete. No further action is required.
- California Environmental Quality Act (CEQA) and California Department of Education (CDE): The Notice of Exemption for the acquisition of the property concluded April 8, 2015 without comment and was filed with the County. The traffic study was completed with no additional requirements identified through Caltrans. A second evaluation by CalTrans provided a recommendation that “Keep Clear” be added at the intersection of the North bound on-ramp and the frontage road. This was a recommendation only as CalTrans does not have jurisdiction at this location. The CalTrans recommendation has been passed to the County for review and comment at CDE’s suggestion. Utilities investigation and potential site development assessments continue through School Site Solutions, Inc. and Urban Planning Concepts.



- Educational Program and Funding Development: CFW's proposed site layout schematic plans reviewed at the January School Board meeting continues to be utilized formally in CDE and CEQA documentation. A meeting with the local CDE representative occurred May 8, 2015 to review the current status of the project.
- Oil and mineral rights leases: The escrow was extended to June 15 to allow continued pursuit of a Quit Claim Deed to eliminate the oil and mineral rights encumbrances prior to acquisition.

## **5. District Wide and Support Services Center**

### **District Wide Energy Upgrade – Johnson Controls Inc.**

- JCI continues preparation of project documentation and warranty information packages for submittal to the District.
- Package development activities will continue over the next several months due to the extensive scope of work.

### **District Wide Project Closeout – Support Services**

- Review of project closeout issues continues. Projects under current review and their status are as follows:
  - PVHS (High School 3): WLC Architects submitted the final closeout package to DSA. DSA responded with a request for additional information. WLC and District forces are preparing responses. It remains under review at DSA.
  - PVHS Pool: Evaluation continues on revisions to the eight concrete block pilasters at the pool building.
  - PVHS 12 Modular Classrooms: The surety handling the Modtech bankruptcy and the fire sprinkler installation company were contacted to schedule completion of the fire sprinkler system. Response remains pending.
  - SMHS CHCCC: District Facilities department will reopen the DSA file to evaluate the current status and determine if documents believed to have already been filed are included. Activities will continue as priorities permit.
  - ERHS / SMHS: Westberg + White Architects is continuing activities to close three projects; Industrial Arts Modernization, Administration Building Renovation, and the Lincoln Street 6 Portables (SMHS). At the Lincoln Street project a security system contractor has begun activities to finalize connection. Once activated, the DSA inspector will review the installation. To close the Industrial Arts project additional work to secure ceiling soffits will be necessary to gain DSA approval. The work is under review by M&O staff to determine when this will be accomplished.
  - Support Services personnel continue to research other districts to find assistance with closeout consultant services for projects at SMHS and ERHS.

### **SSC District Professional Development Center (Multiple Purpose Room) – Westberg + White Architects**

- Final payment and retention releases have been issued. This project is closed.

### **SSC New West Parking Area – Flowers and Associates**

REGULAR MEETING  
June 9, 2015

- A meeting was held May 28 to review conceptual design options with Flowers and Associates based on Santa Maria City development guidelines. Flowers and Associates will make adjustments to the plans based on the meeting feedback, and coordinate additional reviews with the City toward gaining conceptual approval. Following this, the plans will be formally submitted for final review and permit approval.
- Construction scheduling will occur after the project scope and feasibility are finalized.

**District Wide Paving – Flowers and Associates**

- A bid was issued May 15, 2015 with 3 bids received June 1, 2015. The results of the bids will be presented to the Board June 9, 2015.
- Construction is currently scheduled to commence June 29, 2015 with completion expected by July 29, 2015.

**SSC 2 Offices Installation – Westberg + White Architects**

- A bid was issued June 1, 2015 with bids to be received by June 12, 2015.
- Construction is scheduled to occur during July and August of 2015.

**SSC Commodities Walk-In Freezer Project – Rachlin Architects**

- Plans continue in development for the installation of a new walk-in freezer to replace the two existing freezer's. When complete, the plans will be reviewed by the City of Santa Maria and SB County Health Department.
- The construction period is dependent on City and County reviews and approvals.

**6. Summer Activities**

**District Wide Summer Projects Planning**

- Summer 2015 projects are being finalized.

Gary Wuitschick  
Director – Support Services

## Maintenance & Operations

### PVHS

- Replaced the pool heater water pump motor.
- Placed wood chips in quad area, gymnasium lobby area, and in the front of the school.
- Setup a new outfield fence for Junior Varsity baseball.
- Power washed the exteriors of the Administration and Library buildings and washed windows.
- Replaced mixing valves at the pool showers.
- Replaced electric stoves/ovens in Home Economics Foods Lab with natural gas units. Converted 240V power supply to 120V.
- Replaced the power supply for the student restroom flushers in the science building.
- Performed preventive maintenance routines for the 300 Building and portable classrooms 601-615.
- Repaired the washer/dryer combo unit in the special education classroom.
- Replaced clothes washer in the athletic trainer's room.
- Repainted the front entrance gates.
- Assisted with deployment of student tablets.
- Setup several events – master board room for administration, Future Panther Night, Avid End of Year Banquet, AP testing, FFA Banquet, Smarter Balance testing, Dinner Theater,
- Preventive work order hours – 39
- Routine work order hours – 83
- Total work orders completed – 111
- Event setup hours – 62

### ERHS

- Setup preschool playground for Home Economics unit.
- Setup the stadium for Special Olympics. **(Photo)**
- Performed weed abatement at ERHS and DHS.
- Cleaned landscape at the slope along the baseball and softball fields. Repaired sprinklers in the area.
- Performed security camera maintenance at ERHS and DHS.
- Replaced lighting in the covered walkways to improve safety and security for evening events.
- Replaced exterior wall panels on portable classrooms 505 and 629.
- Completed painting and patching following the annual FIT inspection in portable classrooms.
- Inspected stadium bleachers and replaced seat and floor boards in preparation for graduation.
- Installed new synchronized wireless clocks in the east wing classrooms and in the portable classrooms.
- Replaced a broken window in classroom 501.
- Replaced a damaged basketball backstop safety lock in the gymnasium.
- Inspected, adjusted, and lubricated doors in the gymnasium building. Lubricated padlocks throughout ERHS and DHS.
- Completed heater filter change at ERHS and DHS.
- Completed annual HVAC service in the administration and gymnasium buildings.
- Pressure washed the walkways in the Science and Home Economics buildings.
- Completed core drilling for foundation analysis of the new 38-classroom building. **(Photo)**
- Assisted with deployment of student tablets. **(Photo)**
- DHS – Santa Barbara County poured a new sidewalk on Bethany Lane. District forces repaired the grass following the sidewalk installation. **(Photo)**
- DHS – Replaced damaged ceiling tiles following the annual FIT inspection.
- Setup several events – Impact Teen Driver Presentation, baseball, softball, track, volleyball, Taco Tuesday, CASHEE and AP testing, Annual Film Festival, Powderpuff Football Game, athletics banquets, CSEA chapter meeting.
- Preventive work order hours – 104
- Routine work order hours – 204
- Total work orders completed – 145
- Event setup hours – 145

REGULAR MEETING  
June 9, 2015

**SMHS**

- Performed herbicide quarterly application.
- Performed gopher maneuvers.
- Groomed the football stadium turf.
- Repaired irrigation throughout the campus.
- Rotated the recycle bins to new locations on campus to facilitate classroom recycling.
- Repaired the drinking water dispenser in the administration building.
- Installed two hydration stations; one at the restroom near the softball field and northern portable classrooms, and one at the small gymnasium. **(Photos)**
- Replaced lighting ballasts in several classrooms.
- Repaired a floor electrical outlet in the Cafeteria dining room.
- Completed addition of the office in the Migrant and Multilingual Center. **(Photo)**
- Repaired the west entrance door at the Math Building.
- Installed cable for intrusion alarms on the Lincoln Street Campus. **(Photo)**
- Installed new storage sheds for Operations storage in preparation to remove an old classroom trailer that has been used to store custodial and maintenance supplies.
- Repaired the sound system at Wilson Gymnasium.
- Repaired and replaced restroom dispensers throughout the campus.
- Repaired computer projectors in rooms 620, 523, and 330A.
- Replaced fire extinguishers following monthly inspection.
- Repaired the roll up door in the Agriculture Mechanics Lab, room 511.
- Repaired the chair lift at the football stadium.
- Assisted with deployment of student tablets.
- Installed air circulation fans in the Physical Education Cardiovascular Exercise Room and the Dance classroom 610.
- Mounted a new white board in classroom 320.
- Mounted a new magnetic board in the Special Education conference room.
- Setup several events – wrestling tournament, baseball, softball, track, swim meet, adult soccer (CCSL), Special Olympics softball, AP testing, DELAC, ELAC, MPAC, staff development, counselor meetings, 10<sup>th</sup> and 11<sup>th</sup> grade information meeting, Cafecito / Coffee with the Principal, Health Fair, AVID Banquet, Just Communities, SMHS Choir Spring Concert, Earth Day Festival, Lions' Club Barbeque, Mexican Consulate visit, Cal-Safe Graduation, Rotary Club Dinner, and Mercy Church Services.
- Preventive work order hours – 22
- Routine work order hours – 82
- Total work orders completed – 170
- Event setup hours – 260

**Graffiti & Vandalism**

- |        |    |     |
|--------|----|-----|
| • ERHS | \$ | 0   |
| • DHS  | \$ | 0   |
| • SMHS | \$ | 240 |
| • PVHS | \$ | 0   |

Reese Thompson  
Director – Facilities and Operations

### Photo Gallery – Major Projects



SMHS – Broadway Classroom Walkways and Ramps Taking Shape



SMHS – Broadway Classroom Building Restroom Tile Installation in Progress





SMHS – Broadway Classroom Building Band Shelter Roof Framing



SMHS – Broadway Classroom Building Tile Roofs and HVAC Units

Photo Gallery – Maintenance & Operations



ERHS – Special Olympics Athletes Compete for the Gold



ERHS – Core Drilling in Preparation for the New 38-Classroom Building





ERHS – PODS Full of Student Tablets Guided by Remote Control on Campus



DHS – Juan Rodriguez and Ricardo Eliserio Grade after the County installed a New Sidewalk





