

Tentative Agreement
Between
The Santa Barbara Unified School District
And
The Santa Barbara Teachers Association
January 29, 2026

Article III - Rights and Obligations

1.5 SBTA will be given 30 minutes to meet with new teachers during orientation at a time that is mutually agreed upon by both parties. On each of the three (3) designated professional development days (August prior to the start of the school year, Fall Professional Development, and Spring Professional Development), AND if these days are part of the work calendar, SBTA shall be allocated District space after the end of District-scheduled programming for that workday, or during lunch to conduct general membership meetings and meet with bargaining unit members regarding association business. Upon SBTA's request, the District will provide SBTA with a schedule of events for these three (3) designated professional development days. Upon SBTA's request and timely notice of SBTA meeting time and location, the District will include those details in its communication regarding the professional development day agenda.

Tentative Agreement
Between
The Santa Barbara Unified School District
And
The Santa Barbara Teachers Association
May 11, 2026

Article X - Class Size

Section 1. Class Size Averages - Secondary

1.1 The District shall provide faculty at the campus level so that the max teacher caseload is ninety (90) in a 4x4 block, and one hundred and fifty (150) for a six period schedule. A class size maximum of thirty five (35) will apply to the core subject areas of math, English, social studies and science.

1.1.1 Intervention period classes at all secondary sites shall not be used in the average calculation of students per teacher referred to in Section 1.1

1.1.2 Intervention period classes at all secondary sites shall not exceed 35 students per teacher.

1.2 All non-core classes except those mentioned in Article X section 5, 6 & 7 shall need teacher approval to exceed class size limits in section 1.1.

1.3 *If the District and member mutually agree, the caseload maximums referenced in Sections 1.1 may be exceeded, in which case the teacher shall receive the following compensation for each student above the established maximum.*

- 2 Term Course - \$1,000
- 1 Term Course - \$500

High School /Jr High Year Long Schedule

- Semester Course - \$1000
- Quarter Course - \$500

Compensation shall be determined by the following: any student over the caseload for more than 25 school days in any quarter/term shall be counted,

Probationary teachers shall not be eligible to take on students above the established maximum.

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January 29, 2026

Article VI - HOURS/CONDITIONS

1.7.1 Elementary school sites may schedule the equivalent of one minimum day per month as determined by the site. Additional time must be added to all other school days so that instructional minutes for the year remain unchanged. This minimum day is to be used by teachers for planning and preparation and shall be teacher directed. Teachers will not be required to attend meetings or professional learning nor be given duties or assignments during this planning and preparation time. Teachers may choose to use the time to collaboratively plan and meet. School sites may choose via secret ballot to schedule one day per week with fewer instructional minutes as determined by the site. This ballot shall be written by SBTA and the administration and requires a 70% approval. If necessary, additional time during this shorter day is to be used by teachers for planning and preparation and shall be teacher directed.

1.7.2 Early Education school staff will meet regularly once a month for Staff meetings, and once a month for either a Cohort Team Meeting or Early Education District PLC as necessary to meet state professional development requirements.

Monthly Staff Meetings:

Early Education staff shall participate in monthly staff meetings and administration may schedule them in person or ~~held~~ virtually. If held virtually, the meetings shall begin no later than fifteen (15) minutes after class has ended and end at 4:00. If held in person, the meetings shall begin no later than thirty (30) minutes after class has ended and end at 4:30. Teachers in attendance at staff meetings who extend

beyond the 8-hour work day shall be compensated at the teacher non-student hourly rate.

Tentative Agreement
Between
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And
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November 14, 2025

ARTICLE VI - HOURS/CONDITIONS

SECTION 6. CALENDAR

The end of the semester/trimester no matter when it falls will be an early release minimum day. Future calendar decisions shall be made by August 31, one year prior to implementation. If no agreement is reached the current calendar will be extended to the following year.

The unit member work year is a mandatory subject of negotiations.

The parties agree to negotiate the work year calendar on a two-year cycle to be implemented as follows. Beginning with Spring 2026, if either party elects to reopen this section (Article VI, Section 6), it will be for the subsequent two school years (*e.g.*, 2027/2028 and 2028/2029).

