

MEMORANDUM OF UNDERSTANDING

BETWEEN THE SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT AND THE SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT FACULTY ASSOCIATION

The Santa Maria Joint Union High School District ("District") and the Santa Maria Joint Union High School District Faculty Association ("FA"), collectively "the Parties" reached a tentative agreement on successor negotiations on September 17, 2021 ("TA"). Part of that TA includes new language in the Collective Bargaining Agreement ("CBA") accepting up to 10 years of prior service, allowing the new employee to be placed up to Step 11 on the salary schedule for verified service that meets the identified criteria. The Parties wish to provide the similar credit for prior service to current employees hired within the past five school years (on or after July 1, 2016.)

Therefore, the parties agree to the following:

- 1. This MOU shall only apply if the TA is ratified by the District's Governing Board and the FA.
2. An "Eligible unit member" is a unit member initially employed by the District in a probationary certificated position for employment beginning on or after August 1, 2016.
3. Eligible employees may be credited on a year-for-year basis up to five (5) additional years of prior service.
4. For credit as prior experience, a year of experience shall represent no less than seventy-five percent (75%) of the days of required service for one given year. Experience shall be within the last fifteen (15) years.
5. The following Association bargaining unit members shall be moved to the indicated step on the Certificated Salary Schedule:

Table with 4 columns: Unit Member, New Step, Unit Member, New Step. Lists 28 unit members and their corresponding new steps.

- 6. Unit members who are not included in this MOU, but believe they are eligible for inclusion shall submit a request to Human Resources for review as soon as possible.
7. Unit members moved to a new step shall receive a notification of updated salary placement on or before December 1, 2021.
8. Any placement shall be effective July 1, 2021.
9. If there is any dispute as to placement, the unit member must report the dispute to the Assistant Superintendent of Human Resources. The Assistant Superintendent of Human Resources shall make the decision as to whether prior years of service have been properly verified.
10. This MOU is not precedent setting and shall not constitute a binding practice between the parties.
11. By signing below, the Parties warrant that they are authorized to execute this MOU on behalf of their principals.

Dated this 17th day of September 2021.

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT

SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT FACULTY ASSOCIATION

Handwritten signature of Kevin Platt, Assistant Superintendent Human Resources

Handwritten signature of Matt Provost, President