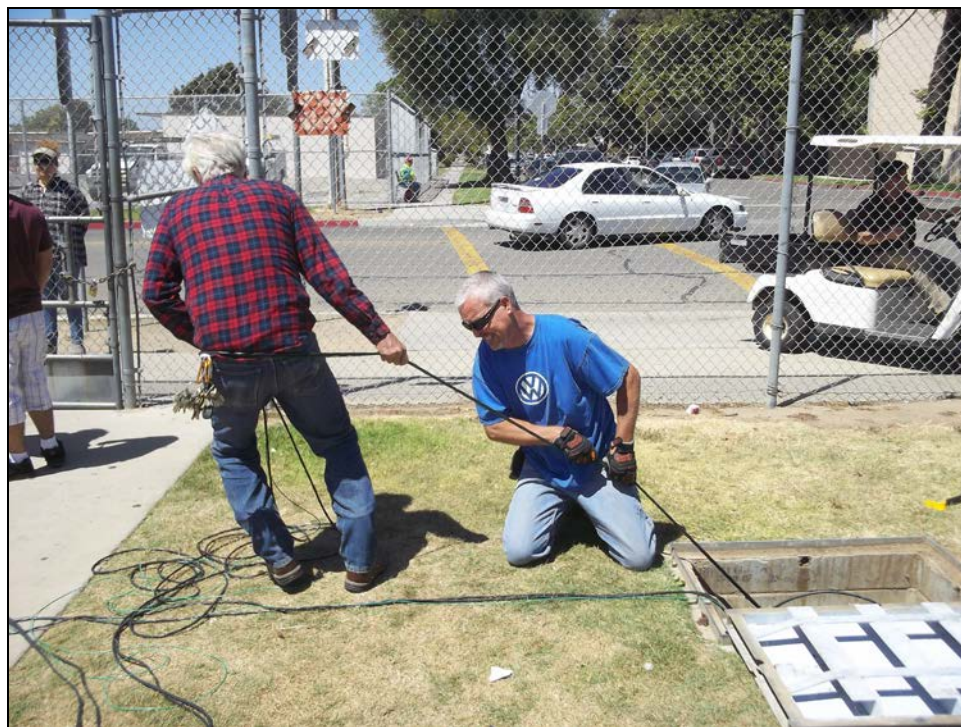
SMHS – Flavio Rodriguez Installs a Hydration Station near Softball and Portable Classrooms



SMHS – The Small Gymnasium Hydration Station with Finished Stucco and Paint



SMHS - Ernest Paz Puts the Finishing Touches on a New Office in the Multilingual Center



SMHS – John Swanson and Del Ward Pull Wire for Intrusion Alarms at the Multilingual Center

**REGULAR MEETING**  
**June 9, 2015**

**APPENDIX C**  
**2015-16 PROPOSED BUDGET**

## **SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT 2015-16 ADOPTED BUDGET**

Education Code Section 42127 requires that on or before July 1 of each year the Governing Board of a school district shall hold a public hearing on the budget to be adopted for the subsequent year. Pursuant to Education Code Section 33127, this Adopted Budget complies with the criteria and standards as established by the State Board of Education.

Assembly Bill 97 as signed by the Governor on July 1, 2013, created the Local Control Funding Formula (“LCFF”) and made numerous revisions and additions to California’s Education Code. The District’s Governing Board is now required to conduct a public hearing to review its Local Control and Accountability Plan (“LCAP”) at the same meeting as the hearing for the District’s budget. The District’s LCAP plan contains many goals and initiatives to provide increased services to its target population of foster youth, low income and English learners. The plan was developed after many hours of meetings and consultations with stakeholders. These meetings were used to evaluate the progress towards the goals that were contained in the prior year’s plan, and to make revisions for the District’s 2015-16 LCAP plan. The District’s budget that is being proposed for adoption for the 2015-16 year reflects the goals and expenditures contained in its LCAP plan.

Both national and state economies continue to improve. California in particular benefits from improved job growth and growing confidence from businesses in the strength of the economy. There are, however, concerns about the economic effect of the drought that covers most of the state; job growth in certain areas of California continues to lag behind the nation and other areas of the state, and the strength of the U.S. dollar could put a damper on economic growth. Additionally, much of the revenue growth since January has been fueled by income and capital gains taxes on the state’s highest earners; history has shown these revenue sources to be particularly vulnerable when – not if – the economy takes a downward turn.

The Governor in his May Budget - the “May Revise” – continued his themes of elimination of apportionment deferrals, implementation of the LCFF, and deposits to a rainy day fund. The May Revision recognizes a surge in state revenues, and a corresponding increase in funding for education. The single major change in education funding since January is an increase in the gap funding percentage of the LCFF model from 32% to 53%. Much of that growth, however, is driven by maintenance factor payments to Prop 98 as restoration for the losses that occurred during the recession years. Once the maintenance factor has been repaid, education will see slower growth in Prop 98 funding.

Two items of concern which have been discussed in previous budget versions remain unaddressed in the May Revise. The first is the “hard cap” on district reserves, as required by Prop 2 passed in November 2014. The specified conditions to trigger the cap have not been met in 2014-15 nor are they expected to be met in 2015-16. But absent a repeal of the legislation, it is only a matter of time before the conditions are met, and districts will face a “hard cap” on unappropriated reserves of no more than twice the statutory minimum required by law.

The second issue is the increasing share of costs borne by school districts for funding of retirement systems in California. Given these increased costs, at full implementation the LCFF model does not meet the commitment to restore purchasing power to districts equal to their 2007-08 levels. The employer share of payments to CalPERS and STRS consumes 25% of all new dollars, and state-wide it is estimated that by the end of full implementation of LCFF, \$4.5 ***billions*** will have been shifted from salaries and wages to retirement costs.



**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT  
2015-16 ADOPTED BUDGET ASSUMPTIONS**

**Ending Fund Balance Reconciliation**

As a District adopts its budget for any given year, it must also report the estimated actuals for the prior year. These estimated actuals are based on the District's most current working budget, and they typically are not the same as the budget presented on the 2nd Interim Revised Budget. Adjustments and revisions to the District's working budget are made when new facts or events occur. The following table summarizes the major changes the District has made to its working budget since the 2nd Interim Revised Budget. These changes are included in the "2014-15 Estimated Actuals" columns in the District's 2015-16 Adopted Budget.

<b><u>ENDING FUND BALANCE</u></b>		<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
<b>A)</b>	As of 2014-15 2nd Interim Revision ("Projected Year Totals")	\$ 2,521,738	\$ 2,287,537	\$ 4,809,275
	<b>CHANGES IN REVENUES:</b>			
	LCFF State Aid - updated gap funding percentage	308,633		308,633
	Property tax revenue transfer Special Ed		65,185	65,185
	Increase in Federal Special Ed entitlement		58,788	58,788
	Other revenue changes associated with revised SELPA funding model		46,803	46,803
	Other local revenue based on actual receipts	47,557		47,557
	BTSA stipend 2nd installment (see expenditures below)	18,700		18,700
	ROP program (see expenditures below)		58,808	58,808
	Contribution changes due to increased expenditures			
	Routine restricted maintenance	(529,746)	529,746	-
	Special Education	(79,134)	79,134	-
<b>B)</b>	Total Increases (Decreases) in Revenues	<u>(233,990)</u>	<u>838,464</u>	<u>604,474</u>
	<b>CHANGES IN EXPENDITURES and TRANSFERS</b>			
	BTSA stipend 2nd installment, including statutory benefits	18,700		18,700
	Funding source correction for maintenance employees	(146,776)	146,776	-
	Increased expense for Special Ed regional programs		249,910	249,910
	ROP program staffing		58,808	58,808
	Reduction in rental expense for portable buildings - QEIA		(105,080)	(105,080)
	Recognition of E-rate discounts for internet service	(25,000)		(25,000)
	Budgeted expense will be reimbursed by SELPA (state special school)	(6,841)		(6,841)
	Revision to indirect costs	(2,265)	2,265	-
	Funding source correction for transfer to deferred maintenance fund	(375,000)	375,000	-
<b>C)</b>	Total Increases (Decreases) in Expenditures and Transfers	<u>(537,182)</u>	<u>727,679</u>	<u>190,497</u>
	As of 2015-16 Budget Adoption ("2014-15 Estimated Actuals")	<u>\$ 2,824,930</u>	<u>\$ 2,398,322</u>	<u>\$ 5,223,252</u>
	( A + B - C )			