Agreement shall be reached by August 31, one year prior to the expiration of the current two-year calendar agreement. If no agreement is reached by August 31 or there is not a requested reopener, then the current calendar shall be extended to maintain a two-year term.

If a party elects to reopen this section, they shall submit an official proposal which shall be subject to the public notice process. Any reopening of this section shall not be counted toward the number of Articles that party is otherwise permitted to open during the current contract year.

The end of the semester/trimester no matter when it falls will be an early release minimum day.

Each bargaining team shall elect its own team consisting of 3-5 members to represent its interests during calendar negotiations.

Tentative Agreement Between
The Santa Barbara
Unified School District And
The Santa Barbara Teachers
Association December 15, 2025

Article VI - Hours & Conditions

11.3 Secondary school staff will meet four (4) times per month for a total of 200 minutes during regularly scheduled Staff or PLC times. These meetings shall occur on Thursdays, unless a school has elected a different Staff or PLC Meeting day per 11.3.3. The first dedicated meeting day shall be designated a staff meeting. In months with four (4) available meeting days, the first meeting day shall be used for a Staff meeting and the other three (3) shall be used for PLC meetings, totaling 200 minutes. In months with fewer than four (4) available meeting days there shall be one staff meeting on the first dedicated meeting day of the month and the remaining meeting dates shall be PLCs. In months with five available meeting days, the fifth shall be teacher-directed.

11.3.1 Employees in a secondary singleton PLC may request to meet virtually with out-of-district colleagues who teach the same course.

11.3.2 If any school has a second weekly late start day or early release time, this time shall be teacher directed and will prioritize collaboration with other teachers during this time. Teachers shall be on-site, unless given prior approval from administration.

11.3.3 Under unique circumstances, the District or school site may elect to conduct staff QPLC meetings on a different day. The Principal or the unit members at a site with principal approval may initiate the process to modify the established meeting schedule. The rationale for the proposed change shall be presented to all unit members and admin at the site. Following the presentation, an anonymous vote shall be conducted. If more than 2/3 of the non-iterant unit members at the site approve the proposed change, the meeting schedule may be adjusted accordingly. A list of eligible voting members shall be mutually agreed upon prior to the vote. Unit members will not be asked to vote more than twice in one school year on this issue.

Tentative Agreement
Between
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And
The Santa Barbara Teachers Association
April 21, 2026

ARTICLE VI - HOURS/CONDITIONS

1.7 Each Elementary Grade-Level and Specials Teacher shall be guaranteed a minimum of eight (8) forty-five (45) minute teacher-directed preparation and planning periods per month within the instructional day. In months with fewer than four weeks of student instruction (e.g., August, December, June, months with conference weeks), Elementary Grade-Level and Specials Teacher shall be guaranteed a minimum of two (2) forty-five (45) minute teacher-directed preparation and planning periods per week within the instructional day. In addition, each Elementary Grade-Level and Specials Teacher shall have the fourth early release Wednesday of each month for planning and preparation time. Section 10: Site PLC Leads, District PLC Leads, Department Leads, and School Leadership Team Representatives

10.3 Elementary Site PLC Leads will facilitate up to two (2) PLC meetings per week. Responsibilities include: facilitate collaboration of grade-level PLC; serve as representative to SLT; organize and maintain PLC records and resources; articulate with counterparts at other school sites; serve as representative to ad-hoc district-wide meetings; and manage supplies. See Exhibit F.

10.4 Secondary Site PLC Leads will facilitate three (3) PLC meetings monthly during the regularly scheduled PLC time. Responsibilities include: organize and maintain Site PLC records and resources; articulate with counterparts at other school sites. See Exhibit F.

Section 11. PLC Participation/Special Area Teacher PLC Participation

11.2 Elementary school staff (i.e., Grade-Level Teachers and Specials Teachers) will meet 4 days a month during the scheduled early release time in the following types of meetings, except on regularly scheduled board and federal holidays and during parent conference weeks. A meeting calendar will be created prior to the first day of school.

