APPROVED FOR PROCESSING
BY SUPERINTENDENT'S OFFICE
1/20/26 Date — Signature

TITLE: APPROVAL OF AB1200 DISCLOSURE FOR TENTATIVE NEGOTIATED SALARY SETTLEMENT AGREEMENT WITH SIMI EDUCATORS ASSOCIATION (SEA)

Personnel Services
Action #2

January 20, 2026

Prepared by: Julie Ellis, Assistant Superintendent
Personnel Services

Background Information

In accordance with AB1200, the financial impact of the tentative salary settlement agreements with the Simi Educators Association (SEA) must be publicly disclosed. The details for the financial impact of the agreements, the proposed salary increases and their associated costs including the district's ability to meet its financial obligations are included.

The terms of the agreements are outlined as follows. The tentative agreement with Simi Educators Association (SEA) provides a 2% on-schedule salary increase retroactive to July 1, 2025 as well as a 1% one-time off-schedule payment. Certificated employees, certificated and classified management, confidential and unrepresented employee groups will receive the salary increase and off schedule payment. The salary increase excludes contracted certificated management.

Fiscal Analysis

The estimated cost of this augmentation for the 2025-2026 school year, including statutory benefits is $3,749,317.

Recommendation

It is recommended that the Board of Education approve the tentative agreement with Simi Educators Association (SEA) for a 2% on-schedule salary increase retroactive to July 1, 2025 as well as a 1% one-time off-schedule payment. This recommendation is inclusive of certificated employees, certificated and classified management, confidential and unrepresented employee groups.

On motion # 97 of Trustee Jubran, seconded by Trustee Smollen, and carried by a vote of 5/0 the Board of Education approved by roll-call vote, the tentative agreement with Simi Educators Association (SEA) for a 2% on-schedule salary increase retroactive to July 1, 2025 as well as a 1% one-time off-schedule payment.

Ayes: Jamar Resnick Pietrolungo Jubran Smollen Noes: 0 Abstain: 0 Absent: 0