**The District's 2015-16 Adopted Budget**

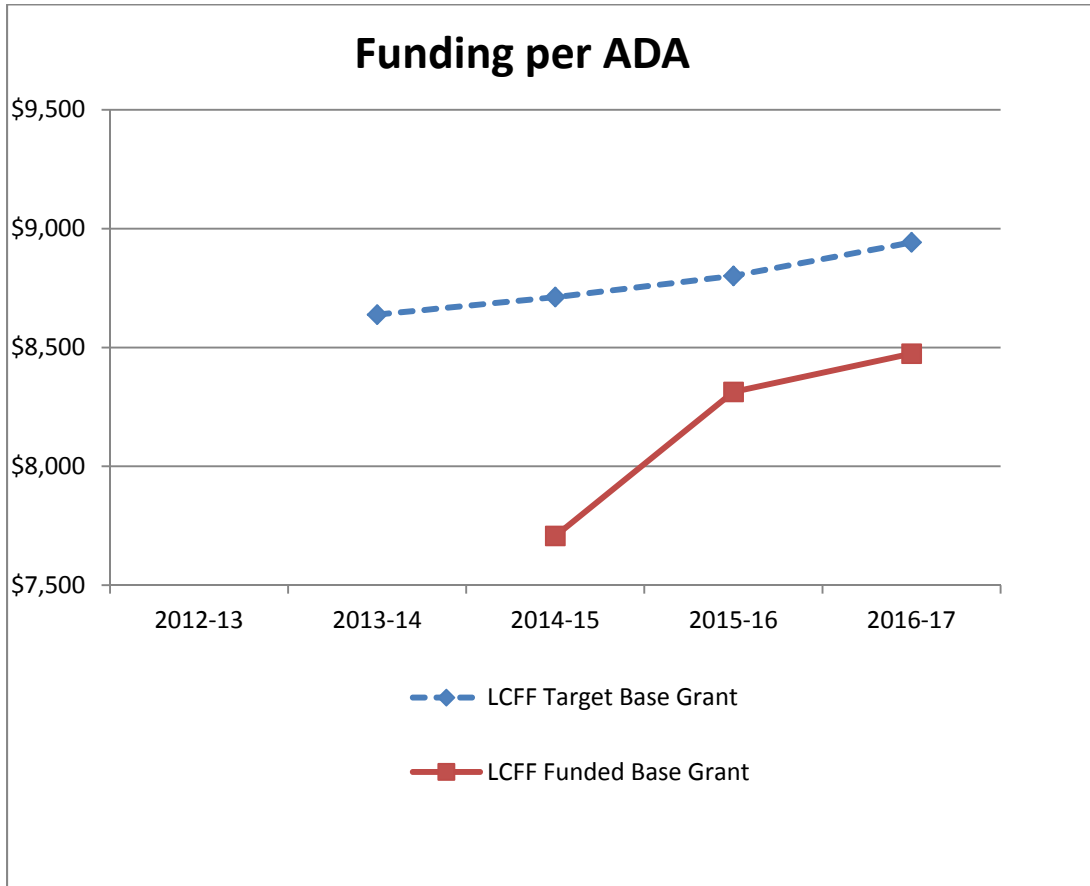
**REVENUES:**  
**LCFF Sources**

For the District's 2015-16 Adopted Budget, revenue from LCFF sources is projected utilizing the LCFF simulator tool as provided by the Fiscal Crisis and Management Assistance Team ("FCMAT"). A comparison to the 2014-15 Estimated Actuals in the components of LCFF revenue is summarized in the table below.

	2014-15 Estimated Actuals	2015-16 Budget	Difference
<b>LCFF State Aid Funding</b>			
Base Grant	\$56,900,271	\$62,674,601	\$ 5,774,330
Supplemental/Concentration Grant	5,298,070	10,810,477	5,512,407
<b>Total LCFF State Aid</b>	<b>62,198,341</b>	<b>73,485,078</b>	<b>11,286,737</b>
<b>In-Lieu taxes</b>	2,474	6,456	3,982
<b>Property Tax Transfer SBCEO for Special Education</b>	1,367,997	1,367,997	-
<b>Total Revenues, LCFF Sources</b>	<b>\$63,568,812</b>	<b>\$74,859,531</b>	<b>\$11,290,719</b>
<b>Funded LCFF <u>Base Grant</u> / ADA:</b>	<b>\$ 7,707</b>	<b>\$ 8,313</b>	<b>\$ 606</b>
<b>Funded ADA</b>	7383	7539	

Other factors applicable to the LCFF simulator tool, as provided by the California Department of Finance, include COLA adjustment to the targeted base grant of 1.02% and a gap funding percentage of 53.08%. Supplemental and concentration grant funding is based on a two-year average of the percentage of the District's pupils that are either low-income, English learners, or Foster youth. For 2014-15, the District's percentage was 77.02%. For the 2015-16 budget year, this average has declined by three percentage points, to 74.07%. As part of the legislation that enacted the LCFF funding model, and the accompanying requirement for an LCAP plan, supplemental and concentration grant funding is required to be expended to provide increased services to the target groups of low income, English learner, and foster youth students.

A graphical display of the Base Grant amounts per ADA, funded and target, is presented on the following page.



#### Federal Revenues

Year to year changes in Federal revenues are summarized below:

2014-15 Estimated Actuals	\$ 3,962,761
2015-16 Budget year	
Increase in projected award, Migrant	222,812
Increase in projected LEA Medi-Cal reimbursements	11,000
Decrease in projected award, Perkins/CTE	<20,908>
Eliminate revenue attributable to prior year unused carryovers	<3,068>
Decrease in AP test fees	<u>&lt;500&gt;</u>
Total Federal Revenues 2015-16 Budget year	<u>\$ 4,172,097</u>

### State Revenues

As noted above, the May Revision recognized a significant increase in revenues for the State, and a corresponding increase in funding for education. Part of this increase was recognized through the gap funding factor in the LCFF. Another portion of it is recognized in the provision for discretionary funding to districts in the amount of \$601 per ADA. While this funding should not be considered as on-going, it is the second year in a row that such an amount has been received, although the prior year 14-15 was much smaller at \$67 per ADA. Furthermore, the prior year payment was characterized as a “one time payment for outstanding mandate claims.” The overall net increase between the two funding sources is \$534 per ADA, and the total amounts have been combined for a net increase of \$3,932,090 as shown below.

Year to year changes in State revenues are summarized below:

2014-15 Estimated Actuals	\$ 8,328,479
2015-16 Budget year	
Discretionary funding, one-time, \$601/ADA	\$ 3,932,090
Adjustments related to fees received for student testing (AP, PSAT, CELDT, SAT)	9,870
Decrease in projected award, Ag Incentive grant	<10,000>
Decrease in lottery funding due to removal of 2007-08 Adult Ed ADA from funding calculation	<108,558>
Decrease due to elimination of QEIA program; 2014-15 was final year of funding	<u>&lt;2,881,925&gt;</u>
Total State Revenue 2015-16 Budget year	\$ 9,269,957

### Local Revenues

Local revenues consist of a variety of items from reimbursements, billings for use of facilities, donations, and other non-recurring items. Other than a few items that are regular in nature, it is the District's practice to budget local revenue when actually received. In total, local revenues **decline** by \$674,047 from 2014-15. **Ongoing** sources of local revenue amount to \$512,412 and include interest income, participation in the county-operated ROP program (but reduced by half and eliminated in 16-17), BTSA pass through stipends (offset by expense), transportation billings for field trips, and use of facilities.

**TOTAL REVENUES HAVE INCREASED BY: \$ 11,767,486**



**EXPENDITURES:**

**Salaries, Wages, and Benefits**

In total, expenditures for salaries, wages, and benefits increase by \$4,434,915 in the budget year. Components of this increase, by bargaining unit/employee group, are detailed in the tables below and on the following page.

<b>CERTIFICATED</b>	FTE	COST
Increased cost for step/column movement including statutory benefits		\$ 696,575
Increased costs due to 1.85 percentage point increase in STRS		581,961
Increased costs for pay rate increase that occurred in January 2015 now being projected for entire year		182,185
Increased costs associated with District's LCAP plan, including addition of AVID stipends LCAP goal 4		36,850
New staffing:		459,747
BCBA Board Certified Behavior Analyst	1.00	
Speech Pathologist	0.50	
Additional staff in support of enrollment growth	5.00	
<b>Total increase Certificated staffing</b>	<b>6.50</b>	<b>\$ 1,957,318</b>

<b>CLASSIFIED</b>	FTE	COST
Increased costs for step/column movement including statutory benefits		\$ 176,741
Cost associated with settlement with bargaining unit for 6.07% salary schedule increase		749,583
Cost associated with approved reclassification requests		53,697
Increase in costs associated with the District's LCAP plan. Includes Goal 2 translation services, Goal 4 extracurricular support, and Goal 6 substitute pool		297,924
Increased costs due to 0.076 percentage point increase in PERS		9,663
Additional staffing associated with the District's LCAP plan		
Goal 4 Crisis Intervention Counselors	2.00	97,502
Goal 7 Bilingual Instructional Assistants	2.44	77,839
Additional staffing, bus driver for new bus	0.50	17,640
<b>Total increase Classified staffing</b>	<b>4.94</b>	<b>\$ 1,480,589</b>

<b>MANAGEMENT &amp; CONFIDENTIAL</b>	FTE	COST
Increased costs for step/column movement including statutory benefits		38,264
Cost associated with settlement for 6.07% salary schedule increase		277,599
Cost associated with reclassifications		26,274
Increased costs due to 1.85 percentage point increase in STRS (certificated management)		54,597
Increased costs due to 0.076 percentage point increase in PERS (confidential, classified management)		1,146
New position, Director of Student Services	1.00	166,882
<b>Total increase Management &amp; Confidential staffing</b>	<b>1.00</b>	<b>\$ 564,762</b>

<b>OTHER CHANGES</b>	<b>FTE</b>	<b>COST</b>
Decrease in pay as you go benefit payments for current retirees		(66,927)
Increase to prefund benefit payments for future retirees		499,173
<b>Total Other Changes</b>		<b>\$ 432,246</b>

Books and Supplies, Services, Capital Outlay

In total, expenditures for Books and Supplies, Services, and Capital Outlay ***increased*** by \$4,477,416 since the Second Interim Revised Budget, due to the following:

- Expenditures of discretionary funds 3,604,513
- Increases to meet LCAP services and needs 2,772,589
- CCSS Common Core <939,447>
- Other carryovers <623,638>
- Johnson Controls services <229,000>
- Removal of VOIP System <170,000>
- QEIA Adjustment to available resources <120,921>
- Microsoft Voucher <102,315>
- Removal of ROP sub agreement <58,080>
- Completed projects RHS canopies & fencing <42,917>
- Lottery adjustment <20,585>
- MAA (Budgeted when received) <19,000>
- CAPP Grant Supplies/Services <15,000>
- ESCAPE Implementation Computers for Staff <13,000>
- Other miscellaneous adjustments to local grants <2,227>
- School Bus 182,188
- RHS and SMHS Marquee 150,000
- SSC Offices 80,000
- Instructional Media (Software & Hardware) 35,700
- Increase in Special Education Regional Program and needs 8,557

Other Outgo and Transfers of Indirect Costs ***decreased*** \$253,682

**TOTAL EXPENDITURES HAVE INCREASED BY: \$8,658,649**

**OTHER FINANCING SOURCES/USES** reflect a transfer out Fund 01 in the amount of \$785,000. This represents funds transferred in from Capital Outlay Special reserve fund in the amount of \$410,000, and \$375,000 transferred to the District's Deferred Maintenance fund.