- One (1) Staff meeting - 75 minutes
- One (1) District PLC (may include meeting virtual, and not to exceed five (5) meetings per year) - 75 minutes. In the months when a District PLC is not held, there will be 60-minute site PLC
- One (1) Site PLC - 60 minutes
- One (1) Teacher Directed On-Site Time - 60 minutes
- In the months with five (5) early release days, there will be one (1) additional Teacher Directed On-Site Time

If a site principal needs to extend the length of the faculty meeting or PLC meetings, they shall consult with the site leadership team at least 24 hours prior to the meeting for approval. Either party may reopen this section from the time of ratification until the expiration of the next contract.

Tentative Agreement
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May 11, 2026

Article IV - Wages

Across all salary schedules and all steps there shall be an increase of \$1500 beginning July 1, 2026. This increase shall apply to the following exhibits: B-6, B-7, B-8, B-9, B-10, B-11, B-12, B-13/14, B-15, B-16, B-18, C, C-1, C-2.

Tentative Agreement Between
The Santa Barbara Unified School District And The Santa Barbara Teachers Association
March 17, 2026

SBTA and SBUSD reach this tentative agreement on the changes to Exhibit B-11 and Exhibit B-13/B-14.

Exhibit B-11 - COUNSELOR AND HIGH SCHOOL LIBRARIAN

Exhibit B-11 reflects 194 days

EXHIBIT B-11*			
2024-25 STEP	Counselors and <u>High School Librarians</u>		
	Base Salary: 194 Days		
	CLASS I	CLASS II	CLASS III
	BA < 45 units	BA + 45 units	BA + 60 units
1	66,856.45	70,148.64	74,532.17
2	69,602.96	72,889.10	77,824.37
3	72,341.93	75,623.49	81,110.50
4	75,080.89	78,365.46	84,404.22
5	77,824.40	81,110.50	87,681.25
6	81,110.50	84,392.08	90,965.83
7	84,404.23	87,678.20	94,256.55
8	87,681.26	90,965.83	98,103.50
9	90,965.83	94,256.55	101,930.76
10	95,188.26	98,483.51	105,770.15
11	95,188.26	98,483.51	110,533.64
12	95,188.26	98,483.51	110,533.64
13	97,053.25	100,350.01	112,397.11
14	97,053.25	100,350.01	112,397.11
15	99,843.87	103,137.58	115,187.73
16	100,230.23	103,652.76	115,960.48
17	100,359.05	103,781.56	116,218.07
18	100,487.84	103,910.33	116,475.67
19	106,558.683	109,870.38	121,979.26
23	110,821.0303	114,265.19	126,858.43

*The salaries listed above are current as of Fall 2025.

Exhibit B-14 - JUNIOR HIGH LIBRARIANS/NURSES

Exhibit B-13/B-14 reflects 190 days.

EXHIBIT B-13/B-14*			
2024-25	Junior High Librarians/Nurses Base Salary: 190 Days		
STEP	CLASS I	CLASS II	CLASS III
	BA < 45 units	BA + 45 units	BA + 60 units
1	65,477.61	68,702.48	72,995.34
2	68,169.53	71,386.04	76,220.21
3	70,851.00	74,065.42	79,436.72
4	73,532.47	76,748.98	82,663.68
5	76,220.21	79,436.72	85,871.83
6	79,436.72	82,651.14	89,090.43
7	82,663.68	85,869.74	92,313.21
8	85,871.83	89,090.43	96,081.48
9	89,090.43	92,313.21	99,828.85
10	93,224.45	96,455.59	103,590.85
11	93,224.45	96,455.59	108,255.73
12	93,224.45	96,455.59	108,255.73
13	95,053.20	98,282.25	110,080.30
14	95,053.20	98,282.25	110,080.30
15	97,786.92	101,009.70	112,814.02
16	98,171.48	101,525.93	113,585.23
17	98,301.06	101,655.51	113,842.30
18	98,428.55	101,785.09	114,099.37
19	104,362.06	107,605.74	119,464.40
23	108,536.54	111,909.97	124,242.98

*The salaries listed above are current as of Fall 2025.