

Memorandum of Understanding
between the
Santa Maria Joint Union High School District Faculty Association
and the
Santa Maria Joint Union High School
District
Regarding an Additional Salary Increase in the 2022-2023 School Year

The Santa Maria Joint Union High School District (“District”) and the Santa Maria Joint Union High School District Faculty Association (“FA”) (collectively “the Parties”) are parties to an existing Collective Bargaining Agreement effective until June 30, 2024 (“Agreement”). Since that Agreement, the financial outlook in California has improved and the District is in a very unique and unprecedented position to provide an additional compensation increase and one-time payment in the 2022-23 school year. Given this unique situation, the Parties fully recognize that there is no obligation to bargain during the term of the existing agreement and that this Memorandum of Understanding (“MOU”) is not precedent setting and shall not evidence a binding practice between the Parties.


The Parties agree to the following terms:

1. The 2021-2022 certificated salary schedule will be increased by 6.56% effective July 1, 2022.
2. A one-time, off-schedule payment equal to 3% of each eligible unit member’s annual base salary based on the updated salary schedule as identified in Paragraph 1. Unit members must be in paid status at least 30 calendar days prior to the payment and in active status on the day of board approval in order to be eligible to receive the payment.
3. The District and the FA agree that nothing in this agreement alters the term of the existing collective bargaining agreement nor is this agreement intended to open or “unzip” the existing collective bargaining agreement which, by its express terms, is closed, except for agreed upon reopeners, through June 30, 2024. There is no existing obligation to engage in negotiations during the term of the existing agreement except as delineated in the Agreement.
4. This MOU is not precedent setting and shall not constitute a binding practice between the parties.
5. Upon a vote of ratification by the Board of Education, the terms of this MOU shall be implemented.
6. The undersigned represent that they are authorized to enter into this MOU.

Date: 10/31/22

Matt Provost
Santa Maria Joint Union High School District FA

Date: 10/24/22



Kevin Platt
Santa Maria Joint Union High School District