



**SANTA BARBARA COUNTY BOARD OF EDUCATION
SALARY COMMITTEE**

4400 Cathedral Oaks Road
Santa Barbara, CA 93110

MEETING

October 27, 2022 – 12:00 p.m.

MINUTES

UNAPPROVED

In Attendance: Marybeth Carty, Maggi Daane, Bruce Porter, Susan Salcido, Mari Baptista, Nicole Evenson, Bill Ridgeway, Anna Freedland

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.