

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE SANTA MARIA ELEMENTARY EDUCATION
ASSOCIATION AND THE SANTA MARIA BONITA SCHOOL DISTRICT**

The Santa Maria Elementary Education Association ("Association") and the Santa Maria-Bonita School District ("District"), collectively the "Parties," enter into the Memorandum of Understanding ("MOU") regarding Preparation Periods at the Junior High Schools and a modification to Article 5.4.3 based on the following:

1. All Junior High School classroom teachers and Counselors ("Teacher(s)") are eligible to participate at their assigned school site.
2. The Teacher(s) will submit their name to the site administration to participate.
3. Teacher(s) can only substitute during their designated prep period not to exceed one period a day.
4. Teacher(s) that participate will be assigned to classrooms that were unable to be filled by the district-wide sub-service.
5. Site Principals, and/or designees will assign a teacher to cover a classroom based on the following selection process:
 - a. Participating teachers from the same department/credential.
 - b. Rotational basis of remaining participants.
6. Teacher(s) may decline the offer to cover a classroom.
7. Jr. High teacher(s) will be compensated at the hourly rate equivalent to the current Column 4, Step 2, hourly rate on the teacher salary schedule. Jr. High counselors will be compensated at the hourly rate equivalent to the current Column 4, Step 2, for the first period of subbing; if subbing more than one period, junior high counselors will be compensated at the \$75 half-day rate (up to 3.25 hours), or \$150 full day rate (more than 3.25 hours) through the EWR process; half-day and full-day rate will update if the district daily sub rate updates.
8. Teacher(s) will be able to opt in and opt-out at the end of every quarter of the school year.
9. The Parties agree that they will review this MOU and will negotiate the terms of this

MOU, and a possible extension of the MOU, prior to June 30, 2024.

10. The Parties agree that this MOU will terminate on June 30, 2024, unless the Parties agree prior to that date to extend it.

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

Executed and signed below:

SANTA MARIA-BONITA SCHOOL DISTRICT



Dated: 09/13/2023

Pete Bland Ed.D.
Assistant Superintendent for
Human Resources

SMEEA



Dated: 09/13/2023

Jose Segura,
President