**TOTAL CHANGE OF "INCREASE (DECREASE) IN FUND BALANCE:**

- Total Revenues have ***increased*** by: \$ 11,767,486
- Total Expenditures have ***increased*** by: <8,658,649>
- Total Other Financing Uses have ***increased*** by: <410,000>

Total change of "Increase (Decrease) in Fund Balance": \$ 2,698,837

### **The District's Fund Balance:**

- Note that this proposed budget contains several one-time items associated with discretionary funding and capital outlay contained in the 2015-16 Adopted Budget.
- The unassigned/unappropriated fund balance after providing for nonspendable components and the 3% statutory minimum reserve for economic uncertainties is \$1.3 million.
- There is no provision in the budget for any projected salary schedule or benefit contribution changes for the certificated bargaining unit. Note that negotiations are pending with the certificated bargaining unit.
- Remember that there are no minimum funding level requirements contained in the LCFF law. So while LCFF has resulted in significant additional revenue to the District, it is still an ADA driven model, and changes in the District's unduplicated FRPM/EL percent can have a significant impact, either up or down, on the amount of revenue. Additionally, the gap percentage funding factor is subject to revision by the California Department of Finance throughout the year, and efforts to enact legislative reform to hold districts harmless for such changes have so far been unsuccessful.
- The next budget event to happen will be the official adoption of the State's budget for the 2015-16 year, which should occur in mid- to late June. Stay tuned....

Santa Maria Joint Union High School District			
2015/16 ADOPTED BUDGET- MULTI YEAR PROJECTION - GENERAL FUND			
	2015/16	2016/17	2017/18
	Total	Total	Total
<i>Current year enrollment</i>	7,949	7,980	7,980
<i>Projected Actual ADA</i>	7492	7529	7529
<i>Projected Funded ADA (greater of curr or prior yr)</i>	7492	7529	7529
<b>Beginning Balance</b>	<b>5,223,250</b>	<b>4,539,466</b>	<b>5,818,359</b>
<b>Revenues</b>			
LCFF Sources	74,859,531	77,336,769	80,554,810
Federal Revenues	4,172,097	4,172,097	4,172,097
State Revenues	9,269,957	4,951,432	4,726,544
Local Revenues	512,412	432,412	432,412
<b>Total Revenues</b>	<b>88,813,998</b>	<b>86,892,710</b>	<b>89,885,863</b>
<b>Expenditures</b>			
1000 Certificated Salaries	36,293,917	35,423,653	35,818,484
2000 Classified Salaries	13,664,873	13,785,177	13,838,103
3000 Employee Benefits	16,046,676	16,181,614	16,989,102
4000 Books & Supplies	8,275,450	7,332,222	7,721,839
5000 Services and Other Operating	12,282,883	10,894,419	11,389,175
6000 Capital Outlay	1,968,233	1,556,045	1,556,045
Other Outgo, debt service, State Sp. School	343,518	364,088	383,033
Direct Support/Indirect Cost	(162,769)	(298,400)	(298,400)
<b>Total Expenditures</b>	<b>88,712,781</b>	<b>85,238,818</b>	<b>87,397,380</b>
<b>Operating Surplus/(Deficit)</b>	<b>101,217</b>	<b>1,653,892</b>	<b>2,488,483</b>
Transfers In	-	-	-
Transfers Out	(785,000)	(375,000)	(375,000)
Other Financing Sources/(USES)	-	-	-
Encroachment contributions	-	-	-
<b>Increase (Decrease) in Fund Balance</b>	<b>(683,783)</b>	<b>1,278,892</b>	<b>2,113,483</b>
<b>Ending Fund Balance</b>	<b>4,539,466</b>	<b>5,818,359</b>	<b>7,931,842</b>
<b>Components of Ending Fund Balance</b>			
Nonspendable (revolving cash, stores, prepaid exp)	100,200	100,200	100,200
Reserved for economic uncertainties	2,684,933	2,568,415	2,633,172
Restricted programs ending balances	434,536	272,868	72,868
Unappropriated amount, General Fund 01	1,319,797	2,876,876	5,125,602

**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT  
2015-16 Adopted Budget  
Multi Year Projection – General Fund**

All on-going sources of Revenues and Expenditures from the 2015-16 Adopted Budget are assumed to continue at the same level for the next two years with the following adjustments:

**REVENUES**

LCFF Revenue Sources

- In accordance with the Governor's May Revise Proposal, using the FCMAT LCFF simulator tool and revised factors for COLA and gap funding, the 2016-17 year estimated LCFF entitlement per ADA is \$10,036 resulting from projected funded ADA of 7529.06., COLA for the base grant of 1.60%, and gap funding of 23.51%. This results in an **increase** from 2015-16 of \$2,477,238 in LCFF Revenue Sources.
- For 2017-18, the estimated LCFF entitlement per ADA is \$10,374, resulting from projected funded ADA of 7529, COLA for the base grant of 2.48%, and gap funding of 27.49%. This results in an **increase** from 2016-17 of \$3,218,041 in LCFF Revenue Sources.

Federal Revenues are projected to remain unchanged in the subsequent years.

State Revenues

- For 2016-17, State Revenues **decrease** by \$4,318,525. The One-Time Per ADA funding received in 2015-16 in the amount of \$4,413,413, is eliminated. There is a \$94,888 increase for Prop 39, California Clean Energy.
- For 2017-18, the funding for Prop 39, California Clean Energy, in the amount of \$224,888, is eliminated.

Local Revenues include interest earnings, facility use fees, and a variety of reimbursements and fee-for-service programs. Beginning in 2016-17, Local revenues decrease by \$80,000 due to the elimination of the CAPP Grant program (\$80,000). This grant is budgeted each year once award confirmation is received. For 2017-18, revenues are expected to remain the same.

**EXPENDITURES**

Salaries, wages and benefits:

- Step and Longevity increases for all employees of \$787,738 for 2016-17 and \$706,102 for 2017-18.
- An increase of approximately 1.0 FTE, accounting for \$88,067 in 2016-17 which is inclusive of all statutory and health-welfare benefits, resulting from increased enrollment. There is no provision in 2017-18 since enrollment is not projected to increase.
- The District annually projects attrition of 5.0 Certificated FTE's from retirements. The salary and benefit savings from these retirements, offset by salary and benefit costs for replacement employees, and continuing health benefits for the retirees, results in a net decrease of \$105,139 in 2016-17 and \$107,836 in 2017-18.
- Based on an actuarial study of the District's OPEB liability, the provision for the retiree health benefits increases by \$61,219 in 2016-17, then increases by \$86,017 in 2017-18. Audit and financial reporting guidelines require updating the actuarial study bi-annually; the next update will be on census data as of July 1, 2016.
- The STRS rate increases 1.85 percentage points in each succeeding year. This amounts to an increased employee benefits cost of \$654,292 in 2016-17 and \$654,292 again in 2017-18.
- In 2013-14 the District offered an early retirement incentive program, and eligible participants could choose to take the payout of \$50,000 in installments varying from two to five years. The second installment, in the amount of \$405,833, has been included in the budget year. In 2016-17 it decreases by \$300,000. In 2017-18, it decreases by \$83,332.
- The final year of funding for the QEIA program is 2014-15. Thereafter, reductions are needed to the extent of projected carryover funds available. These amount to \$1,801,199 in 2016-17. The carryover from this program is projected to be completely exhausted by 2015-16 end.
- In total, costs for salaries, wages, and benefits **decrease** from 2015-16 to 2016-17 by \$615,022 and **increase** from 2016-17 to 2017-18 by \$1,255,244.

**SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT  
2015-16 Adopted Budget  
Multi Year Projection – General Fund**

- PLEASE NOTE: There are no COLA increases for salaries and benefits included in 2016-17 or 2017-18 as these are subject to negotiations.

Supplies, Services, and Capital Outlay

- The provision for allocations to school sites from the general fund, which is based on estimated ADA, increases by \$2,775 in 2016-17 and stays the same in 2017-18.
- Increases to the district's MPP calculation is reflected as follows: \$1,014,216 in 2016-17 and \$1,027,210 in 2017-18
- 2015-16 expenses related to one-time per ADA funding in the amount of \$3,691,412 has been removed from subsequent years.
- Expenses totaling \$332,188 for a new bus and marquees at RHS and SMHS have been removed in 2016-17
- An increase in both 2016-17 and 2017-18 show an increase of \$100,000 for district wide equipment needs
- Amounts totaling \$27,159 for books, supplies, and services in the budget year for the QEIA program are eliminated in the subsequent years as this program is no longer funded.
- Expenses for Prop 39 Clean Energy program increase in accordance with projected funding, by \$94,888 (for a total of \$224,888) in 2016-17, and then are eliminated in 2017-18 (a decrease of \$224,888).
- The District budgets for election expenses every other year, coinciding with the November General Elections in even-numbered years. For the budget year, there is a provision of none in \$45,000 in 2016-17 and none in 2017-18.
- Adjustments to available resources in the amount of \$26,151 in 2017-18.
- Capital Outlay expenses in the budget year represent amounts for necessary facilities improvement or deferred maintenance projects and technological replacements. Expenses for capital outlay remain unchanged in the subsequent years, and are subject to revision should the need arise.
- In total, expenditures for supplies, services, and capital outlay decrease by \$2,743,880 in 2016-17 and increase by \$884,373 in 2017-18.

Other Outgo reflects the District's required principal and interest payments for debt service. This amount increases by \$20,570 in 2016-17 and increases by \$18,945 in 2017-18.

Other Financing Uses represent monies transferred to the District's Deferred Maintenance fund. State funding for Deferred Maintenance has been "rolled" into the LCFF and there is no longer a separate apportionment to districts for Deferred Maintenance. However, maintaining facilities in good repair is one requirement of the LCAP plan. This transfer out remains unchanged from the budget year, to the subsequent years, at \$375,000 per year.

***PLEASE NOTE: This projection is based on assumptions and factors from existing current law, as well as proposals contained in the Governor's May Revise Budget. The Legislature has yet to take action on the Governor's proposal, so some or all of the factors and assumptions used may change when the state budget is officially adopted into law. If any of the factors or assumptions used are significantly different when the state budget is officially adopted into law, the District will have a 45-day period to adjust its budget accordingly. Otherwise, the next budget revision for the District will be the "First Interim Revised Budget" based on actual results through October 31, and required to be presented to the Board on or before December 15.***



**AGREEMENT**

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

May 18, 2015

This Agreement reflects the mutual 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" or "Association") on the 2015-16 reopener negotiations between the parties.

The parties agree on the following:

1. The attached documents reflect changes to Articles of the Collective Bargaining Agreement as a result of the 2015-16 reopener negotiations between the parties:

Articles attached are:

Article 2 (Hours of Employment);  
Article 3 (Pay and Allowances);  
Article 19 (Classification/Reclassification);  
Appendix C (Bargaining Unit Salary Schedule).

