

Service Employees International Union Local 99 & Santa Monica-Malibu Unified School District									
Tentative Agreement Summary - April 26, 2024									
Article 1 - Agreement, Designation of Parties, Length of Agreement									
	Sets term (length) of the agreement to July 1, 2022 - June 30, 2025								
	States that there are no reopeners for 2024 - 2025								
Article 9 - Leaves of Absence									
	Revises language regarding process for a medical leave of absence and return from a leave								
	Provides one (1) day of bereavement leave benefit for the death of a person outside a unit members immediate family								
	Updates catastrophic leave language regarding the leave bank allocations								
Article 16 - Wages									
	Provides for a 5% on-schedule increase, effective January 1, 2024								
	Provides for a 3% on-schedule increase, effective July 1, 2024								
	Provides for a two-range adjustment, effective July 1, 2024, which results in a 5% increase for every unit member on their step-increase date during the 2024 - 2025 school year								
	Provides for a one-time, off-schedule payment of \$1,000 to eligible unit members								
	Provides for a two-range adjustment, effective July 1, 2025, which results in a 5% increase for every unit member on their step-increase date during the 2025 - 2026 school year								
Article 17 - Health and Welfare Benefits									
	Entire article rewritten to reflect current benefits practices as recommended by the Joint Benefits Committee								
	Affirms continued participation by SEIU on the Joint Benefits Committee								
	Commits the District to no less than one (1) PPO and no less than one (1) HMO at not cost to full-time employees								
	Changes the calculation for benefit-eligible part-time employees; lowering the contribution by employees, increasing the contribution by the District								
	Adds life insurance as a new benefit to eligible unit members								
Article 29 - Working-out-of-Class									
	Retains the role for the Director of Classified Personnel to identify the next lower classification								
	Adds language regarding criteria used by the Director to identify the next lower classification								
	Establishes a meet-and-confer requirement for SEIU and the District to prepare a Memorandum of Understanding applicable to working-out-of-class in Maintenance & Operations								
	Changes phrase "classified service" to "bargaining unit"								
	Allows possibility of a unit member who has received progressive discipline to work out-of-class								
Article 30 - Layoffs/Reduction in Hours									
	Updates layoff procedures to reflect revisions to the law/Education Code per AB 438 and related legislation								
	Requires layoff notification on or before March 15th, similar to procedures for teachers								
	Affords unit members in classifications identified for potential layoffs to request an administrative hearing								
Additional Agreements									
Agreement - Work Calendars									
	Campus Security Officers - Changes the work calendar from 10-months to 11-months to include summer school and its related programming, including FIP assignments								
	Board Certified Behavior Analysts - Change the work calendar from School-Year To 11-months to include summer school and its related programming								
	Pareducators 1, 2 and 3 - Changes the work calendar from School-Year to 10-month								
	Health Office Specialists - Changes the work calendar from School-Year to 10-months								
	Food & Nutrition Service Workers - Changes the work calendar from School-Year to 10-month								
Agreement - Transportation Department									
	Establishes a meet-and-confer requirement for SEIU and the District regarding levels of service and assignment hours within 180 days of hiring a permanent Director								
MOU - Leave Balance Notification									
	Requires the District to notify unit members of their leave balances until such time as new Human Capital Management (HCM) Employee Self-Services (ESS) application is accessible to employees								
MOU - Health Benefits (Benefits Year January 1, 2023 - August 31, 2023)									
	Agreement to transition from CalPERS to SISC								
	Establishes plan options for benefit-eligible employees								