

Memorandum of Understanding
Between The
Santa Maria-Bonita School District
And The
Santa Maria Elementary Education Association
Regarding Alternative Extra Pay Arrangements for
Literacy Lab Sites' Specialized Training

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.

Literacy Lab sites, for their participation in the specific training outlined below, shall be compensated for additional time as described below.

The six (6) Literacy Lab sites who have received the State Literacy Grant are:

- Adam
- Alvin
- Battles
- Bonita
- Fairlawn
- Oakley

The funds used to provide for this alternative pay rate and bonus are paid out of the State Literacy Specialist Grant awarded to these six (6) elementary sites exclusively.

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 at the Literacy Lab sites may 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.


4. Staff members at the Literacy Lab sites are also eligible for a bonus of \$1,500 to be paid over two (2) years as an acknowledgement for obtaining the LETRS certification. This bonus of up to \$1,500 will be paid in two (2) installments of \$750 at the end of the 2023-2024 school year and \$750 at the end of the 2024-2025 school year. Eligibility for this bonus is contingent upon full day attendance and participation at all Saturday sessions that occur during the school year (4 per year, over 2 years) including any makeup and/or equivalent days/times, and completion of the reading, training modules, and bridge to practice activities that are built into the regular work day.
 - a. Completion of all required training listed for 2023-2024 will be compensated with an additional bonus of \$750, as stated above.
 - b. Completion of all required training listed for 2024-2025 will be compensated with an additional bonus of \$750, as stated above.
5. Literacy Lab site Instructional Leadership (ILT) Team member attendance and participation at the three (3) PLC training sessions provided by WestEd in August 2023, will be compensated at the daily per diem rate for up to three (3) days.

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.

 5/25/23

Jose Segura, SMEEA President
For the Association

 5-25-23

Peter Bland, Asst Supt HR
For the District