2. Provisions contained herein shall become effective on July 1, 2015, unless otherwise noted.
3. All other provisions of the 2013-2016 Collective Bargaining Agreement remain unchanged except for agreed upon renumbering.

Tentatively agreed to this 18<sup>th</sup> day of May 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:

*Lami Gentes*  
 \_\_\_\_\_  
*Mauch Y. Lee*  
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*[Signature]*  
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*Tommy [Signature]*  
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*[Signature]*  
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*qa [Signature]*  
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*Stacy Mal*  
 \_\_\_\_\_  
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FOR THE DISTRICT:

*[Signature]*  
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*[Signature]*  
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*[Signature]*  
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*Reed Thompson*  
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**AGREEMENT**  
between the  
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT (hereinafter "District")  
and the  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
and its CENTRAL COAST CHAPTER #455 (hereinafter "CSEA" or "Association")

May 18, 2015

ARTICLE 2  
HOURS OF EMPLOYMENT

2.1 Hours

**2.1.3 Upon hiring, transferring, and/or promoting into a bargaining unit position, the unit member shall be provided by the District with a written work schedule that shall include start time, end time, rest and lunch periods (if applicable). For Bus Drivers, the written schedule shall only include start and end times reflecting the unique nature of their work schedules for rest and lunch periods.**

2.2 Adjustment of Work Day

2.2.1 The work day of all unit members shall be established by the District **upon hire**. Any permanent **shift change in the work schedule of the unit member** working hours of one (1) hour or less shall require written notification to the affected unit member(s) a minimum of two (2) weeks prior to implementation. **This two (2) week period may be waived by mutual agreement. Written notice shall be provided during the employee's regular work year.** During the period between notification and implementation, the unit member may request a meeting with the Assistant Superintendent of Human Resources and CSEA to discuss the change. Any permanent shift in work days or ~~working hours~~ **work schedule** of more than one (1) hour after the **time date** of hire shall be coordinated through the Human Resources Department, and shall be by written mutual agreement of the unit member and the District. If mutual agreement is not reached, the Association and District shall negotiate any proposed change(s).

2.2.2 By mutual agreement of management and the employee, a unit member may work temporary flexible non-standard starting and ending time workdays based upon demonstrated needs of the department. This clause shall not be used to avoid overtime. The unit member shall not be evaluated negatively for declining a temporary flexible schedule. This agreement shall be in writing and an agreement for any flexible assignment of more than a day shall be forwarded to the Assistant Superintendent of Human Resources **(or management designee)** and CSEA.



2.2.3 Unit members who work a minimum of thirty (30) minutes per day in excess of their part-time assignment for a period of twenty (20) consecutive working days or more shall ~~be granted fringe benefits based on the longer work day~~ **have their basic assignment changed to reflect the longer hours in order to acquire fringe benefits on a properly prorated basis (Education Code 45136 and 45137). This change of basic assignment shall also include changes in health benefit eligibility.**

## 2.3 Rest Periods

2.3.1 Rest periods of up to fifteen (15) minutes will be provided to unit members during each scheduled work period of four (4) consecutive hours. These **paid** rest periods, as assigned by the District, should not be combined with another rest period, combined with a lunch period to extend the lunch period, or used to shorten the work day. **Rest periods are meant to be duty free. Should a rest period be interrupted by the District, the unit member shall be permitted to resume their duty-free rest period for the amount remaining of the rest period time prior to the interruption. Rest periods must be taken at the time scheduled by the immediate supervisor, unless temporarily changed by mutual agreement.**

## 2.4 Lunch Periods

2.4.1 Unit members who work for a period of more than five (5) hours per day shall be granted a duty-free, unpaid meal period of no less than thirty (30) minutes. This lunch period, as assigned by the District, should be taken as close to the midpoint of the employee's regularly scheduled work day as possible. **Should a lunch period be interrupted by the District, the unit member shall be permitted to resume their duty-free lunch period for the amount of lunch period time remaining prior to the interruption. Lunch periods must be taken at the time scheduled by the immediate supervisor, unless temporarily changed by mutual agreement.**

2.4.2 The lunch period for unit members working six (6) hours or less per day may be waived in special circumstances by mutual ~~consent~~ **agreement** of the unit member and the Assistant Superintendent of Human Resources (**or management designee**). **Upon mutual agreement being reached by the parties, the waived lunch period shall remain in place for the remainder of the school year, or until one or both of the parties determines a need for the lunch period waiver to be removed during the school year.** The mutual ~~consent~~ **agreement** must be in **writing, signed by the parties, with a copy being provided to CSEA.**

2.5 Overtime

2.5.3 The designation, authorization and allocation of any overtime shall rest solely with the District management. The District will make every attempt to distribute the overtime work evenly and fairly throughout the District. In departments where appropriate, the District's Overtime/Extra Time **Hours** Guidelines will be used whenever possible. Forced overtime, by department, will be assigned to the unit member with by the lowest seniority first. **Unit members shall not work overtime/extra hours until authorized and approved by the District, except in emergency situations.**

**An "emergency" for the purposes of this section is defined as the effects of natural, manmade, war-caused emergencies, or circumstances which could not have been planned for.**

**The District and CSEA agree that by January 31, 2016, the parties shall meet to negotiate the provisions of the District's Overtime/Extra Hours Guidelines.**



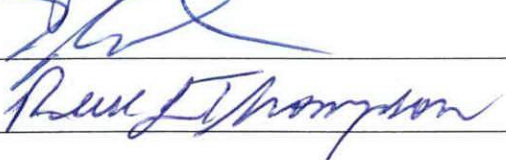
2.8 Health Technician Release Time **for Mandatory Training**

2.8.1 Specialized training for **any unit member required** the Health Technician to maintain **or obtain an** EMT certificate is compensable time.

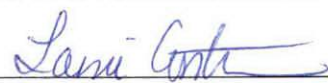
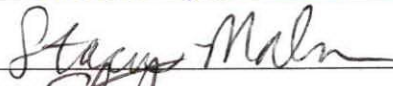
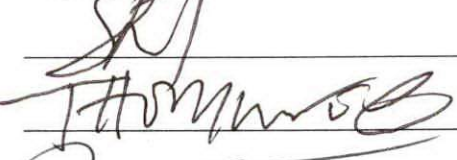

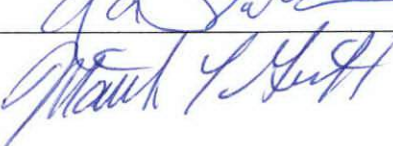
**2.8.2 The District shall provide CPR and/or first aid training during work hours for those unit members who are required to maintain a current certificate.**

Tentatively agreed to this 18th day of May 2015. This Agreement shall become final upon ratification by the membership of CSEA (pursuant to CSEA Policy 610) and adoption by the District Board of Education.

FOR THE DISTRICT:

  
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FOR THE ASSOCIATION:

  
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**AGREEMENT**  
between the  
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT (hereinafter "District")  
and the  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
and its CENTRAL COAST CHAPTER #455 (hereinafter "CSEA" or "Association")

May 18, 2015

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 six point zero seven percent (6.07%) effective July 1, 2015.**

3.3 Longevity

3.3.1 All bargaining unit members shall be eligible for longevity pay according to the following schedule. Increments for part-time employees shall be prorated accordingly.

Beginning with Year	Percent of Monthly <u>Base</u> Salary
6-10	1.5
11-15	2.0
16-20	2.5
21-25	3.5
26-30	4.5
31+	5.0

~~3.7 Translators~~

~~3.7.1 The hourly rate of pay for Translators will be Range 24, Step A of the classified salary schedule.~~

~~3.7.2 Translators shall remain on Step A and not progress through the higher steps of the classified salary schedule.~~

~~3.7.3 Current part-time classified employees may apply and test for the hourly Translator assignments. However, the duties should not interfere with their regular job and hours.~~

3.7.4 Current part-time classified employees who become hourly translators must comply with the eight (8) hour, five (5) day rules to avoid overtime.

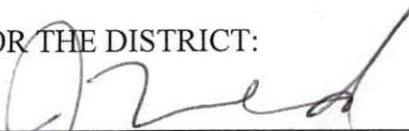
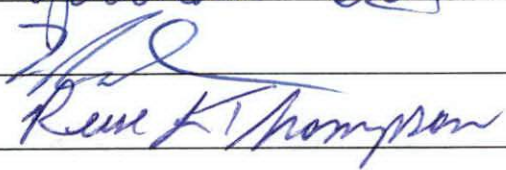
**3.8 Bilingual/Biliterate Premium**

**The parties agree to review the need for Bilingual/Biliterate premium and revisit the necessity of proposed language and/or a Memorandum of Understanding by January 31, 2016.**

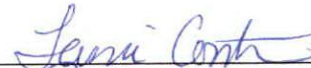
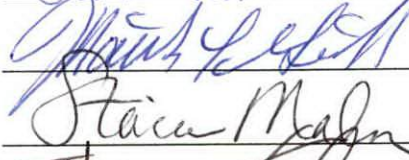

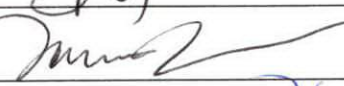

All other provisions of this Article remain unchanged and existing provisions of this Article shall be renumbered as appropriate..

Tentatively agreed to this 18th day of May 2015. This Agreement shall become final upon ratification by the membership of CSEA (pursuant to CSEA Policy 610) and adoption by the District Board of Education.

FOR THE DISTRICT:

  
\_\_\_\_\_  
Yolanda Ose  
\_\_\_\_\_  
  
Rene Thompson  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

FOR THE ASSOCIATION:

  
\_\_\_\_\_  
  
Stacia Mabin  
\_\_\_\_\_  
  
Homer  
\_\_\_\_\_  
  
Jim  
\_\_\_\_\_  
  
Joe  
\_\_\_\_\_

## AGREEMENT

between the  
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT (hereinafter "District")  
and the  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
and its CENTRAL COAST CHAPTER #455 (hereinafter "CSEA" or "Association")

January 22, 2015

### ARTICLE 19 CLASSIFICATION/RECLASSIFICATION

19.1 The District shall have the right to establish and classify positions **and shall ensure that a job description exists for all bargaining unit classifications.** If a new classification is established, the salary allocation shall be negotiated upon request by the Association. The lack of agreement shall in no way impede the District from initial salary allocation and filling of the vacant positions.

