

Memorandum of Understanding
Between
Solana Beach School District (SBSD)
Solana Beach Teachers Association (SBTA)

July 1, 2026

Re: Initial Salary Placement

This Memorandum of Understanding ("MOU") is entered into between the **Solana Beach School District ("District")** and the **Solana Beach Teachers Association ("SBTA")**, collectively referred to as the "Parties."

1. Purpose

The Parties recognize the mutual interest of the District and SBTA in recruiting and retaining highly qualified, trained, and experienced educators to support the District's educational program.

The Parties recognize that the current provisions of the Collective Bargaining Agreement (CBA) provide for recognition of four (4) years of certificated service when determining initial placement on the salary schedule.

The Parties recognize that limiting recognition to four (4) years of certificated service has repeatedly proven to be a barrier to recruiting and hiring experienced staff. Prior agreements between the Parties have previously acknowledged this issue in the CBA, with provisions to accept up to ten (10) years of service credit for Speech-Language Pathologists and Education Specialist positions (20.6.1, 20.6.2).

In addition, the Parties share a mutual interest in providing greater recognition of years of certificated service for all newly hired staff.

2. Salary Placement Exception

Notwithstanding the applicable provisions of the CBA (specifically provision 20.6) concerning initial salary placement, the District and SBTA agree that the District will/shall recognize up to six (6) years of service credit for purposes of an employee's initial placement on the certificated salary schedule for the listed employee(s) numbers below:

Employee Numbers

683118, 682687, 682718, and 682404

Credit granted under this MOU shall establish the employee's initial placement on the District's salary schedule and shall remain part of the employee's salary placement in all subsequent

years. Such credit does not convert prior service with another employer into actual years of employment with the District, nor shall it alter the employee's seniority, leave accrual, or statutory service unless otherwise required by the CBA or applicable law. Nothing in this section shall reduce or impair the employee's eligibility for salary advancement, longevity, or any benefit calculated based on the employee's recognized salary placement.

As stated above, both parties agree that there is a mutual interest in recognizing up to six (6) years of full-time prior elementary public school teaching experience rendered on the basis of a valid regular public-school teaching credential for purposes of salary placement, effective July 1, 2026, for certificated hires whose start date is on or after July 1, 2026.

The Parties agree that CBA provision 20.6, regarding initial salary placement, will be discussed in Negotiations for 2026-27, to enhance the District's recruitment and retention of highly qualified, trained, and experienced educators to support the District's educational program and to establish a more equitable base pay for newly hired certificated staff.

3. No Other Changes

Except as expressly provided in this Agreement, all provisions of the CBA remain unchanged and in full effect.

Nothing in this Agreement shall be construed as modifying any other provision of the CBA or establishing an entitlement to additional salary schedule credit beyond the specific six (6) years authorized by this Agreement.

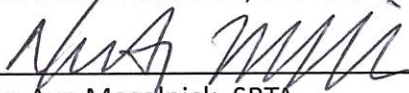
4. Entire Agreement

This Agreement represents the complete and entire understanding of the Parties regarding the subject matter addressed herein. No modification of this Agreement shall be effective unless agreed to in writing and signed by authorized representatives of both Parties. Alleged violations of this MOU may be processed through the Grievance procedure of the CBA.

5. Effective Date

This Agreement shall become effective upon execution by authorized representatives of the District and SBTA and shall apply to those with a start date on or after July 1, 2026. The MOU will expire when the Parties have agreed to contract provisions that yield an initial salary placement equal to or greater than that stated in this agreement.

IN WITNESS WHEREOF, the Parties have executed this Side Letter Agreement,



Neva Ayn Magalnick, SBTA

Sept 23, 2026
Date



Michael Reed, SBSD

9/23/26
Date