

Memorandum of Understanding Between
Santa Maria-Bonita School District And
Santa Maria Elementary Educators Association
Regarding Acceptance of Years of Service
2024-2025

The Santa Maria-Bonita School District ("District") and the Santa Maria Elementary Education Association ("Association"), collectively the "Parties," enter into this Memorandum of Understanding ("MOU") regarding allowing additional years of service, based on the following:

Whereas, the parties share a desire to effectively recruit and retain the widest range of qualified certificated candidates for the purposes of educating its students and supporting the educational program;

Whereas, the parties understand that there is an ongoing significant shortage of qualified certificated candidates;

Whereas, the parties understand that by accepting all years of verified and relevant certificated public school prior experience would allow the District to recruit and retain experienced and qualified candidates to serve the students in our District.

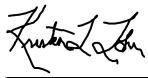
NOW, THEREFORE, the parties hereto agree as follows:

1. To accept all years of verified and relevant certificated public school prior experience to determine placement on all of the certificated salary schedules (e.g., teacher; psychologist; etc.)
 - a. For School Nurses, all verified Registered Nurse (RN) experience will determine placement on the Nurse Salary Schedule.
2. Current employees who were hired by SMBSD prior to the recruitment for the 2023-2024 school year will be afforded the opportunity to have their previous verified and relevant certificated public school/non-SMBSD years of service (for school nurses, relevant and verified Registered Nurse (RN) experience) applied at the start of the 2023-2024 school year.
3. Members whose salary schedules have been adjusted shall receive payment reflecting the adjusted schedules retroactive to July 1, 2023.

4. This Memorandum of Understanding would effectively change the language on all salary schedules in the current 2023-2026 Collective Bargaining Agreement, and all successor Collective Bargaining Agreement salary schedules, starting with the 2023-2024 school year.

Executed by the parties, on January 15, 2025.

For the Association:



Kristen Lohr, SMEEA President

01/15/2025

Date _____

For the District:



Pete Bland, Assistant Superintendent HR

01/28/2025

Date _____