

Memorandum of Understanding
Between The
Santa Maria-Bonita School District
And The
Santa Maria Elementary Education Association
Regarding Alternative Extra Pay Arrangements for
LETRS Saturday Trainings

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.


SMBSD educators, for their participation in the specific training outlined below, shall be compensated for additional time as described below.

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 will 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; 2023-2024 and 2024-2025, including any equivalent makeup days and/or times.

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, 2025.



Jose Segura, SMEEA President
For the Association



Peter Bland, Asst Supt HR
For the District