19.2 Unit members shall not be required to perform duties which are not fixed and prescribed for the position by the governing board in accordance with Education Code Section 45109, unless the duties reasonably relate to those fixed for the position by the governing board, for any period of time which exceeds five (5) working days within a fifteen (15) calendar day period. An employee may be required to perform duties inconsistent with those assigned to the position by the governing board for a period of more than five (5) working days provided that his/her salary is adjusted upward for the entire period he/she is required to work out of classification and in such amounts as will reasonably reflect the duties required to be performed outside his/her normal assigned duties, but in no case, **shall the increase be not less than a two and one half percent (2½%) increase above the unit members member's current salary.**

#### 19.3 **Reclassification**

**A "reclassification" is defined as the upgrading of a position to a higher classification as a result of the gradual increase of the duties being performed by the incumbent in such position. Additionally, the Reclassification process might yield a changed job description that does not warrant a change of salary range.**

**Reclassification requests shall not be submitted regarding increased workload. Concerns regarding workload should be addressed utilizing other available avenues.**

### 19.3.1 Reclassification Committee

A Reclassification Committee shall be established, and shall meet once each year. The Committee shall consist of **four members. Two (2) shall be appointed by the Association and two (2) by the District. Members of each negotiating team (including non-District staff) shall be eligible to serve on the Reclassification Committee** ~~(3) members; the labor relations representative for CSEA, the Assistant Superintendent of Human Resources and one non-district member to be appointed by mutual consent for a term of two (2) years.~~ The Committee shall develop the appropriate forms and procedures to permit **reclassification** requests to be made. The appropriate forms and procedures will be available on the District's website.

19.4 19.3.2 Any requests for reclassification must be submitted by October 1 for consideration that year. A request for reclassification will only be considered once per fiscal year. Requests can be submitted by an individual employee, a classification of employees, CSEA, or the District. The Committee shall communicate its **recommendations to the District and Association who shall reduce the recommendation(s) to a written agreement subject to the ratification/ approval process of the parties,** ~~decision in writing to the applicant no later than February 1 of the same year.~~

19.5 19.3.3 An employee who has been reclassified with his/her position shall be ineligible for subsequent reclassification with his/her position for a period of at least three (3) years from the initial action.

19.3.4 The Reclassification Committee shall meet as needed to complete the review process by March 31 of each year. The review process shall include:

- a. All reclassification requests that were received by October 1 of each year shall be paper screened by the Reclassification Committee;
- b. An interview of the employee(s) who is requesting a reclassification in order for the committee to ask questions and supplement the written request for reclassification. The Reclassification Committee shall determine whether or not it needs to interview one or more members of the classification to make a determination;
- c. An interview with the employee's immediate supervisor(s) to receive their input regarding the requested reclassification;


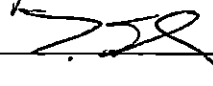
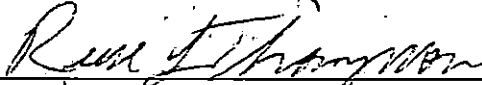

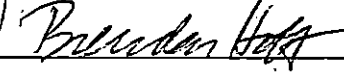
**d. A recommendation regarding whether or not the Reclassification Committee believes a reclassification is warranted. If reclassification is warranted, the Reclassification Committee shall recommend reclassification to an existing bargaining unit classification. The Reclassification Committee shall also be responsible for drafting a proposed new job description to be recommended to the parties full negotiating teams, when applicable. The written recommendation of the Reclassification Committee shall be provided to the applicant no later than five (5) working days after the recommendation is rendered by the Reclassification Committee.**

19.6 **19.3.5** The applicant may file an appeal of the Committee's decision, in writing, by March 1 of the same year. An interview with the appropriate parties shall be scheduled with the Committee to review the appeal. The Committee will review all appeals and respond, in writing by May 1 of the same year. The Committee's response to the appeal shall be final. **Should the employee requesting a reclassification disagree with the recommendation of the Reclassification Committee, they may within five (5) working days of receiving the recommendation, present a written request for reconsideration and attached documentation to support their appeal to the full negotiating teams. The appeal shall be delivered to the Human Resources Department by the deadline. The appeal shall be considered no later than ten (10) working days after the 5-day appeal window closes. The written decision of the negotiating teams shall be provided to the employee within five (5) working days of their findings. The determination of the negotiating teams shall be final and binding.** A negative outcome in no way will affect the unit member's eligibility to apply for a reclassification in the following year.

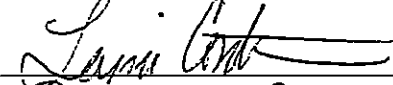

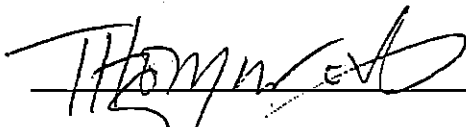
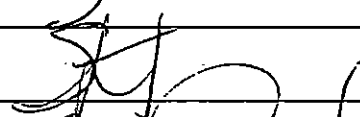
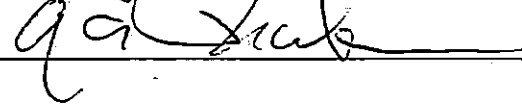
19.7 **19.3.6** All reclassification requests approved by the Committee are subject to **ratification by the Association bargaining unit and School Board approval. The District and Association shall ensure that the names of individuals recommended for reclassification are not written into the agreement going to ratification/approval by the parties. Employees recommended for reclassification shall be assigned a number and only the Reclassification Committee shall know the matching names and numbers of those recommended for reclassification.** All approved reclassified position changes shall go into effect on July 1 of the next fiscal year.

Tentatively agreed to this 22nd day of January 2015. This Agreement shall become final upon ratification by the membership of CSEA (pursuant to CSEA Policy 610) and adoption by the District Board of Education.

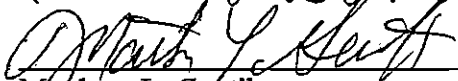
FOR THE DISTRICT:

  
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FOR THE ASSOCIATION:

  
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~~Open Association Policy 610 Approval~~

