

Memorandum of Understanding
Between The
Santa Maria-Bonita School District
And The
Santa Maria Elementary Education Association
Regarding Alternative Extra Pay Arrangements for Specialized Training at Literacy Lab
Sites, for Comprehensive Support and Improvement (CSI) Sites and for Sites Electing
Specific Specialized Training

The Santa Maria-Bonita School District ("District") and the Santa Maria Elementary Education Association ("Association"), collectively the "Parties," enter into this mutually agreeable memorandum of understanding.

Literacy Lab sites, the CSI Site using LETRS for their plan for improvement, and the CSI Site using WestEd training and support for their plan for improvement, for their participation in the specific training outlined below, shall be compensated for additional time as described below.

The three (3) Literacy Lab sites who have received the State Literacy Grant are:

- Arellanes Elementary
- Bruce
- Sanchez

The one (1) CSI Site using LETRS and WestEd for their plan for improvement is:

- Taylor

The one (1) CSI Site using WestEd training only for their plan for improvement is:

- Arellanes Junior High

The two (2) Sites using WestEd training training only based on site leadership team decisions are:

- Miller

- Libbon

The funds used to provide for this alternative pay rate and bonus (if applicable) are paid out of the State Literacy Specialist Grant awarded to the three (3) elementary sites exclusively, the two (2) CSI sites and the two (2) leadership team election sites are using a combination of CSI funds and ESSR funds to provide funds for the alternative pay rate.

The District and the Association agree to the following:

1. Association Member participation in non-work day training is optional.
2. The alternative pay rate is calculated at the staff member's per diem rate.
3. Staff members at the Literacy Lab sites only: the CSI Site using LETRS and WestEd training and support for their plan for improvement, the CSI Site using WestEd training and support only for their plan for improvement, and the sites electing to use WestEd training and support only may be compensated at their daily per diem rate, for their attendance and participation, for up to eight (8) Saturday LETRS training sessions over two (2) school years; 2024-2025 and 2025-2026, including any equivalent makeup days and/or times, as well as any WestEd specific training sessions that are scheduled on days that occur outside of the regular school year calendar over the two (2) school years; 2024-2025 and 2025-2026.
4. Staff members at the Literacy Lab sites only are also eligible for a bonus of \$1,500 to be paid over two (2) years as an acknowledgement for obtaining the LETRS certification. This bonus of up to \$1,500 will be paid in two (2) installments of \$750 at the end of the 2024-2025 school year and \$750 at the end of the 2025-2026 school year. Eligibility for this bonus is contingent upon full day attendance and participation at all Saturday sessions that occur during the school year (4 per year, over 2 years) including any makeup and/or equivalent days/times, and completion of the reading, training modules, and bridge to practice activities.
 - a. Completion of all required training listed for 2024-2025 will be compensated with an additional bonus of \$750, as stated above.
 - b. Completion of all required training listed for 2025-2026 will be compensated with an additional bonus of \$750, as stated above.

5. Literacy Lab sites (AES, Bruce, Sanchez), CSI site (Taylor) using WestEd training and support as their plan for improvement and Instructional Leadership (ILT) Team member attendance and participation at the three (3) PLC training sessions provided by WestEd in August 2024, will be compensated at the daily per diem rate for up to three (3) days.
6. The Leadership Team at Arellanes Junior High, a CSI site using WestEd training and support will participate in WestEd led training that will occur outside of the regular work year calendar. Leadership team members will be paid at the per diem rate for their attendance at these meetings. There will be one (1) training date in June and two (2) training dates in August 2024.
7. The Leadership Teams at Libbon and Miller whose leadership teams have elected to use WestEd training and support will participate in WestEd led training that will occur outside of the regular work year calendar. Leadership team members will be paid at the per diem rate for their attendance at these meetings. There will be three (3) training dates in August 2024.

All components of the current Collective Bargaining Agreement between the Association and District not addressed by the terms of this agreement shall remain in full effect. This Agreement is non-precedent setting. The Parties agree that this Agreement is exclusive to the specific training outlined above. The Parties represent that they have read and understand the terms of this Agreement and are authorized to execute this Agreement.

This MOU will expire on June 30, 2026.

 06/19/2024

Kristen Lohr, SMEEA President
For the Association

 09/26/2024

Peter Bland, Asst Supt HR
For the District