

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
SANTA MARIA ELEMENTARY EDUCATION ASSOCIATION
AND THE
SANTA MARIA-BONITA SCHOOL
REGARDING
PARTICIPATION IN FULLERTON LITERACY GRANT PROGRAM**

The Santa Maria Elementary Education Association ("SMEEA") and the Santa Maria-Bonita school District (the "District") collectively the "Parties," enter into this Memorandum of Understanding ("MOU"), effective retroactively to August 1, 2023 and ending March 31, 2027 (time frame inclusive of Cohort 1 and Cohort 2).

This MOU replaces the existing "Participant Commitment and Agreement for participation in the Fullerton Literacy Grant Program" agreements:

- "The Santa Maria-Bonita School District & Cal State Fullerton Reading Specialists 2023-2024-Cohort 1 California's Reading & Literacy Supplementary Incentive Grant Program"
- "The Santa Maria-Bonita School District & Cal State Fullerton Reading Specialists 2024-2025-Cohort 2 California's Reading & Literacy Supplementary Incentive Grant Program"

By submitting an application to participate in the Fullerton Literacy Grant Program, members acknowledge and accept all of the terms and conditions of this MOU.

Purpose: To address the statewide teacher shortage by providing funding support for certificated teachers actively pursuing coursework to become a Reading Specialist.

1. Program Participation and Grant Coverage:

Teachers who elect to participate in the Fullerton Literacy Grant Program will receive full tuition coverage under the grant, with no upfront costs to the participating teacher.

This funding will help support staff seeking:

- Multiple Subjects Teaching Credential teachers in adding a:
 - Reading & Literacy Added Authorization (RLAA) or a
 - Reading & Literacy Leadership Specialist (RLLS) or a
 - Master of Science (M.S.) in Education, with a concentration in Literacy and Reading.

Documentation of enrollment and university progress will be required for grant funding. All participants must apply and be granted admission to the Literacy and Reading Department Program at Cal State Fullerton.

Eligibility: members with current full-time employment status with SMBSD at one of the 9 Literacy Lab sites (Adam, Alvin, Arellanes Elementary, Battles, Bonita, Bruce, Fairlawn, Oakley, and Sanchez).

Coursework Requirements:

- Graduate from Cal State Fullerton with a Reading Specialist Authorization and/or Master's Degree
- Complete all the coursework with a 3.0 GPA or higher.
- Attend all professional learning sessions throughout the program, unless otherwise determined through a conference with the program coordinator.

Grant Award: Participation will be eligible for tuition to be paid directly to their Cal State Fullerton student account, and they will receive reimbursement for books, application fees, and registration.

Requirements for Funding Disbursements:

- Updated official transcripts at the end of each school year.
- Application fees will be reimbursed at the end of the first semester.
- SMBSD reserves the right to require additional documentation on a case-by-case basis, depending on individual circumstances. Contact the Credential Analyst with any questions.

Stipend Disbursement:

- Stipends will be disbursed directly into Cal State Fullerton student accounts for tuition and fees. The balance will be the responsibility of the student and reconciled with the financial aid from Cal State Fullerton.
- Reimbursement for books, supplies, and exams will be reimbursed 2 times a year in coordination with the stipend disbursement. Participants will be notified of exact dates.

2. Teaching Commitment/Employment at Literacy Grant Schools:

The District will make every reasonable effort to place participating teachers at a school site that is a recipient of the Literacy Grant. Possible positions include but are not limited to the following:

- Literacy Coach
- Instructional coach
- English Language Development (ELD) Coach
- Classroom Teacher
- Response to Intervention (RtI) Teacher

3. Salary Schedule Advancement:

Any academic units accumulated during the coursework for the RLAA, RLLS, or M.S. in the Fullerton Literacy Grant Program will count toward salary schedule advancement as outlined in CBA Article 15 - Salaries.

4. Repayment Terms in the Event of Voluntary Transfer and Resignation:

If a participating teacher voluntarily transfers to a non-qualifying school site or resigns from the District before fulfilling the agreed-upon **4 years of** service at a Literacy Grant school, a repayment plan for the grant-funded tuition will be established.

Four (4) years may be completed within a five (5) year period.

5. No Obligations for Tuition Repayment if No Qualifying Job Offered:

If the District is unable to offer a participating teacher a position at a Literacy Grant site upon completion of the Master's Degree program, the teacher will not be required to repay any of the grant-funded tuition fees. If the employee is terminated as the result of a Reduction in Force (RIF), they will not be required to repay the grant-funded tuition. If the employee is involuntarily transferred to a non-literacy site, they will not be required to repay. If a teacher requests a voluntary transfer to any junior high or middle school in SMBSD, tuition repayment obligations will be evaluated on a case-by-case basis. Considerations will include the needs of the District.

Repayment Conditions include:

- If time employed in a **high-need Literacy Lab Site** is Less than 4 years - repayment will be prorated.
- **Failure to complete the program** -repayment will be as stipulated in the Repayment Plan.

6. Repayment Plan if Conditions are Not Fulfilled:

- In the event that the teacher is required to pay back the grant fund, as outlined above, the terms of this repayment plan will be determined in collaboration between the District and the participating teacher, taking into consideration the teacher's specific circumstances.
- Tiered rate of repayment of what is owed
 - Less than one of service = 100%
 - 1 to 1.9 years of service = 75%
 - 2-2.9 years of service = 50%
 - 3-4 years of service = 25%
- It is the member's responsibility to contact the Credential Analyst from the Santa Maria-Bonita School District to set up a repayment schedule.

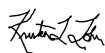
MOUs, side letters, and Agreement language between the Parties, not identified herein, are unaffected by the terms of this MOU. This MOU is non-precedential and will not bind the Parties in any future action, meaning or application of the Collective Bargaining Agreement (CBA). This MOU shall be subject to the grievance procedures provided under Article 11 of the CBA. However, before entering the grievance process, the SMEEA President or their designee shall meet with the Assistant Superintendent of Human Resources or their designee to discuss any disputes related to the implementation of this MOU. The grievance timelines provided in the CBA will not commence until the meeting(s) between the SMEEA President and the Assistant Superintendent have concluded.

This Memorandum of Understanding (MOU) is a tentative agreement and is subject to approval by the Governing Board. This MOU shall expire on June 30, 2028.

The parties mutually agree to meet and negotiate on or before January 31, 2028, to revisit and potentially extend the terms of this MOU beyond June 30, 2028.*

*Due to the limitations of the three-year maximum of this MOU agreement.

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



Kristen Lohr
President of SMEEA

06/13/2025

Date



Pete Bland, Ed.D.
Assistant Superintendent for HR

06/13/2025

Date