GENERAL FUNCTIONS

1. Call to order

The meeting was called to order at 12:05 p.m. by Committee Chair Carty.

2. Public comments

None.

DISCUSSION ITEM

3. Salary adjustment for represented employees, non-represented employees, and management employees

In 2020, SBCEO settled on negotiated salary increases for all employees, including our two bargaining units: Santa Barbara County Education Association (SBCEA - certificated employees) and California School Employees Association (CSEA - classified employees).

The negotiated salary increases were for a period of 3 fiscal years:
2021-22: + 3.5%
2022-23: + 1.0%
2023-24: 0%
After 9 years without increases to SBCEO’s Local Control Funding Formula ("flat funded" status), the state modified its funding formula this year. Beginning in 2022-2023, SBCEO will realize an increase in the LCFF base.

SBCEO, SBCEA, and CSEA have drafted Memoranda of Understanding (MOUs) to add an additional 4% for 2022-2023 (retroactive to July 1, 2022) and for 2023-2024. The MOUs were attached and were included in the board packet in November. We expect to begin negotiations for a new, three-year term sometime in 2023-2024.

SBCEO staff presented the Board Salary Committee with data and information related to 4% increases across all employee groups at SBCEO.

Information included:
- Memoranda of Understanding (MOUs) with SBCEA and CSEA for salary changes only for 2022-23 and 2023-24
- The cost to SBCEO for the salary increases for 2023-23 and 2023-24
- Recent adjustments made to classified and certificated salary schedules and health benefits
- 2022-23 adjustments for management and assistant superintendent salary schedules
- Comparisons to other county offices of education, school districts, and county positions

**ACTION ITEM**

4. Salary adjustment for the county superintendent of schools

The committee approved recommending the full board, at the December 9, 2022 board meeting, approve a retroactive increase (to July 1, 2022) to the current base salary of the county superintendent of schools making the salary $273,168 for 2022-23.

MOVED: Mr. Porter  SECONDED: Mrs. Daane  VOTE: Passed 3-0

**ADJOURNMENT**

5. Adjourn

The meeting was adjourned at 1:19 p.m.