

**TENTATIVE AGREEMENT BETWEEN  
Santa Maria Elementary Education Association  
AND THE  
SANTA MARIA-BONITA SCHOOL DISTRICT**

**Regarding Financial Settlement**

The Santa Maria Elementary Education Association (hereinafter "SMEEA"), and the Santa Maria-Bonita School District (hereinafter "District") have agreed to the following:

**Financial Settlement**

1. All sections of the contract subject to reopening for the 2024-25 contract year that have not been resolved through a tentative agreement are now considered finalized and closed by both parties.
2. Reopeners for the 2025-26 year will be sunshined by both parties as soon as practicable and to maintain dates already identified by both teams.
3. Both parties have agreed to a financial settlement of 1% ongoing and 1% one-time, as follows:
  - a. The salary schedule will be increased by 1% ongoing, retroactive to July 1, 2024.
  - b. The cost of 1% will be equally distributed as a one-time flat bonus of \$1,300 per member.
4. This settlement agreement applies to all bargaining unit members actively employed at the time of ratification by SMEEA and the School Board.

Should the District and CSEA reach an agreement on salary and/or benefits (Total Compensation) which is better than the tentatively agreed upon Salary (Article 15) and/or Benefits (Article 14), SMEEA and the District will negotiate a proportionate share of that agreement.

Closed Contract: The Parties tentatively agree that all articles of the entire Agreement are closed for the 2024-25 school year.

This Tentative Agreement completes all negotiations between the Parties for the 2024-25 school year.

SANTA MARIA-BONITA SCHOOL DISTRICT

By: Pete Bland  
Pete Bland, Assistant Superintendent

08/23/2024  
Date \_\_\_\_\_

SMEEA

By: Jonathan Beyea  
Jonathan Beyea, SMEEA Negotiations Chair

08/23/2024  
Date \_\_\_\_\_