  
\_\_\_\_\_  
Matthew L. Gentile  
Labor Relations Representative



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

EFFECTIVE 07/01/15

6.07% increase

RANGE	Step A		Step B		Step C		Step D		Step E	
	HOUR	MONTH	HOUR	MONTH	HOUR	MONTH	HOUR	MONTH	HOUR	MONTH
1	\$ 11.834	\$2,059.12	\$ 12.425	\$2,161.95	\$ 13.046	\$2,270.00	\$ 13.699	\$2,383.63	\$ 14.384	\$2,502.82
2	\$ 12.129	\$2,110.45	\$ 12.736	\$2,216.06	\$ 13.372	\$2,326.73	\$ 14.041	\$2,443.13	\$ 14.743	\$2,565.28
3	\$ 12.432	\$2,163.17	\$ 13.064	\$2,271.40	\$ 13.707	\$2,386.02	\$ 14.392	\$2,504.21	\$ 15.111	\$2,629.31
4	\$ 12.743	\$2,217.28	\$ 13.381	\$2,328.29	\$ 14.060	\$2,444.70	\$ 14.763	\$2,567.02	\$ 15.489	\$2,696.09
5	\$ 13.062	\$2,272.79	\$ 13.715	\$2,386.41	\$ 14.401	\$2,505.77	\$ 15.121	\$2,631.05	\$ 15.877	\$2,762.60
6	\$ 13.389	\$2,329.69	\$ 14.058	\$2,446.09	\$ 14.761	\$2,568.41	\$ 15.499	\$2,696.83	\$ 16.274	\$2,831.68
7	\$ 13.723	\$2,387.80	\$ 14.410	\$2,507.34	\$ 15.130	\$2,632.82	\$ 15.887	\$2,764.34	\$ 16.681	\$2,902.49
8	\$ 14.066	\$2,447.48	\$ 14.770	\$2,569.98	\$ 15.506	\$2,698.39	\$ 16.283	\$2,833.24	\$ 17.097	\$2,974.66
9	\$ 15.29	\$2,661.01	\$ 16.06	\$2,794.09	\$ 16.86	\$2,933.79	\$ 17.70	\$3,080.34	\$ 18.59	\$3,234.27
10	\$ 15.68	\$2,727.45	\$ 16.46	\$2,863.85	\$ 17.28	\$3,007.06	\$ 18.15	\$3,157.48	\$ 19.05	\$3,315.28
11	\$ 16.07	\$2,795.74	\$ 16.87	\$2,935.46	\$ 17.71	\$3,082.36	\$ 18.60	\$3,236.47	\$ 19.53	\$3,398.33
12	\$ 16.47	\$2,865.69	\$ 17.29	\$3,008.91	\$ 18.16	\$3,159.33	\$ 19.07	\$3,317.32	\$ 20.02	\$3,483.23
13	\$ 16.88	\$2,937.30	\$ 17.73	\$3,084.21	\$ 18.61	\$3,238.32	\$ 19.54	\$3,400.37	\$ 20.52	\$3,570.17
14	\$ 17.30	\$3,010.57	\$ 18.17	\$3,161.36	\$ 19.08	\$3,319.34	\$ 20.03	\$3,485.27	\$ 21.03	\$3,659.49
15	\$ 17.73	\$3,085.87	\$ 18.62	\$3,240.35	\$ 19.55	\$3,402.22	\$ 20.53	\$3,572.56	\$ 21.56	\$3,751.04
16	\$ 18.18	\$3,163.02	\$ 19.09	\$3,321.19	\$ 20.04	\$3,487.30	\$ 21.04	\$3,661.71	\$ 22.10	\$3,844.79
17	\$ 18.63	\$3,242.20	\$ 19.56	\$3,404.24	\$ 20.54	\$3,574.41	\$ 21.57	\$3,753.06	\$ 22.65	\$3,940.77
18	\$ 19.10	\$3,323.04	\$ 20.05	\$3,489.51	\$ 21.06	\$3,663.73	\$ 22.11	\$3,847.01	\$ 23.21	\$4,039.32
19	\$ 19.58	\$3,406.46	\$ 20.56	\$3,576.63	\$ 21.58	\$3,755.65	\$ 22.66	\$3,943.16	\$ 23.80	\$4,140.46
20	\$ 20.07	\$3,491.36	\$ 21.07	\$3,666.14	\$ 22.12	\$3,849.22	\$ 23.23	\$4,041.90	\$ 24.39	\$4,244.00
21	\$ 20.57	\$3,578.83	\$ 21.60	\$3,757.68	\$ 22.68	\$3,945.56	\$ 23.81	\$4,142.86	\$ 25.00	\$4,349.94
22	\$ 21.08	\$3,668.17	\$ 22.14	\$3,851.62	\$ 23.24	\$4,044.12	\$ 24.40	\$4,246.40	\$ 25.63	\$4,458.83
23	\$ 21.61	\$3,759.90	\$ 22.69	\$3,947.96	\$ 23.82	\$4,145.44	\$ 25.02	\$4,352.71	\$ 26.27	\$4,570.30
24	\$ 22.15	\$3,854.02	\$ 23.26	\$4,046.70	\$ 24.42	\$4,249.16	\$ 25.64	\$4,461.41	\$ 26.92	\$4,684.55
25	\$ 22.70	\$3,950.17	\$ 23.84	\$4,147.85	\$ 25.03	\$4,355.11	\$ 26.28	\$4,573.07	\$ 27.60	\$4,801.56
26	\$ 23.27	\$4,049.11	\$ 24.43	\$4,251.38	\$ 25.66	\$4,464.00	\$ 26.94	\$4,687.32	\$ 28.29	\$4,921.71
27	\$ 23.85	\$4,150.42	\$ 25.05	\$4,357.88	\$ 26.30	\$4,575.66	\$ 27.61	\$4,804.51	\$ 28.99	\$5,044.82
28	\$ 24.45	\$4,253.97	\$ 25.67	\$4,466.77	\$ 26.95	\$4,690.09	\$ 28.30	\$4,924.48	\$ 29.72	\$5,170.68
29	\$ 25.06	\$4,360.27	\$ 26.31	\$4,578.43	\$ 27.63	\$4,807.46	\$ 29.01	\$5,047.77	\$ 30.46	\$5,299.87
30	\$ 25.69	\$4,469.34	\$ 26.97	\$4,692.86	\$ 28.32	\$4,927.62	\$ 29.74	\$5,174.01	\$ 31.22	\$5,432.58
31	\$ 26.33	\$4,581.20	\$ 27.64	\$4,810.05	\$ 29.03	\$5,050.71	\$ 30.48	\$5,303.20	\$ 32.00	\$5,568.60
32	\$ 26.99	\$4,695.62	\$ 28.34	\$4,930.57	\$ 29.75	\$5,176.96	\$ 31.24	\$5,435.90	\$ 32.80	\$5,707.75
33	\$ 27.66	\$4,813.19	\$ 29.04	\$5,053.67	\$ 30.50	\$5,306.33	\$ 32.02	\$5,571.55	\$ 33.62	\$5,850.24
34	\$ 28.35	\$4,933.52	\$ 29.77	\$5,179.91	\$ 31.26	\$5,438.86	\$ 32.82	\$5,710.89	\$ 34.46	\$5,996.41
35	\$ 29.06	\$5,056.62	\$ 30.51	\$5,309.47	\$ 32.04	\$5,575.06	\$ 33.64	\$5,853.75	\$ 35.32	\$6,146.46
36	\$ 29.79	\$5,183.24	\$ 31.28	\$5,442.36	\$ 32.84	\$5,714.40	\$ 34.48	\$6,000.10	\$ 36.21	\$6,300.20
37	\$ 30.53	\$5,312.61	\$ 32.06	\$5,578.38	\$ 33.66	\$5,857.25	\$ 35.35	\$6,150.15	\$ 37.11	\$6,457.64
38	\$ 31.30	\$5,445.50	\$ 32.86	\$5,717.72	\$ 34.50	\$6,003.62	\$ 36.23	\$6,303.89	\$ 38.04	\$6,619.13
39	\$ 32.08	\$5,581.70	\$ 33.68	\$5,860.76	\$ 35.37	\$6,153.84	\$ 37.14	\$6,461.51	\$ 38.99	\$6,784.67
40	\$ 32.88	\$5,721.24	\$ 34.52	\$6,007.12	\$ 36.25	\$6,307.58	\$ 38.06	\$6,623.00	\$ 39.97	\$6,954.11

Longevity	
Beginning with year	Percent of Monthly Base Salary
6 to 10	1.50%
11 to 15	2.00%
16 to 20	2.50%
21 to 25	3.50%
26 to 30	4.50%
31 and greater	5.00%

Professional Growth	
Increment	Annual Amount
1	\$150.00
2	\$300.00
3	\$450.00
4	\$600.00
5	\$750.00
6	\$900.00
7	\$1,050.00
8	\$1,200.00
9	\$1,350.00
10	\$1,500.00

*[Handwritten signatures and initials in blue ink, including "MAD", "JW", "PT", and "M"]*

**AUTO ALLOWANCE ADJUSTMENT**  
**ASSISTANT SUPERINTENDENT OF BUSINESS SERVICES**

The Santa Maria Joint Union High School District Board of Education approves the adjustment of the auto allowance for the Assistant Superintendent of Business Services pursuant to the Agreement dated June 11, 2014 Section III, B (4).

The automobile allowance shall be increased to three hundred fifty dollars (\$350) each month. The purpose of this adjustment is to provide parity amongst the districts' Assistant Superintendent's compensation.

The effective date of the adjustment shall be July 1, 2015.

By authorization of the Board of Education, Yolanda Ortiz shall be provided the aforementioned adjustment to the auto allowance.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2015

\_\_\_\_\_  
Mr. Tognazzini, Board President

\_\_\_\_\_  
Dr. Garvin, Board Clerk

\_\_\_\_\_  
Dr. Karamitsos, Board Member

\_\_\_\_\_  
Ms. Perez, Board Member

\_\_\_\_\_  
Mr. Palera, Board Member



SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT  
AGREEMENT for SERVICES of  
ASSISTANT SUPERINTENDENT of HUMAN RESOURCES

This Agreement for Services as Assistant Superintendent of Human Resources, for the Santa Maria Joint Union High School District (hereinafter referred to as "District") is made and entered into on June 9, 2015 by and between the Board of Education of the Santa Maria Joint Union High School District (hereinafter referred to as the "Board"), and Tracy Marsh, (hereinafter referred to as the "Assistant Superintendent"). The term "Agreement" refers to this Agreement. The Board and the Assistant Superintendent, for consideration herein specified, agree as follows:

I. TERM OF AGREEMENT

The Board, in consideration of the promises herein contained, hereby offers, and the Assistant Superintendent hereby accepts, employment as Assistant Superintendent for a term commencing July 1, 2015 and ending June 30, 2018, subject to the terms and conditions hereinafter set forth. The Assistant Superintendent shall also have employment status as a permanent, certificated, non-administrative teaching employee of the District.

II. DUTIES AND RESPONSIBILITIES OF ASSISTANT SUPERINTENDENT

The Assistant Superintendent shall have charge of the administration of the Human Resources of the District as listed in the job description, under the direction of the Superintendent.

III. COMPENSATION

A. SALARY

The annual base salary of the Assistant Superintendent shall be one hundred and fifty thousand, three hundred thirty-five dollars and forty cents (\$150,335.40), payable in twelve (12) equal monthly installments. This amount does not reflect an increase that may be granted to certificated management for 2015-16. The Assistant Superintendent shall receive the same cost of living increase granted to other certificated management during the term of this agreement.

B. BENEFITS

1. The Assistant Superintendent shall be entitled to all benefits applicable to twelve-month management employees as are incident to their employment relationship with the District including but not limited to, twelve (12) days sick leave.
2. The District shall pay the Assistant Superintendent's membership fees of approximately one thousand five hundred dollars (\$1,500) to appropriate

state, national, or local organizations at the Superintendent's discretion. Payment shall be made on a reimbursement basis.

3. The Assistant Superintendent shall render twelve (12) months of full and regular service during each year of the term of this Agreement. He shall receive all the paid holidays that certificated twelve (12) month management employees receive. In addition, the Assistant Superintendent shall be entitled to twenty-four (24) working days vacation per year with full pay during the term of this Agreement or any extensions thereof. Vacation must be taken in the year it is provided, except that paid vacation days may be accrued; however, the total number of accrued vacation days may not exceed thirty-six (36) days during the term of this Agreement or extensions/renewals thereof. Any vacation days in excess of thirty-six (36) as of May 31<sup>st</sup> of each year shall be paid on or before the end of that fiscal year. If this Agreement is terminated or expires before the earned vacation has been taken, the Assistant Superintendent shall be entitled to receive compensation, at the rate when the vacation was earned, for all accumulated and current vacation that has not been used.
4. Automobile allowances. The District shall provide the Assistant Superintendent an automobile allowance of three hundred fifty dollars (\$350) each month which may be adjusted annually at the option of the Board.
5. The District shall pay the Assistant Superintendent all actual and reasonable expenses incurred in the performance of his duties.

#### IV CHANGES IN AGREEMENT

- A. This Agreement may be changed or terminated by the mutual consent of the parties hereto in the manner provided for in Education Code Section 35031.
- B. This Agreement may be amended by Addendum in writing by mutual consent of the Assistant Superintendent and the Board at any time during the period of this Agreement. Each party shall give the other party sixty (60) days notice of any proposed amendment.
- C. Should the Assistant Superintendent become a candidate for employment elsewhere during the term of this Agreement, he shall indicate to the Board his intention to do so before he formally interviews, and the reasons for taking such action.
- D. The failure of the Assistant Superintendent to follow the procedure set forth in (C) above, relative to employment elsewhere, shall be deemed to be a material breach of this Agreement, and the Board may then terminate this Agreement with the Assistant Superintendent upon at least ninety (90) days written notice.

