

Santa Maria-Bonita School District (SMBSD)
And
Santa Maria Elementary Education (SMEEA)
Memorandum of Understanding (MOU)
Regarding Junior High School Counselors
April 1, 2023

The Santa Maria-Bonita School District ("District") and the Santa Maria Elementary Education Association ("Association"), collectively the "Parties," enter into this Memorandum of Understanding ("MOU") regarding adding four (4) additional days to the work year of School Counselors at Junior Highs to provide time and focus on preparation of the master schedule and ultimately student schedules.

The following are mutually agreed upon:

1. This MOU will go into effect July 1, 2023 and continue to be in effect for the 2023-24 school year, and will sunset on October 31, 2024, unless otherwise incorporated into the Collective Bargaining Agreement through the negotiations process. The parties agree to meet prior to October 31, 2024 to evaluate the agreement.
2. Four (4) additional days will be required of Junior High Counselors. These days are to be scheduled by mutual agreement between the Site Administrator and the Counselors.
 - a. Additional days shall be paid at the members daily rate, as determined by current placement on the salary schedule.
 - b. More than four (4) days can also be mutually agreed to and be paid at the members daily rate.
3. A minimum of one (1) day of the four (4) to be scheduled close to the end of the school year.
 - a. The purpose of this day is to complete the student scheduling tasks, as determined by the site administrator before summer school begins or within 10 days after the last day of school, whichever occurs first.
4. Mutual agreement between the administrator and Junior High Counselors on dates to calendar the four (4) additional days shall occur in the year preceding the school year in

which the dates will be in effect (for example: the 2023-24 school years additional dates will be mutually agreed to in the 2022-23 school year), but no later than April 30th.

- a. If mutual agreement can not be reached the days shall be scheduled as follows; on the first weekday immediately following the last workday of the year and the three week days immediately preceding the first workday of the school year.
5. A process/definition of duties during these additional days will be defined and provided to School Counselors at Junior Highs.

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 MOU will terminate on October 31, 2024, unless the Parties agree prior to that date to extend it.

The Parties represent that they have read and understand the terms of this MOU and are authorized to execute this MOU.



Matt Beecher
Deputy Superintendent



Jose Segura
SMEEA President