V. TERMINATION OF AGREEMENT

This employment Agreement may be terminated by:

- A. Mutual agreement of the parties;
- B. Retirement or death of the Assistant Superintendent;
- C. Application of Paragraph IV (D) above;
- D. Disability of the Assistant Superintendent. This Agreement may be terminated by the Board of the Assistant Superintendent is unable to serve in his position due to physical and/or mental condition, provided (i) there has been an expiration of the sick leave entitlement as provided by statute and policies, and (ii) a written evaluation by a mutually agreed upon licensed physician concludes that the Assistant Superintendent is unable to provide further service in his position of employment. If the two parties fail, in good faith, to agree upon a physician within two weeks after notice by the Board of its intention to seek termination for disability, the Board shall appoint a physician. Failure of the Assistant Superintendent to submit to a physical examination, as directed by the Board, shall constitute a breach of contract;

VI. TERMINATION NOT FOR CAUSE

The District may terminate this Agreement without cause by giving forty-five (45) days notice to the Assistant Superintendent. If so terminated, the amount paid to the Assistant Superintendent shall not exceed an amount equal to the monthly salary of the Assistant Superintendent multiplied by the number of months left on the unexpired term of the Agreement. However, if the unexpired term of the Agreement is greater than twelve (12) months, the maximum cash settlement shall be an amount equal to the monthly salary of the Assistant Superintendent multiplied by twelve (12) (Cal. Gov. Code §53260).

VII GENERAL PROVISIONS

This Agreement is subject to (1) all applicable laws of the State of California; (2) the rules and regulations of the State Board of Education; and, (3) the rules and regulations of the District. Said laws, rules, regulations, and policies are hereby made a part of the terms and conditions of this Agreement as though fully set forth herein.

If, during the term of this Agreement, it is found that a specific clause of the Agreement is illegal under federal or state law, the remainder of the Agreement not affected by such a ruling shall remain in force.

This Agreement constitutes the full and complete understanding between the parties hereto, and its terms may be changed or modified only in writing, signed by the parties or their successors in interests to this Agreement.

IN WITNESS HEREOF, we affix our signatures to this Agreement this 9<sup>th</sup> day of June 2015 in Santa Maria, California

BOARD OF EDUCATION  
of the  
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

By: \_\_\_\_\_  
Assistant Superintendent

By: \_\_\_\_\_  
Board President

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT  
AGREEMENT for SERVICES of  
ASSISTANT SUPERINTENDENT of CURRICULUM & INSTRUCTION

This Agreement for Services as Assistant Superintendent of Curriculum and Instruction, for the Santa Maria Joint Union High School District (hereinafter referred to as "District") is made and entered into on June 9, 2015 by and between the Board of Education of the Santa Maria Joint Union High School District (hereinafter referred to as the "Board"), and John S. Davis, (hereinafter referred to as the "Assistant Superintendent"). The term "Agreement" refers to this Agreement. The Board and the Assistant Superintendent, for consideration herein specified, agree as follows:

I. TERM OF AGREEMENT

The Board, in consideration of the promises herein contained, hereby offers, and the Assistant Superintendent hereby accepts, employment as Assistant Superintendent for a term commencing July 1, 2015 and ending June 30, 2018, subject to the terms and conditions hereinafter set forth. The Assistant Superintendent shall also have employment status as a permanent, certificated, non-administrative teaching employee of the District.

II. DUTIES AND RESPONSIBILITIES OF ASSISTANT SUPERINTENDENT

The Assistant Superintendent shall have charge of the administration of the Curriculum and Instruction of the District as listed in the job description, under the direction of the Superintendent.

III. COMPENSATION

A. SALARY

The annual base salary of the Assistant Superintendent shall be one hundred and fifty thousand, three hundred thirty-five dollars and forty cents (\$150,335.40), payable in twelve (12) equal monthly installments. This amount does not reflect an increase that may be granted to certificated management for 2015-16. The Assistant Superintendent shall receive the same cost of living increase granted to other certificated management during the term of this agreement.

B. BENEFITS

1. The Assistant Superintendent shall be entitled to all benefits applicable to twelve-month management employees as are incident to their employment relationship with the District including but not limited to, twelve (12) days sick leave.
2. The District shall pay the Assistant Superintendent's membership fees of approximately one thousand five hundred dollars (\$1,500) to appropriate



state, national, or local organizations at the Superintendent's discretion. Payment shall be made on a reimbursement basis.

3. The Assistant Superintendent shall render twelve (12) months of full and regular service during each year of the term of this Agreement. He shall receive all the paid holidays that certificated twelve (12) month management employees receive. In addition, the Assistant Superintendent shall be entitled to twenty-four (24) working days vacation per year with full pay during the term of this Agreement or any extensions thereof. Vacation must be taken in the year it is provided, except that paid vacation days may be accrued; however, the total number of accrued vacation days may not exceed thirty-six (36) days during the term of this Agreement or extensions/renewals thereof. Any vacation days in excess of thirty-six (36) as of May 31<sup>st</sup> of each year shall be paid on or before the end of that fiscal year. If this Agreement is terminated or expires before the earned vacation has been taken, the Assistant Superintendent shall be entitled to receive compensation, at the rate when the vacation was earned, for all accumulated and current vacation that has not been used.
4. Automobile allowances. The District shall provide the Assistant Superintendent an automobile allowance of three hundred fifty dollars (\$350) each month which may be adjusted annually at the option of the Board.
5. The District shall pay the Assistant Superintendent all actual and reasonable expenses incurred in the performance of his duties.

#### IV CHANGES IN AGREEMENT

- A. This Agreement may be changed or terminated by the mutual consent of the parties hereto in the manner provided for in Education Code Section 35031.
- B. This Agreement may be amended by Addendum in writing by mutual consent of the Assistant Superintendent and the Board at any time during the period of this Agreement. Each party shall give the other party sixty (60) days notice of any proposed amendment.
- C. Should the Assistant Superintendent become a candidate for employment elsewhere during the term of this Agreement, he shall indicate to the Board his intention to do so before he formally interviews, and the reasons for taking such action.
- D. The failure of the Assistant Superintendent to follow the procedure set forth in (C) above, relative to employment elsewhere, shall be deemed to be a material breach of this Agreement, and the Board may then terminate this Agreement with the Assistant Superintendent upon at least ninety (90) days written notice.



V. TERMINATION OF AGREEMENT

This employment Agreement may be terminated by:

- A. Mutual agreement of the parties;
- B. Retirement or death of the Assistant Superintendent;
- C. Application of Paragraph IV (D) above;
- D. Disability of the Assistant Superintendent. This Agreement may be terminated by the Board of the Assistant Superintendent is unable to serve in his position due to physical and/or mental condition, provided (i) there has been an expiration of the sick leave entitlement as provided by statute and policies, and (ii) a written evaluation by a mutually agreed upon licensed physician concludes that the Assistant Superintendent is unable to provide further service in his position of employment. If the two parties fail, in good faith, to agree upon a physician within two weeks after notice by the Board of its intention to seek termination for disability, the Board shall appoint a physician. Failure of the Assistant Superintendent to submit to a physical examination, as directed by the Board, shall constitute a breach of contract;

VI. TERMINATION NOT FOR CAUSE

The District may terminate this Agreement without cause by giving forty-five (45) days notice to the Assistant Superintendent. If so terminated, the amount paid to the Assistant Superintendent shall not exceed an amount equal to the monthly salary of the Assistant Superintendent multiplied by the number of months left on the unexpired term of the Agreement. However, if the unexpired term of the Agreement is greater than twelve (12) months, the maximum cash settlement shall be an amount equal to the monthly salary of the Assistant Superintendent multiplied by twelve (12) (Cal. Gov. Code §53260).

VII GENERAL PROVISIONS

This Agreement is subject to (1) all applicable laws of the State of California; (2) the rules and regulations of the State Board of Education; and, (3) the rules and regulations of the District. Said laws, rules, regulations, and policies are hereby made a part of the terms and conditions of this Agreement as though fully set forth herein.

If, during the term of this Agreement, it is found that a specific clause of the Agreement is illegal under federal or state law, the remainder of the Agreement not affected by such a ruling shall remain in force.

This Agreement constitutes the full and complete understanding between the parties hereto, and its terms may be changed or modified only in writing, signed by the parties or their successors in interests to this Agreement.

IN WITNESS HEREOF, we affix our signatures to this Agreement this 9<sup>th</sup> day of June 2015 in Santa Maria, California

BOARD OF EDUCATION  
of the  
SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

By: \_\_\_\_\_  
Assistant Superintendent

By: \_\_\_\_\_  
Board President

**Bargaining Unit Member Proposal** **May 12, 2015**  
**Details will be ready upon negotiations or per request. We will be providing the entire Appendix in the FA proposal.**

**Article 1 Preamble and Recognition**

The FA believes that the best bargaining is interest-based.

**Article 2 Compensation**

We are asking for a fair COLA and for salaries and benefits that will allow our district to attract the best new teachers.

Reminders: stipend for Mock Trial, ECC will meet to consider new coaching stipends, nurse may receive more days, consider increase in DC stipends

**Article 3 Joint Councils**

FA would like to increase teacher voice on the joint councils.

**Article 4 Hours**

FA is asking for teacher input and flexibility when it comes to hours (prep. Period) and voting on bell schedules.

**Article 6 Leaves**

We would like to strengthen the in lieu program and also insure that members have adequate sick and bereavement benefits.

**Article 8 Peer Assistance and Review**

The Association wants all teachers to have as much support as they need to be successful in the classroom.

## **Article 10 General Terms and Conditions of Employment**

FA would like to make sure our members work in pleasant environments that are free of bullying and intimidation.

## **Article 11 Classroom Aides and Student Teachers**

We would like to guarantee that students in special ed. classes get constant, continuous support.

## **Article 12 Shared Decision Making**

Place the by-laws created by the SDM Oversight Committee in the contract.

## **Article 15 Hiring Ratio**

Since our students come first, we want to guarantee their ability to get the best possible education by optimizing the student/teacher ratio.

## **Article 16 Conclusion**

The FA would like the option to negotiate issues if needed during the life of the contract.

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### **Desired:**

The FA wants the DO to review and look at hiring more LVN's or nurses. However, until then take a look at giving more time for our one and only nurse that serves the district and has worked since the loss of two LVN's for an entire year.

### **Activated:**

The FA wants to activate the Extra Compensation Committee to review stipends.

This is a three member Committee: two FA members and the H.R. person. We have our two members ready to look into this.